Wenzl Sees PS&T Ballot Result As Vital

ALBANY — The Public Employment Relations Board will send out approximately 40,000 ballots Nov. 11 to state employees in the Professional, Scientific and Technical Bargaining Unit in a union representation election which the chief of the Civil Service Employees Assn., the current union, calls a losing effort by the represented employees to divide and weaken the bargaining table. "PS&T employees would be included from all other state workers and be especially weak, but such an action would also weaken their fellow employees and possibly cause a severe setback for everyone," he continued. "Unity is everyone's benefactor and that's why PS&T people should remain united with their fellow employees under the CSEA banner."

Dr. Wenzl said he was upset over the manner in which PERB has handled the entire election procedure, especially in allegedly failing to determine if the challenging union, the Public Employees Federation, even filed required data on employee interest.

"But we're going on this election because we're ready, and anxious, to get to the table on behalf of all state workers, and the additional delay would mean that we absolutely could not win that advantage if we're in better shape than we are now," he said. "We have the right to the table and we must not lose it."

Dr. Wenzl also urged all state employees to vote for the union and to avoid the error of calling PERB to request a ballot, and not let the powers that be disenfranchise their right to vote. PERB refused to mail ballots to people on unpaid leave, which is wrong, but will mail them a special replacement ballot if the individual calls PERB to request a ballot. He advised every eligible employee on unpaid leave of absence to take advantage of this by calling and requesting a ballot, and not let the powers that be disenfranchise their right to vote.

Replacement ballots may be obtained by calling PERB at: Albany (518) 457-5926; New York City (212) 681-6970, or Buffalo (716) 842-2357.

Part-Timers’ Law Briefs Will Be Filed

ALBANY—Briefs will soon be submitted to a arbitrator in the Civil Service Employees Assn. case, and to the Civil Service Commission on rights of part-time New York State employees to receive benefits.

Hearings in the case were concluded in October. Briefs will be submitted to American Arbitration Assn.'s arbitrator Louis Yaacoa, whose decision in the case is not expected until after the Thanksgiving holiday. Mr. Yaacoa's decision cannot be appealed.

The case affects thousands of part-time employed by New York State, most of whom work in institutions such as mental hospitals and prisons.

Part-time state employees represented by CSEA had always received benefits such as vacations and sick leave, on a pro-rated basis, until September 1974, when former Civil Service Commissioner Erna Poston issued an order that: all benefits to part-timers be cut off, unless they worked five days a week, for at least five weeks ahead by political leaders throughout the State for (Continued on Page 14)

Temporarily Block Carey's Earnings Disclosure Order

BUFFALO—A State Supreme Court justice last week issued a temporary restraining order here affecting an executive order issued by Gov. Hugh L. Carey requiring state employees earning in excess of $30,000 annually to submit a financial disclosure statement.

The Civil Service Employees Assn. instituted the legal action which seeks to have the executive order declared unconstitutional.

CSEA brought the case to the State Supreme Court in Erie County and it asks that the financial disclosure order, as declared illegal on the grounds that the required formal eight-page statement is too broad and includes disclosure of information protected by the Constitution. If allowed to stand, the union said, the requirement would affect less than 2,000 of the nearly 150,000 state employees represented by CSEA. All the affected employees are in the Professional, Scientific and Technical Bargaining Unit, one of four major units of state workers represented by CSEA.

FOR DUTCHESS — (Civil Service Employees Assn. vice-president James Lenon, left, on behalf of Southern Region III, which he heads, presents check for $2,000 to Dutchess County unit president Bernard Velt to aid CSEA members who face financial hardships because of strike penalties. The presentation took place at a regional meeting last month in Newburgh, Orange County. Story and additional photos of meeting are on pages 14 and 16.

Wenzl: DOT Release A Snow Job

ALBANY — Civil Service Employees Assn. president Theodore C. Wenzl has demanded an immediate meeting with Department of Transportation Commissioner Raymond Schulner and Gov. Hugh L. Carey to clarify a DOT news release last week stating that snow and ice control operations for this winter "will be completely adequate throughout the State."

Dr. Wenzl sent telegrams to both officials when it was learned that the release had been issued as a CSEA special committee was meeting with officials from DOT's Office of Manpower and Employee Relations to discuss difficulties expected to arise from planned round-the-clock snow and ice control shifts for employees announced as part of the Department's austerity program.

In his telegram, Wenzl attacked "inadequate and reactive responses" received by the union's DOT committee in its meeting with officials. Dr. Wenzl added details of the Department's (Continued on Page 14)
PERB Faults Oyster Bay
In Working Hour Changes

OYSTER BAY—The Town of Oyster Bay has been ordered to negotiate in good faith concerning changes in the working hours of its employees as a result of an improper practice charge brought by the union of the town’s workers, the Civil Service Employees Assn.

The 1,200-member CSERA until filed the improper practice charge last January when the town quietly changed the working hours of sanitation foremen.

