SUPREME COURT — The Appellate Division of the New York State Supreme Court has unanimously ruled that a Civil Service Employees Assn. member in Monroe County must be reinstated to his job as deputy sheriff and also must receive back pay to May 20, 1974.

Mr. Harrison, an attorney, had served as a Monroe County deputy sheriff for five years, was notified at 10:30 p.m., May 12, 1974 that he was to work a new 7 p.m.- 3 a.m. shift and that his acceptance of this new assignment had to be made by 5 a.m. the next morning.

Mr. Harrison, instead of accepting the order, informed his superiors that he was quitting and did not return to work until May 20, at which time he was told to explain his actions in writing. He pled guilty to an unexcused absence from the job, and was then told by the sheriff that he was terminated from duty. Mr. Harrison then filed a grievance through CSEA.

Through Western CSEA Region VI attorney James T. Hancock and field representative Thomas Pomidoro, Mr. Harrison maintained that he had been discharged without just and sufficient cause. In violation of the agreement to their work as teachers."

Elmira Grievance Victory Ends Teacher Guard Duty

ELMIRA—Teachers at the Elmira Correctional Facility, represented by the Civil Service Employees Assn., will no longer be required to work in guard positions at the facility, according to the decision of a hearing officer released for the grievance.

Thomas Linden, CSEA collective bargaining specialist for the employees, said that the decision of Jerry Dodak, hearing officer from the State Civil Service Commission, upheld CSEA's position that teachers assigned to guard positions at Elmira, regardless of the reason, are doing out-of-title work.

"Teachers there had, in the past, been required to man regular guard positions, otherwise known as post positions, in addition to their work as teachers," Mr. Linden pointed out. "CSEA maintained that the teachers were actually doing the work of correction officers. Jerry Dodak's decision supported our position clearly." He added that CSEA officials welcomed this break in the special legislative session as an opportunity for the union to mount a major political-action push to forestall the legislation's passage. The push was started early last week when, after an emergency meeting of the State Public Employment Relations Board on Dec. 5, CSEA's other major concern was to persuade Gov. Hugh L. Carey to reconsider a one-year wage freeze for state workers as part of an economic program intended to induce the Federal government to guarantee the credit of both the state and the fiscally ailing City of New York.

At presidium, the Legislature was still working on proposed tax increases, also part of the emergency program, prior to the Thanksgiving recess. It appeared that the wage freeze issue, which some sources believed might also be applied to local government employees, would not be taken up by the legislators till that time.

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CSEA Region II ‘Disavows’ Arbitrator Prerogative To Increase Discipline Penalty

By Marvin Baxley

NEW HYDE PARK—Bronx Borough President Robert Abrams, left, residing the New York City Region II officers of the Civil Service Employees Assn. got a firsthand opportunity last month to witness the dramatic processes of the state’s largest labor movement for civil service workers.

Mr. Abrams told the delegates from the region’s 20 chapters that he has been eager to get to know better the leadership of CSEA. “The region is headed by CSEA vice-president Solomon DeMartino, who also serves as president of the Orange County chapter, Civil Service Employees Assn. Both were held at Howard Johnson’s Motel Lodge, Middletown.

The seminars were sponsored by Carol Dubovick, president of the Orange County chapter and CSEA education director, as well as the region, an effort to reduce the time spent on repetitive debate. The seminars were sponsored by Carol Dubovick, president of the Orange County chapter and a seminar committee of Robert Bishop, Harry Guss and Kay Chryson.

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At the meeting that in no case has an arbitrator given a greater penalty than the State has so far for, Mr. Bendet noted that the current wording did not appear in the original contract.

CSEA director Ethel Ross (Judson) informed the delegates that records show 4,000 more cases in disciplinary procedure this year than in previous years. Of these, she said, 3,000 are in Mental Hygiene.

Other pertinent information on the question was given by CSEA directors Jack Weitz (Correction) and Ronnie Smith (Mental Hygiene, NYC Regional	 Division). In other action at the meeting, CSEA’s statewide members held seminars.