In a decision, Public Employment Relations Board hearing officer Zachary Wellman wrote that a new working hour contract was established with the town “generally established a normal work day and week of 8 and 40 hours, respectively.”

As for most employees, the record established that employees in the title of Sanitationman I and II and Sanitation Foreman I have worked on a “completion-of-task” basis for at least 29 years. They were permitted to sign out when all of the crews they supervised had completed their assignments.

Mr. Wellman referred to the 1973-74 CSERA contract, which said: “The parties shall maintain such normal working hours as to be applicable to the working hours of the foremen” without consulting the CSERA.

The Oyster Bay unit is one of the largest CSERA units in the state. Its president, Pat D’Alelio, said of the decision, “We finally lost...they can’t change anything in the contract just because they want to. They have to negotiate with the union if they want to change anything.”

Mr. D’Alelio added that the decision was already having an effect upon the town’s administration.

“They used to try stuff like this all the time. Now they’re calling me and letting me know what they’re thinking about.”

CSERA’s attorney was also happy with the decision. “It’s clear...they understand the phrase...to be applicable to the working hours of the sanitation men.”

Mr. Wellman also said he found the town’s reliance upon the “management rights” article of the contract to be “equally impermissible.”

He concluded, “I find nothing in the contract which would permit the town to do...”

Thus, the town violated the Taylor Law by increasing the daily working hours of the foremen” without consulting the CSERA.

The hearing officer’s decision shows that the towns were wrong in trying to change the working hours in the union, he said. Their action “was clearly an example of an improper practice under the Taylor law.”

H.S. Equivalency Testing Scheduled

CONEGS—A free examination will be scheduled shortly in New York City for area residents interested in obtaining a high school equivalency diploma.

The examination will be held at the American Trade School, 11 Warren St., N.Y., N.Y. 10007.

The examination is open to those who have graduated from a two-year post-high school course and have been accepted in a high school at the time of examination who meet certain other requirements, will be awarded the diploma.

Applicants must be at least 18 years of age or over and of the state for at least 30 days prior to the date of the examination. Individuals under 19 years of age may also take the examination, but they will not be awarded the diploma. Applicants must be high school graduates who pass the examination and who meet certain other requirements, will be awarded the diploma.

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Applications and additional information may be obtained by contacting O.E.D., Box 369, Congers, N.Y. 10920. A stamped, self-addressed envelope should be enclosed.

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Challenge University Policies
On Day After Thanksgiving
And 10-Month Appointments

BUFFALO — The State University committee of the Civil Service Employees Assn., went on record last month against the changing of holidays for the day after Thanksgiving and in opposition to 10-month appointments for classified employees.

In letters sent to State University officials, the CSEA committee explained the unions' views. The letters were signed by committee chairman June Boyle, of SUNY at Buffalo, and committee members Patricia Crusinella, of SUNY at Cortland; Edward Dutko, SUNY at Buffalo; and Frank Glider, SUNY at Albany. All four are elected statewide CSEA directors, representing University employees.

The issues concerning the day after Thanksgiving is complicated by the fact that several campuses have adopted separate policies on whether to grant the day as a paid day off, even though the campuses are closed for school business.

Mr. Boyle said that on the SUNYB campus, employees are asked to give up a holiday in exchange for having the day after Thanksgiving. He said that she recommends that employees sign up to work on the day after Thanksgiving so they will not lose their paid holidays.

In the letter to Dr. Caesar Nagler, assistant vice chancellor of the State University, the committee suggests that he inform the various campus administration that the changing of holidays is in violation of CSEA's contract with the state.

The second letter, to Dr. Jeremi Komar, vice chancellor of the State University, states the University delegation opposed to his recent memorandum about 10-month appointments for classified employees.

The University's memorandum had been sent in September to presidents of the various state-operated campuses.

In the memorandum, Dr. Komar outlines the procedures by which classified employees are to be judged into the 10-month program and the unemployed for two months.

In addition, the potential dangers of this situation should be more obvious to the public who will be commuting or whose kids will be riding on school buses.

In the memorandum, Dr. Komar outlines the procedures by which classified employees are to be judged into the 10-month program and the unemployed for two months.

There is no financial remuneration for either position, although they are allowed while on official business for the union. The Board meets on an average of one a month.

The sessions had been held by Avis Rubin, Education, and Al Hale, Public Relations. Both sessions had been held because of the pending election last spring to the 116-member Board of Directors.

Niagara Falls
Boss's Night

The Niagara County chapter, Civil Service Employees Assn., will host its annual "Boss's Night" Friday, Nov. 14, at the Crown and Anchor Restaurant.

Cocktails will be served at 6 p.m., followed by a family style dinner at 7 p.m. with dancing to the music of the Duchess. The chapter president William Doyle, Chapter secretary Dorothy Hy is chairman of the event.

CSEA Calendar

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function. The address is: CSEA Calendar, Attn.: CSEA Calendar, 125 N. Fulton St., New York, N. Y. 10007.
HEROISM REWARDED — Two Nassau County Department of Recreation and Parks employees were cited recently for saving the life of a co-worker, Donald Beccafalco, of Syosset. While working an earthmoving machine which burned into flames, Ignazio 'Bucefield's clothing, the two other Department employees, Richard Giannacora, of Uniondale, and Vincenti Miliello Jr., of Glen Cove, flattened Mr. Beccafalco. The two men were awarded plaques honoring their act by Andrew Russo, left, technical services administrator for the Department. Additional information from the commission of the Department's Civil Service Employees Assn. unit, Department Commissioner Richard A. Fich and Nicholas Dilliett, director of Hempstead Harbor Park.

Showdown Phase Looming On Canajoharie Contract

CANAJOHARIE — The Canajoharie Village Employees unit, Civil Service Employees Assn., has voted to accept a fact-finder's recommended settlement to a contract dispute. The village mayor and trustees have already rejected the recommendation, setting up a head-to-head showdown.

The village, municipal workers and police officers have been working without a contract since the contract expired May 31, and emergency negotiations have been underway for several months. The last contract expired May 31, and emergency negotiations have been underway for several months. The last contract expired May 31, and negotiations have been ongoing for several months. The last contract expired May 31, and negotiations have been ongoing for several months. The last contract expired May 31, and negotiations have been ongoing for several months. The last contract expired May 31, and negotiations have been ongoing for several months.

Negotiations on behalf of all Canajoharie village employees, including police, have been going on between CSEA and the village for several months. The last contract expired May 31, and negotiations have been ongoing for several months. The last contract expired May 31, and negotiations have been ongoing for several months. The last contract expired May 31, and negotiations have been ongoing for several months. The last contract expired May 31, and negotiations have been ongoing for several months. The last contract expired May 31, and negotiations have been ongoing for several months. The last contract expired May 31, and negotiations have been ongoing for several months. The last contract expired May 31, and negotiations have been ongoing for several months. The last contract expired May 31, and negotiations have been ongoing for several months. The last contract expired May 31, and negotiations have been ongoing for several months. The last contract expired May 31, and negotiations have been ongoing for several months. The last contract expired May 31, and negotiations have been ongoing for several months. The last contract expired May 31, and negotiations have been ongoing for several months. The last contract expired May 31, and negotiations have been ongoing for several months.

Roswell Chapter Files Grievance On Reporting Moonlighting Jobs

BUFFALO — The 2,500-member Civil Service Employees Assn. chapter at Roswell Park Memorial Institute here has filed a grievance against a Health Department edict requiring all workers to list other jobs. "A man's personal business is his personal business," said CSEA field representative James Stewart, explaining the department changed earlier rules that required only employees making $17,500 a year or more to report "moonlighting" activity. Under the revised rules, all workers, including lab technicians, maintenance workers and operators, are required to list other activities by CSEA at Roswell, were required to list other jobs.

"I could very well see a cleaner working a certain number of hours every week at Roswell, and then working a certain number of hours as a cleaner at a pharmaceutical company. What difference does that make?" Mr. Stewart asked.

"It's not as if the employee was a doctor or an administrative assistant working for a pharmaceutical company. Mr. Beccafalco is a cleaner, he's being dealt with in his state job.

"We can certainly see the need for disclosures by doctors and administrators who are in the position of forming policy. But why should low-grade employees have to do it?"

Mr. Stewart said CSEA members were first told the other-
Croton School Unit Wins Improper Practice Action

Croton—The Civil Service Employed Assn. has been sustained in a recent finding by the Public Employment Relations Board on an improper practice charge the union filed against the Croton-Salmon School District.

The CSEA Croton school unit charged in a PERB hearing that the school district had unilaterally altered the terms and conditions of employment of certain employees within the negotiating unit. The union also alleged that the district had refused to execute a formal contract embodying terms of memorandum of agreement reached by the parties at the conclusion of negotiations for a 1974-75 contract.

According to Joe O'Connor, CSEA field representative, the Croton School District created a bus driver title and eliminated two existing titles, night custodian and bus driver. The union also charged that the District had not formally requested the deletion of the two positions or that a reallocation of employees would be made.

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Civil Service Month

This is not a guest editorial, but we are lifting Governor Carey's proclamation statement of November as "Civil Service Organization Month" for direct quote in its entirety, since he states the case well:

"Ninety-two years ago, New York became the first state in the nation to adopt a Civil Service system—a system in which state government employees are elected on the basis of merit.

"The City of New York State maintains its leadership role in Civil Service. A dedicated corps of Civil Service employees perform the vital work through which the various agencies of state government serve the 18 million citizens of New York State.

"These workers, carefully selected for their skills, knowledge and abilities, serve the public in a wide range of occupational specialties. Their work affects nearly every phase of our daily lives.

"Now, therefore, I, Hugh L. Carey, Governor of the State of New York, do hereby proclaim the month of November, 1975, as CIVIL SERVICE ORGANIZATION MONTH in New York State. In recognition of the historic and continuing tradition of service to the public performed by the Civil Service employees of the State of New York."