Orange Chapter Holds Seminars

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Seek SUNYAB President's Aid On Labor-Mgt.

BUFFALO—The president of the State University at Buffalo, Robert L. Keeter, has informed Civil Service Employees Assn. members of the labor-management committee that he will be unable to speak with them until after Dec. 4.

The CSEA representatives had informed the president that they felt it would be unproductive to continue meetings following an Oct. 30 meeting that ended with a walkout by the administration members.

Harry Poppey and Michael Leventowicz, both of the University personnel department, left the meeting after a heated argument over whether CSEA would be given a chance to review a campus manual in draft form before publication.

"Common Courtesy"
The CSEA representatives had contended that it was common courtesy for Personnel to consult with the union on a manual that would directly affect the employees.

The entire meeting, CSEA representatives charged, had been marred by broken agreements, deferrals of decisions and a generally flippancy attitude by the management representatives.

CSEA director (University chapter) June Boyle headed the union delegation, which also includes SUNY at Buffalo chapter 482 president Robert Smith who, William Bielicki, Gerard Capito, James Hribar, Adrish Bhalla and Barbara Kauffman. They are advised by CSEA field representative Thomas Christy.

Mr. Christy was accused by Mr. Poppey as "the detrimental force behind this committee."

Other items left unattended at the October meeting pertained to the chapter office, new hires listing and CETA listing.

An area in which agreement was reached was management recognition that employees would work the day after Thanksgiving if they notify their supervisors.

Some supervisors had been instructed that 10-month payroll schedules would be used as a holiday In trade for Election Day.

Forced Furlough Issue
Mr. Poppey also accused Mr. Koennig of forcing furloughs for certain classified employees during the summer months as not practical at the SUNYAB campus.

The controversial memorandum from Dr. Kombar would have placed many employees on a 10-month payroll, and resulted in less benefits during the summer months and a lesser vesting time toward retirement credits.

Set MV Party Date
ALBANY—The Motor Vehicle chapter, Civil Service Employees Assn., will hold its Christmas Party Saturday, Dec. 13, Michael DeMarco, chairman of the chapter public relations committee, said that the party will begin at 6:30 p.m. at Michael's Restaurant, Route 9, Latham.

Drug Abuse Services Has First Statewide Meeting; Sessions Will Be Annual

ALBANY—About 45 union and management representatives participated in day-long discussions during the first annual statewide Office of Drug Abuse Services labor-management workshop at the Ramada Inn here recently.

The Civil Service Employees Assn.'s labor-management committee, chaired by Gilles Spooner, arranged for the workshop with Thomas Gibb, director of Agency Manpower Development. Talks included advancement and disciplinary procedures and labor-management relationships at the local level.

The participants included one representative from each ODAS facility throughout the state. CSEA paid the expenses of its members for the day; the state paid expenses of the management participants.

Approximately 45 participants attended the Office of Drug Abuse Services labor-management workshop at Albany's Ramada Inn recently. Above, union and management participants strike a thoughtful pose during a discussion of the Office of Drug Abuse Services labor-management workshop.

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Yonkers School Strike Averted

LENDING SUPPORT — FARMINGDALE — The Civil Service Employees Assn. (CSEA) has secured the support of the Farmingdale chapter of the CSEA. The union has about 900 members, Ms. Mary Cava, president of the Farmingdale chapter, said. The Farmingdale chapter had about 1,100 people and the unit was prepared to strike the schools.

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WIN ASSURANCE OF A FULL YEAR
What's Your Opinion

Question: How do you feel about the prospect of city workers paying more into pension funds, and the city paying less?

Robert Arsaloune, police officer: "I feel that the civil service worker who works for New York City and also the middle class people who reside in the city are already holding a very considerable amount of the tax or financial burden that the city is experiencing. The hardships are not being adequately spread around to the other people who work in the city. For example, the payment of tuition at City University is still the same, the government is aware of the fact that each policeman has in fact actually contributed a two hundred dollars of his salary. By this I mean that each police officer has agreed to donate a week of his time and money to the city, through the five days that were mandated this year, and the civil service worker is being taxed the most on this matter."