Early Warning

"In light of all the words that have been written this year against the use of State Employees' Retirement System funds to bail out New York City, we remember that one of the first warning shots was after the City's fiscal crisis another year ago by Civil Service Employees Association President Theodore C. Wenzl. At that time, he raised objection to the threatened use of employees' pension fund investments, such as buying bonds to support the ailing Urban Development Corporation."

"Just think now, if the Retirement Fund had been used then to bail out UDC, what would New York City have had to fall back on?"

Prophetic Too Soon

"There is a time lag between the time an editorial is written and the time that it is distributed to the readership. This time lag was most evident last week as the contents of Vice President Rockefeller's letter to President Ford were made public only minutes after The Leader had been printed with an editorial suggesting that the Vice President consider declining renomination.

"The intent of the editorial was that Rockefeller might exert more influence on Republican policies if he were to be unopposed by the Presidential loyalty to a President who seems preoccupied by the threat of a primary challenge by the party's conservative Ronald Reagan.

"In light of the editorial's coming true while the paper was in the process of distribution, what was intended as food for thought now seems susceptible to partisan interpretation. It was not meant to be a political diatribe. Although the editorial proved to be prophetic, please remember that it was written before the Rockefeller action was known."

(Continued from Page 1)
What would happen if the city defaulted? Inasmuch as pensions are paid out of established funds, they would not be directly affected immediately. Pension checks would still go out as they have in the past. However, new employees, or those entering the system after Dec. 3, and to adjourn. The session took four minutes.

Sam Feldman, computer technician: "I use transit daily and pay $10 to $15 a week on transit and just getting around. So it has really hurt me. I try to use the bus because it is cheaper. Sometimes I have to wait five or six minutes longer for a bus in the morning while commuting to work. There should be much better service for the additional $15 cents, but the service instead is really lousy. I take my car to work, but it would cost me $4 a day just to park it, so it's cheaper for me to ride the subway and suffer the hardships of paying the 50 cents."

**LETTERS TO THE EDITOR**

*Attica Aid*

Editor, The Leader:

Between Sept. 9 and 13, 1971, at the Attica Correctional Facility, a rebellion occurred that aroused the interest of the entire nation. Prisoners took control of their prison. A battle was fought on the streets and highways of New York. The prisoners were demanding the release of those on parole who were serving less than one year. A total of 1,000 prisoners were involved in the rebellion. The rebellion lasted for five days. At the end of the rebellion, 1,000 prisoners were released. The release of these prisoners was the result of a court order. The court order was based on the argument that the rebellion was a political act and that the prisoners were entitled to the protection of the law.

*Civil Service Law & You*

(Continued from Page 1) put out to the court that Section 77, Civil Service Law requires that an employee who is reinstated be granted all his back pay and other benefits, less other earnings and unemployment insurance. The court, therefore, revised its decision to grant back pay. Upon appeal to the Appellate Division and Department, the appeals court sustained the Judge in Special Term, Westchester County Supreme Court. It is clear that the decision is contrary to the law as set forth in Section 77, Civil Service Law. The court stated that since the employee was not entitled to any of the benefits that he received, he was entitled to the reinstatement of his job and that such reinstatement is a violation of the law. The decision is based on the argument that the reinstatement of an employee who has been wrongfully discharged is a violation of the law.

*Our Jane*

May I take this opportunity to thank you for the excellent service you have given us. I appreciate the time and effort you have spent on our behalf. The service you have provided is greatly appreciated.
The special civil service committee of the Civil Service Employees Assn. is chaired by Jean C. Gray, of the Thruway Authority Headquarters, with committee co-chairman Robert Latimer, of Buffalo Manpower Services, and committee members Nicholas Abbatiello, Canisteo Bernard, Betty Duffy, Jimmy Gamble, Timothy McInerney, Gerald Purcell, Bernard, Betty Duffy, Jimmy Gamble, Timothy McInerney, Gerald Purcell, and James Welch.

Your Special Civil Service Committee met four times during 1975 to discuss subjects as Equal Employment Opportunities for Women in New York State Government, Ethnic Coding of State employees, State Layoff procedures, extended leaves of absence for certain State employees, Comprehensive Employment and Training Act (CETA) and other subjects covered by Civil Service Law. As you already know, this committee, when changed from the Ad Hoc Affirmative Action Committee to the Special Civil Service Committee, was charged with the responsibility of being a watchdog on the Merit System.

For your information, due to the complexities of the Comprehensive Employment and Training Act (CETA), an Ad Hoc Committee for CETA was formed and Robert Latimer, the Co-chairman of this committee, was named Chairman in order that there would be close coordination between the two committees.

On Dec. 12, 1974, Miss Hilda Ford, a representative of Commissioner Poston, met with this committee in which she discussed the opportunities for women in New York State Government. Also discussed was the statistics showing the heavy concentration of females in the lower grades such as clerks, typists and stenographers, but it was concluded that this would change due to the increased opportunities for women in higher paying positions.

In January 1975, this committee met to discuss the Ethnic Coding of State employees. In September 1974 the coding of State employees was suspended by Governor Wilson due to the vigorous protests by CSEA. A task-force committee was appointed by the Governor to examine the issue and a representative from CSEA was appointed to that committee. As a result of various meetings and recommendations a report was issued by this task force in November 1974, and the temporary suspension of the ethnic data systems was terminated and the survey was to be continued but with the recommendations of this committee to be included. During the summer Mr. Roche of the Civil Service Department met with this committee and explained the procedure of the Ethnic Survey as to the form now used and security taken. For your information, categorization must be based on a visual assessment of the individual's ethnicity. No one should be asked his or her ethnicity.

On April 25, 1975 representatives of CSEA appeared at a hearing before the Senate Committee on Civil Service in the Legislative Office Building in Albany, New York. The purpose was to bring to the attention of the delegates some of the problems and inequities encountered by CSEA. The areas discussed were equal employment opportunity, 1-out-of-3 rule for selection, oral examinations, job-related contents of examinations, requests by State departments and agencies for executive exempt classification of positions and finally excessive leaves of absence.

In conclusion this committee wishes to bring to the attention of the delegates that this committee was formed basically to help the chapters in problems concerning affirmative action. As of the present time, we have received input from only a few chapters. It would be advisable for the chapters to appoint a small affirmative action committee to work with management in order to prevent problems from arising.

Suffolk County chapter 843’s Alan Greenfield, executive representative, and Thomas Scrima, from left, center with CSEA field staffer Phil Miller and Syracuse Region V supervisor Frank Martello during break between business sessions.
The membership committee of the Civil Service Employees Association is chaired by Samuel Emmott, of New York City, and Howard Croycey, of Albany County, with committee members Jon Schermerehorn, Terry Dawson, William Kempney, Karen Menier, James Mangano, Esther Throne, Theodore Kowalsky and Eva Raine.

The membership committee continues to be the effective mail campaigns to solicit non-members in both Political Subdivisions and the State on a regular and continuing basis. For the second year, we have increased our numbers even though there was an estimated attrition of 10 percent in our ranks each year.

This Committee has been made aware that membership is of major concern to all Staff Employees, Chapter Presidents, and representatives of the Executive Committee could assist greatly. Your Committee acknowledges the importance of continuing growth in membership for the success of CSEA, the Membership Committee recommends that the Director's Constitution and By-Laws Committee consider inclusion of the Membership Committee as a Board of Director's Boarding Committee. This would allow the Membership Committee Chairman to attend all meetings of CSEA's Board of Directors.

Three of the Association's best known ladies exchange greetings. From left are Pauline Wensl, wife of the fourth vice-president Carmine DiBaltito, and Alice Bailey, co-chair of the CSEA-Staples service. The continual improvement of CSEA data processing systems and operations permit identifying non-member employees in those bargaining units which we represent. This ability permits direct-mail solicitations for membership to be mailed and chapter officers and representatives as well as CSEA staff the opportunity to appeal to non-members in person. With reference to the CSEA service, our identification of non-members is very complete, but in the County Division, it depends upon receiving machine readable information from each local government which has been arranged in some places. Our County Division Chapter Presidents and representatives of County Division Chapters on the CSEA Executive Committee could assist greatly by working closely with CSEA Manager of Computer Services to secure from each political subdivision machine readable information which would supply CSEA with ready information on all non-members so that we could solicit their membership directly by mail and through membership committees of chapters and units. Also very desirable is a provision in each such local government work contract that would permit access to all employees during work hours for brief 15-minute interviews on a quarterly basis to explain CSEA services and programs, including insurance programs.

C. Rush, delegate from Green Haven Correctional Facility chapter 345, talks with Helen Hayes Hospital chapter 302's Patricia Comerford, treasurer of Southern Region III, and Health Research chapter 315's Barbara Famos, treasurer of Western Region VI.

Laboratories and Research chapter 665's Joan Samson and Alice Bailey exchange views during a break between business sessions.

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Your Committee acknowledges the innovative and responsible efforts put forth by CSEA management at 33 Elk Street in the continuing drive to solicit new members. Because of the importance of continued growth in membership for the success of CSEA, the Membership Committee recommends that the Director's Constitution and By-Laws Committee consider inclusion of the Membership Committee as a Board of Director's Boarding Committee. This would allow the Membership Committee Chairman to attend all meetings of CSEA's Board of Directors.

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## Political Ad Is Attacked By Mt. Vernon CSEA Unit

MOUNT VERNON—The contents of a political flyer distributed by Tom Sharpe, unsuccessful Democratic candidate for Mayor of Mount Vernon in last week's election, has brought a protest from Don Webster, president of the Mount Vernon unit, Civil Service Employees Assn. in New York, N.Y. 10007.

Mr. Webster, in a letter to Thomas W. Wallace, executive director of the New York State Civil Service Employees Assn., said the advertisement "seriously distorts" his membership and is a flagrant example of employee behavior in the City of Mount Vernon.