Josephine M. Jordan, retired, Dept. of Welfare: "If someone has been working more than fifteen years, they might be able to pay more. But I wouldn't pay any more taxes than the average person who just began to work with the city. I have for many years seen at that the city should have been paying more than talking about how to help the city rather than how to keep their jobs. People should want to help the city that's fed them and show some gratitude for nice folks, nice people, and give time and money. Some people have to work four or five years in a place before they get good vacations. My pension has never been a day late — we've got to look at the positive."
Report It Right!

MEMBERS of the Civil Service Employees Assn., the third largest independent union in the nation and the largest union of civil servants in the world, are being subjected to two intense but different campaigns for their allegiance.

On the one hand, Scientists and Technical employees are currently voting on whether to continue with CSEA as the recognized bargaining agent or to experiment with the Public Employees Federation, a collaboration of four AFL-CIO unions and a Teamsters local.

At the same time, efforts are being made by the American Federation of State, County and Municipal Employees to affect an affiliation with CSEA.

Each of the campaigns has one thing in common, though it often seems in conflict: CSEA's unique status among its partners.

It doesn't take much sense to realize that neither PEF or AFSCME is invited to attend policy-making sessions by leadership meetings of the Association.

Yet, PEF and AFSCME presume CSEA members with the usual propaganda intended to cause employees to lose faith in their elected leaders.

In the same manner, we find it ironic that the attacks on the elected officials of CSEA are being made by outsiders who owe their jobs to appointments (and their hopes for success in splintering a united CSEA).

While there may be vast differences of opinion among elected officials, since when has democracy gone out of style?

Teachers Shuffled?

ALTHOUGH there was no definite word at leader press time, we presume that the proposed split of the New York State United Teachers and the National Education Association will have come to pass.

United Teachers was created three years ago by a statewide merger of the American Federation of Teachers and the NEA. While the United Teachers was affiliated with the NEA, the strong bargaining arm of the AFL executive vice president as well as president of the AFT, which is a member of the AFL-CIO. It may sound confusing, but it has been part of the way for years.

In the main, it is the understandable situation is being made by outsiders who owe their jobs to appointments (and their hopes for success in splintering a united CSEA).

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THE SUPREME COURT, Albany County, Special Term, sustained the position of the Teachers Retirement System and the employee appealed. The Appellate Division examined Section 90 of the General Municipal Law, under which a school board "may provide for the payment of overtime compensation" to the employees required to work in excess of their regularly established hours of employment." This language, the court held, had to be strictly construed in light of the fact that the New York City School Board, in determining the expenditure of public funds without express statutory provision thereof.

THE COURT concluded, as a matter of first impression, that the Board, prior to the performance of any overtime work for which the employee is to be compensated, must adopt an overtime plan for setting forth in detail the terms, conditions and remuneration for such employment. Such a plan, by providing for the payment of overtime in an orderly manner and businesslike manner, rather than by the adoption of a resolution after the fact, would fulfill an obvious purpose of the statute and benefit both the district and its employees, as well as the general public." The Appellate Court emphasized the danger implicit in a situation where the employee had a free hand in determining when and for how long she would work. Matter of Murray v. Levitt, 57 A.D. 2d 262 (Third Dist.).

PETITIONER, AN EMPLOYEE in the Department of Taxation and Finance, was suspended without pay pending the hearing of an appeal based upon charges that she had failed to order the forgery of lottery tickets. He ultimately pleaded guilty to one count of forgery in the second degree. During his disciplinary hearing, a stipulation was entered into between the parties, whereby the petitioner, his attorney, and the Department of Taxation and Finance, which provided for resignation of the petitioner as of a certain date and which set the amount of back pay due him at $5,000. The stipulation provided that there would be no restriction on the right of govern-
FRANKENBERG NAMED
ALBANY—Gov. Hugh L. Carey
has appointed Alvin Frankenberg,
a former New York City Councill-
man, as deputy commissioner for
the lower New York Metropolitan
Area of the State Department of
Municipal Vehicles. Mr. Frankenberg,
41, lives in Bayonne, and heads his
own law firm. The position carries
a salary of $30,000 a year.