The Bulletin maintained a photograph of an individual reading a newspaper. It was explained: "If we don't stop the waste, Mount Vernon will become another New York city. This city employee spends your tax-dollars on this 20رش reading the newspaper. Don't you think your money could be better spent?"

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**Ripshill**—A third-step grievance decision has been won by the Civil Service Employees Association's Bridge Authority chapter, resulting in back overtime pay for two of the union's members.

Milton Zwickel, chairman of the State Bridge Authority, issued the decision after the matter had been denied by administrative officers at the first two steps of the grievance procedure.

The two CSEA members who brought the successful grievance were Stephen P. Doonan and Phillip H. Mikesh, both of whom work on the Kingston-Wilkesville Bridge. They received their checks on Oct. 18.

At issue was whether the authority could bring in part-time employees at regular pay to substitute for permanent full-time employees who are out sick.

CSEA maintained that this practice was a direct violation of Article 36 of the workers' contract, which states: "Overtime for toll collectors will be given to the permanent Civil Service toll collectors for the first three days of each employee's sickness. All collectors, when called, are required to come to work."

CSEA field representative John Devo said the Authority had been illegally calling part-time employees at straight pay to avoid paying overtime to full-time, permanent employees who would otherwise work at overtime rates in place of the sick employee.

"The wording in the contract was absolutely clear," Mr. Devo said, "but it took Mr. Doonan and Mr. Mikesh to put an end to the abuse of the contract. This was the first test of that situation, and it now stands as a precedent for all Bridge Authority employees."

The decision affects more than 60 such employees, Mr. Devo said.

**Armsy Employees Pose Suggestions to CSEA & State**

NIAGARA FALLS—A wide variety of proposed contract demands, including future contract lives of one year and full state underwriting of family hospitalization insurance, were suggested for inclusion in the coming pact talks between the state and the Civil Service Employees Association by the Conference of Armory Employees chapters.

The Conference consists of eight CSEA Armory chapters throughout the state and the meeting was conducted by Conference president Dick Houhalin, of Genesee Valley Armory Employees chapter.

It was also suggested that CSEA encourage passage of bills before the Legislature to provide coverage for all army workers under all sections of the Taylor Law, the addition of a third annual increment step to the state pay scale and the extension of major medical insurance to conclude preventive examinations of all state workers and their families.

Also recommended was a 30 percent increase in dental care payments, $10,000 increase to $50,000, of ordinary death benefits, the extension of permanent disability pay for employees working weekend days and basic state employee salaries on a 34-day year.

Suggestions by Conference members were also passed on to the Chief of Staff of the Governor who heads the Division of Military and Naval Affairs.

These included **improved** DMAMP procedures, the start of statewide army worker workshops to better quality existing and potential army superintendents, payment for the overtime required annually for army emergency duty training, changes in promotional policies and reimbursement for personal property loss or damage in the line of duty.

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Large Partnership, c/o William O. Burnet, Shaw &, Co., 120 Broadway, NYC, persons of Gen. & of Ltd. Partnership, duly signed and executed by all partners and filed in the N.Y. Co. Cbs Office, Aug. 29, 1975. Business to purchase all rights and interest in motion pictures for the United States and Canada, and to distribute in Canada and to purchase and distribute in the United States.

General Partner: William O. Burnet, Shaw & Co., 120 Broadway, NYC, who has contributed $1,000.

Limited Partners: Bruce Balaban, 200 Central Park South, NYC, who has contributed $1,000, and Paul & L. Porciam圈, 99%.

The Partnership was not commenced on the day upon which pursuant to the Partnership Law of the State of New York, the Certificate of Limited Partnership is duly filed in the office of the County of New York, and thereafter from year to year, and shall term issue on December 31, 1999, unless sooner terminated. No additional contributions are required.

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Region III Assails Pension Use To Aid New York City

NEWBURGH—Members of Southern Region III, Civil Service Employees Assn., gave unanimous support to the proposition that State Comptroller Arthur Levitt should keep hands off state employees' pension funds, even for the purpose of aiding New York City in its current financial crisis.

The Regional III members voted unanimously at a meeting at the Fisbith Hotel Inn recently to ask CSEA Headquarters to back the Westernchester County CSEA chapter's plans to prevent Comptroller Levitt from investing $25 million in New York State tax anticipation notes in order to help New York City in its fiscal crisis.

The suit was heard by the State Court of Appeals Oct. 17. It was rejected by the court, which allowed Comptroller Levitt to invest the money as he saw fit. The funds were invested in state notes that day in order to prevent the city from going into default.

Members of Southern Region and its Westchester chapter were of the opinion the night before the court decision, that regardless of how it was decided, buying the case to the state's highest court would be a moral victory.

They believed the case would uphold the principle that the pension funds, held in trust by Comptroller Levitt, who is the official trustee of pension money contributed by state employees, should be held inviolate and should not be improvidently invested.

The resolution backing the Westchester County suit was first approved by a meeting of the county division of the Southern Region. It was then approved at a full membership meeting which followed separate meetings of the Region's county and state divisions.

The resolution asked full moral and financial backing for the Westchester chapter's efforts to bring the pension fund to the forefront of the court battle.

Regional attorney Arthur Grue outlined the moral and legal case against the Comptroller's spending the pension funds to the Southern Region members. The suit seeks the removal of Mr. Levitt as pension fund trustee.

Mr. Grue said Mr. Levitt's actions as trustee of the pension funds was in conflict with his job of state Comptroller. The trustee of the pension funds, Mr. Grue said, is expected to obtain the greatest interest possible when investing pension money.

As comptroller his job calls for him to try to get the lowest amount of interest possible when selling state bonds or notes.

"How can he get both the lowest amount of interest and the highest amount of interest?" Mr. Grue asked.

Mr. Levitt, Mr. Grue alleged, is investing the fund's money in a way that no prudent investor for a private company would do. If he invested the funds of private employees in this manner, he would be criticized and stopped by the courts.

"Does this mean that private employees have more rights than public employees?" Mr. Grue inquired.

The attorney stated in his legal brief that there were numerous violations of the U.S. and State Constitutions by Mr. Levitt.

The court action stemmed from a resolution made by Stanley Bozak, Westchester chapter legislative chairman, at the state-wide CSEA convention in Niagara Falls Oct. 1. Mr. Bozak made the resolution during a speech on the convention floor denouncing the use of pension funds to help New York City.

The resolution, which sought legal action to prevent the use of pension funds for such purposes, was approved by the convention delegates.

There were numerous questions at the Southern Region meeting as to why CSEA as a whole did not back the suit against Comptroller Levitt, but left it to be handled by Westchester chapter.

"All the credit would have gone to the entire CSEA and not just to the Westchester chapter if the state officers had backed our suit," Phil DiPino of the Ridgewood Hospital chapter said.

Southern Region III president Westchester County local 860 vice-president Stanley Bozak explained reasons for his opposition to use of employee pension funds to aid New York City.

James J. Lennon voted to abstain from taking on the suit against the Comptroller on the incorrect information that he was going to invest the money in state bonds, not short term notes.

The statewide officers stuck together when they make a decision. Having been given no authorization on the question from Southern Region, I did not feel that I was empowered to go ahead on my own on this lawsuit," Mr. Lennon said.

Mr. Lennon added that the Southern Region president also pointed out that his name was put on the lawsuit as a courtesy by Westchester chapter.

To have joined in a lawsuit against the Comptroller and yet not to participate in the suit is awkward, Mr. Lennon told.

"Since several of the people bringing the lawsuit live in the same city I do, New Rochelle, why wasn't I given the additional courtesy of being called upon and informed of all of the details regarding this lawsuit?" Mr. Lennon asked. "I might have voted differently on the question if they had done so.

Taylor Law & Job Actions Planned On The Agenda

At Albany Region Meeting

ALBANY—Albany Region IV, Civil Service Employees Assn. will hold a regional workshop at the Queenbury Hotel, Glen Falls, Friday and Saturday, Nov. 14-16.

The Friday night session will include a general business meeting and separate school district session.

The Saturday session will have two separate presentations. The morning will deal with the Taylor Law, with various aspects and implications of the law to be presented. John Sands, from the New York State School of Industrial and Labor Relations at Cornell University and a professor at the Albany Law School, will present the main address of this session.

Mr. Sands will also serve as a member of a discussion panel with Martin Barr, counsel to the Public Employees Retirement Board that enforces the various rules of the Taylor Law, and James T. Goodnow, Jr., general counsel to the CSEA. The panel will be open to questions from the floor.

The afternoon session will have as its main address, a Union Officers for a Job Action," and will deal with the various types of job actions that have been used in various situations in the past. CSEA organizer Lee Frank will lead the session.

A discussion will follow with questions on the two topics discussed.

A late Halloween Dinner party will be held that evening.

Correction

In recent editions of The Leader, details of two contract settlements involving the College and Waste District and the Ichabod Crane Board of Education, Valatie, and employees represented by the CSEA, were reversed.

In the Champlain settlement, the CSEA members are asked to vote on Jan. 1, calls for a 13 percent hike in pay for the first year of the pact and a 8 percent boost in the second. Also granted was a uniform allowance plus personal and union business time off. The Ichabod Crane settlement also calls for a "75-1" retirement plan. Retroactive pay ranged from $500 to $1,400 for the 56 workers covered in the agreement. It was the first CSEA contract for the workers, according to union field representative Jack Miller.

The non-instructional Crane Admin. has adopted an across-the-board raise of 27 cents per hour with the exception of bus drivers who will receive 15 cents per hour more. All eligible employees will receive insurance and a present 12 percent increase is retroactive to July 1, the date the previous contract expired, according to CSEA field representative Michael Carroll. Overall the settlement will cost the school district 7.8 percent but some employees will receive increases of up to 15 percent during the 1975-76 school year.