STATE DEPARTMENT
ALBANY—Roberts Morrado of
delaware, has been appointed di-
rector of plate operations with
direct responsibility for "adminis-
tering the internal functions of
state government" and for "coor-
dinating and reviewing" pro-
grams and operations of all state
departments and agencies.

CREEDEMOOR MEETING—Members of Creeedmoo
Pharmacists Center chapter 486 of the Civil Service Employees Assn. met
carlier this month to discuss negotiations. Here chapter presi-
dent (Continued from Page 6)

dent, Vincent S. Andrews, Jr., Holm-
haven, Kansas, New York.

Partnership filed in New York County
Principal Office, c/o Graham-Wer
New York, New York, 15,000.00

W examination of capital contributions, propor-
tions to the original contributions are
to the total capital accounts of all Limited Partners, with special ali-
ments to the state capstones. Limited Part-
ners interested in subscribing to General Partners are
dated on their respective capital accounts to the total capital amount of all Limited Partners, with special al-
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ners interested in subscribing to General Partners are
dated on their respective capital accounts to the total capital amount of all Limited Partners, with special al-
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ners interested in subscribing to

Legislature next November, each

December 31.

Graham W., 570

Partnership filed in New York County
Principal Office, c/o Graham-Wer
New York, New York, 15,000.00

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nals to the state capstones. Limited Part-
ners interested in subscribing to General Partners are

CIVIL SERVICE LEADER, Tuesday, November 25, 1975

Don't Repeat This!
(Continued from Page 6)

which will be satisfying to the voters. This is a time
when a politician's lot is not a happy one.

LEGAL NOTICE
CDE ASSOCIATES
Subscribed to enforcement of Limited Partnership filed in New York County
Principal Officers, c/o Graham W.,
570 W. 35th Street, New York, New York.
Business: Investing in apartment com-
plexes, South Pasadena, Florida.
Term: October 4, 1975—December 31,
2025, unless terminated.

General Partner: Thomas M. Graham,
41, 82 Washington Square West, New
York, New York, 10014.

Limited Partner: McGowan v. Levis, 47 A.D.
26976 (Third Dept.).

All signs point to the new 1976 Volkswagens.

Our dual diagonal braking system gives you protection of a back-up circuit.

Don't worry about acceleration. The Rabbit does 0 to 50 in 8.2 seconds. Scirocco is 7.5 and Dasher is 8.0.

Don't worry about acceleration. The Rabbit does 0 to 50 in 8.2 seconds. Scirocco is 7.5 and Dasher is 8.0.

The new VWs have suspension system with a coil spring at each wheel so you can take bumps in stride.

Rabbit and Scirocco both get 39 mpg — 7.5 city, 37 highway. Dasher got 37 mpg — 9.0 city, 34 highway. These figures are based on EPA estimates using cars with standard transmissions.

The actual mileage you get may vary, depending on your type of driving: your driving habits, your car's condition and optional equipment.

like many racing cars, new VWs have rack and pinion steering for precise control.

Rabbit has everything you need to help you cope with rough roads and hard times: performance, economy, and superior handling.

Plus a lot more. The Rabbit has as much head and leg room as some mid-size cars.

More free space (with the rear seat folded down) than the 8 foot long economy car, according to Road & Track Magazine. 75"-Con-

parison Road Test. And a hatchback at no extra charge.

No wonder Rabbits are multiplying.

Rabbit and Scirocco both get 39 mpg — 7.5 city, 37 highway. Dasher got 37 mpg — 9.0 city, 34 highway. These figures are based on EPA estimates using cars with standard transmissions.

The actual mileage you get may vary, depending on your type of driving: your driving habits, your car's condition and optional equipment.

like many racing cars, new VWs have rack and pinion steering for precise control.