Beulah B. Thull

(Continued from Page 3) throughout the state and laid the cornerstone of the CSEA Headquarters building in Elmira, New York, when it was built.

Mrs. Thull was a graduate of Cornell University and attended the graduate school of library science and school of public finance. She was a librarian for the State Board of Elections and ultimately became a research assistant to the New York State General Assembly, the State Comptroller's Office.

Active in many fields, Mrs. Thull was Rensselaer County historian, a member of the state Women's Suffrage movement, a member of the Rensselaer County League of Women Voters. She was also a member of the Ichabod Crane County Campfire Girls.

Judge Samuel E. Jacobs

(Continued from Page 3) from law. He began his career with CSEA while maintaining the position of special assistant counsel for the City of Albany. Judge Jacobs was also past president of the Albany Bar Association.

He is survived by his wife, Shirley, five children, and nine grandchildren. Memorial contributions may be made to the Heart Fund.
The following is a summarized broadcast radio story by the State Employment Service.

The jobs noted, however, are real ones.

ANNOUNCER: Are you looking for a job? If so, you will want to check these openings listed with the New York State Employment Service.

New York State Employment Service.

1. Are you looking for work? If so, you will want to check under New York State Employment for work.

New York State Employment.

2. Are you looking for a job? If so, you will want to call in New York City.

New York City.

3. Are you interested in a career? If so, you will want to call in Manhattan.

Manhattan.

4. Are you interested in a job? If so, you will want to call in New York City.

New York City.

5. Are you a high school graduate? If so, you will want to call in Manhattan.

Manhattan.

6. Are you a college graduate? If so, you will want to call in New York City.

New York City.

7. Are you looking for a job? If so, you will want to call in New York City.

New York City.

8. Are you interested in a job? If so, you will want to call in Manhattan.

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9. Are you looking for a job? If so, you will want to call in New York City.

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New York City.

17. Are you looking for a job? If so, you will want to call in Manhattan.

Manhattan.

WHERE TO APPLY FOR PUBLIC JOBS

New York City—Persons seeking jobs with the City should contact Personnel, 46 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline. Announcements are available only during the filing period.

By subway, applicants can reach the Personnel office by the IND ( Chambers St.); BMT ( City Hall); and the IRT (Brooklyn). For information on times, call 566-8700.

Several City agencies do their own recruiting and hiring. These agencies include the Board of Education (teachers only); 65 Court St., Brooklyn 11201, phone: 598-4900; the Department of Health (health inspectors); 626 Front St., Jersey City, phone: 913-5396; and 300 Jay St., Brooklyn 11201, phone: 852-5000.

The Board of Education has a full-time central office staff to handle applications and to contact the individual schools; non-faculty jobs are assigned by the Personnel Department directly.

STATE—Regional offices of the Department of Civil Service are located in the World Trade Center, 125 Western Ave., Albany, N.Y., 12207; at 135 William St., Brooklyn 11201, phone: 566-8700; and State Office Building, 301 Erie Blvd. West, Syracuse 13202. Toll-free calls are available—315-274-7697.

The Intergovernmental Job Information Service provides information and Testing Center facilities.

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TheIntergovernmental Job Information Service provides information and Testing Center facilities.
Westchester County local 800 president Raymond Canady explains reasons behind his chapter’s lawsuit to prevent State Comptroller Arthur Levitt from investing pension funds in tax anticipation notes. Listening are Westchester’s Edward Carafa and, in background, Sullivan County chapter president Earl Divina.

South Region Takes Stand On Pension Investments

See Story on Page 14

ABOVE: Donald Webster, White Plains unit president, clarifies Westchester chapter’s position on suit to block investment of employees’ pension funds.

RIGHT: Green Haven Correctional Facility chapter 158 president Carl Golub asks support for nine prison foremen, who have since received assurances of job replacement. Listening in foreground is CSEA director Nicholas Farello (Mental Hygiene, Southern Region).

BELOW: Bea Kee, of Helen Hayes Hospital, explains her views for upcoming state negotiations.

Elected as Southern Region III members of statewide negotiating teams are, seated from left, Rose Maranowski, Highland Training School; Patricia Comerford, Helen Hayes Hospital, and Marie Romaniello, SUNY at New Paltz. Standing are Harold McKinney, Hudson River PC; John Lang, Jr., Helen Hayes Hospital; Robert Comeau, Eastern New York Correctional Facility; Phil DePizzo, Middletown PC, and Alexander Houg, Middletown PC.

Meeting on social services problems are, from left, H. Larry Jenke, Westchester; Alan Goodman, Sullivan; Pat Thomas, Orange; Sharon Vance, Putnam; Helen McCullam, Dutchess; Larry Seaborn, CSEA field representative, and chairman Pat Spicci, Rockland. The regional committee was set up last summer in an effort to better coordinate and aid in communications between the statewide social services committee and the local units.

Southern Region supervisor Thomas Laposello, left, listens as Letchworth Village chapter’s John Clark informs him of conditions at his institution. Mr. Clark is also a CSEA director (Mental Hygiene, Southern).