Dasher is available as a sedan family sedan or as a wagon. And even though it's big and comfortable inside, it's a driver's car. It's responsive, it's controllable. Its handling is "outstanding" according to Guide to Car Economy. And few sedans can touch the Dasher's top-rated way with a gallon of gas.

ON DISPLAY NOW

Visit your local authorized Volkswagen dealer and find out why there are over 4½ million Volkswagens on the American road today.
CSEA Restructuring Committee Report

The restructuring committee of the Civil Service Employees Assoc. is chaired by A. Victor Costo, of Workmen's Compensation, with committee chairman-designate C. Allen Mead, of James E. Christian Memorial Health Unit, and committee members Ernest Wagner, George Koch, John Adamski, Salvatore Mocareno, Charles Ecker, Nicholas Puzziferri and Jack Weiss.

PHASE V

The following recommendations were dispuised by delegate. Action taken on each item is printed in parentheses at the beginning. Additional ideas were postponed for discussion at the next statewide Delegates Meeting.

V-1: (PASSED) The Association purchased its own laminating equipment to laminate its membership cards.

V-2: (DEFEATED) CSEA Headquarters be placed under security when the building is normally closed for business.

V-3: (TABLED) As per instruction by the Board of Directors, this committee proposes the following committee procedure:

(A) Committees are to meet quarterly.

(B) All committees except board and Convention shall be composed of no less than 7 nor more than 11.

(C) All regions must be represented on each committee.

(D) One member of each committee must be appointed to the political sub-division.

(E) The president appoints the members and chairman of all committees except the Board.

(F) All committee members should have some knowledge or background of the committee they are being considered.

(G) The executive director shall maintain a folder on each committee with full history and members data therein.

(H) The chairman must set up a permanent annual schedule of meeting dates to notify the president and the executive director at least 15 days prior to the meeting date. Such notice shall specify date, time, place and agenda.

(I) No committee except the Platform and the Convention committee shall meet at or during the Delegates Meeting. If for a specific reason a committee is to meet during such sessions special permission of the president is needed.

(J) All committee meetings unless permission is granted for a special reason shall be held in or near Albany Headquarters.

(K) Each committee member in attendance must sign the attendance sheet and if arriving late or leaving early specify the exact time.

(L) The chairman of a committee will be the only member authorized to sign changes for the committee meeting.

(M) The chairman shall file with the executive director the complete deliberation of motions which took place during the meeting.

(N) Each committee member must sign the original report which is to be released.

(O) A complete record of expense shall be sent on file which reflects the total cost of the committee.

(P) When Association personnel will be necessary, a chairman must make such request 15 days prior to the date of the meeting.

V-4: (REferred Back) A joint study of the restructuring committee, the Board ad hoc committee and the PSA shall be initiated to study improvements in the field services. Each study is to take into consideration all entities of CSEA and all pertinent data available. Regional presidents and field supervisors shall have as much input into the committee as possible.

V-5: (PASSED and REFERRED TO BUDGET and CONSTITUTION COMMITTEES) A study be made to make reconciliation to Board members and committee members who attend Board meetings and must charge such time to their own accounts.

V-6: (REPORT TO DELEGATE BODY AT NEXT MEETING) A study be made to determine trends and complete statistic comparison to heavy and light voting. This study should be made in order that the Association better its voting record.

V-7: (DELETED)

V-8: (REferred Back) Two regional coordinators of training shall be hired. One coordinator shall be responsible for training and development in Regions 1, 2 and 3. The other shall be responsible for 4, 5 and 6. They shall work in the field spending at least two months each in each of the regions. They shall report directly to the director of training in conjunction with the Statewide training committee and regional training committees. The evaluation of such a program shall be the responsibility of the regional executive boards.

V-9: (DEFEATED) CSEA should retain the professional services of a skilled, nationally known negotiator to assist in its negotiations.

V-10: (DEFEATED) CSEA should retain separate and distinct from the recognized law firm as designated by the Board of Directors a professional lobbying firm who shall represent CSEA exclusively.

CSEA president Theodore C. Wenzl poses with members of SUNY at Stony Brook chapter 614 after presentation of cap embroidered for him by Libby Leeds. From left are Mildred Just, Ms. Lorio, chapter president Albert Varech (behind), Dr. Wenzl, Marion Moore, Al Castaldi and Helen Fox.

Everyone knows CSEA president Theodore C. Wenzl is a man of many hats, and here he sports one presented to him by SUNY at Stony Brook members.

CSEA president Theodore C. Wenzl poses with members of SUNY at Stony Brook chapter 614 after presentation of cap embroidered for him by Libby Leeds. From left are Mildred Just, Ms. Lorio, chapter president Albert Varech (behind), Dr. Wenzl, Marion Moore, Al Castaldi and Helen Fox.

Our jobs are being given away to outside contractors, warns Mick Stanton, president of CSEA chapter 403 at Buffalo Psychiatric Center. Behind him is statewide executive vice-president William McInwain.

Leon Wilmot, left, president of CSEA chapter 403 at Binghamton Psychiatric Center, presides over caucus of his chapter delegates, from left: Barbara Allen, Claire Frut, Leo Bledgett, John Andreus, third vice-president Charles Gregory, William Jacobs and executive secretary David Farrow.

Westchester local 820 delegate Pal Mascioli chats with Nassau chapter 820 delegates Bev Russell, center, and Molly Fink. Westchester and Nassau chapters are the two largest in CSEA.

SUNY Central Administration chapter 692 Donna Deekal looks over the Special Convention edition of The Leader, which was distributed during the course of the meeting at Niagara Falls last month.
CSEA contract with Monroe County

Monroe's Tenure Clause

(Continued from Page 1)

CSEA contract with Monroe County: The contract was signed and approved by the CSEA's executive board on Aug. 13. The contract terms went into effect immediately.

The contract is a three-year agreement covering approximately 4,000 bargaining unit employees, who are represented by CSEA.

The contract includes a number of key provisions, including:

- A two percent wage increase for all bargaining unit employees.
- Increased benefits for employees.
- Improved sick leave policies.
- Enhanced retirement plans.

The contract was negotiated by the CSEA bargaining committee and the Monroe County administration.

CSEA Hq. Union Gives To Assist Dutchess' Fund

ALBANY — The Headquarters Staff Union, a group of about 60 employees of the Civil Service Employees Association, has donated $250 to the Dutchess County United Way to help with disaster relief efforts of the county.

The donation was made by a representative of the CSEA Headquarters Staff Union to the Dutchess County United Way.

Vote, Freeze

(Continued from Page 1)

statewide political action committee's efforts, the CSEA will continue to lobby county employees in the history of New York State.

Monroe's Tenure Clause

The contract provides for a three-year term for Monroe County employees.

The first year of the contract will include a two percent wage increase for all bargaining unit employees.

The contract also includes provisions for increased benefits for employees, such as improved health care benefits and enhanced retirement plans.

The contract was signed by the Monroe County administration and the CSEA bargaining committee.

CSEA Won The Benefits

The contract also includes provisions for increased benefits for employees, such as improved health care benefits and enhanced retirement plans.

The contract was signed by the Monroe County administration and the CSEA bargaining committee.

Judge's Resolutions

(Continued from Page 2)

Judge Grossfield issued the following resolutions:

- No one will ever get out of this world alive. Resolve therefore in the year to come to maintain a sense of values. Resolve also to take care of yourself. Good health is everyone's major source of wealth. Without it, happiness is almost impossible.
- Resolve to be cheerful and helpful. People will repay you in kind if you make them laugh, be friendly, kind, generous and generous. Avoid meanness. They are generally humorous.
- Resolve to listen more and to talk less. No one ever learns anything by listening. Be the one to give. People must need it, and they will need it.
- Resolve to be tender with the young, compassionate with the old, gentle with the weak and patient with the ignorant. The week and the world, and sometimes in life itself, you will have been all of these.
- Do not count money with success. There are many successful men who make a mistake as human beings. What counts most about success is how a man achieves it.
- Resolve to love next year someone you didn't love this year. Love is the most enriching ingredient of life.
Reserve A Decision in Dismissed Harbor Union Leader Case

Manhattan — Judge Samuel Kopplisner, sitting in the State Supreme Court's Special Term Part I here, reserved decision recently in the case brought by Willis Bensky, president of the Palisades' Benevolent Assn. of the Waterfront Commission of New York Harbor.

Mr. Bensky was fired from his job by Commission officials and he alleges that the dismissal was caused solely by his activities in behalf of his union.

Harold Kennet, a past president of the Waterfront Commission's Civil Service Employees Assn. chapter, expressed support for Mr. Bensky's suit. The latter, he said, points out the fact that Waterfront Commission employees are being treated like second-class citizens.
LEGAL NOTICE

CRYSTAL & CRYSTAL


LIMITED PARTNERSHIP AGREEMENT

Each and every partner may be admitted, all as provided in the Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on October 2, 1975 except that in the event of withdrawal of any of the Limited Partners, the balance of the shares owned by such Limited Partner shall be re-assigned to the remaining General Partner or Limited Partners in accordance with the provisions of the Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on October 2, 1975.

How sick are you going to be?

If you knew exactly how sick you or your family were going to be, you'd buy exactly what kind of health insurance to buy. If you could accurately predict just a few sniffles and a simple tonsillectomy during future years, you could buy a plan that would take care of snuffles and simple tonsillectomies. However, illness and accidents don't happen that way.

That's why the Statewide Plan makes the most sense. It takes care of the big, unexpected combination of medical bills that could wipe out years of financial security unless you're properly covered.

Blue Shield for doctor's bills. Major Medical for those lingering, long-term illnesses. If you're one of the small percentage of New York State and political subdivision employees who don't have the Statewide Plan, you can convert over now—anytime before December 31st. See your personnel officer for the necessary forms.

EQUAL OPPORTUNITY EMPLOYER
Samuel Emmet, right, CSEA statewide membership chairman, greets head table guests, from left, regional attorney Stanley Millman, regional vice president and CSEA director Salvatore Baturio (Mental Hygiene, NYC Region) and Southern Region III president and CSEA vice-president James Lennon.

"Disavow" Arbitrator Prerogative

(Continued from Page 3)

That the CSEA emerge out of its wholehearted support for the Administration of Justice. (CSEA) in full support of the Administration of Justice. (CSEA) would be considered.

Mr. Lennon expressed appreciation for contributions to the Dutchess Welfare Fund by state employees who are facing financial penalties for adoption participation in a strike last summer. He also drew attention to the role of a president—"whether for a region or for a chapter, but we take the job because we do what is best for all the people."

New York City Region III officers who were installed were: Mr. Bendel, president; Vincent Ribeiro, first vice-president; Mr. Millman; William Cunningham, third vice-president; Gladys Ferris, secretary-treasurer, and Salvatore Baturio, corresponding secretary.

CSEA directors Jack Weisz (Correction) and Ethel Ross (Judiciary) discuss their opposition to contract provision that allows arbitrators to increase penalties in disciplinary cases.

HELP WANTED

(A special Leader service to help your find the job you want in private industry.)

DISABILITY ADVICE

8-9 A.M. West St. 10-12 noon. 116 Scope St. (C16-1686)

HELP Wanted M/F

TEMP.

M/F. 18-45. 

WE WORK FOR

OLSTEN

Good Paying

Jobs Now

Available For

SECRETARIES

(Biller copy & manuscript)

CLERKS

OLSTEN

TYPISTS

All Other Office Skills

Our Rates And

Bonus Programs

Are Among The Best

ALSO NOW OPEN FOR YOUR CONVENIENCE, OUR NEW OFFICE LOCATED AT 39 EAST 24TH ST-2620 PH

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NYC Region II Meeting

Metropolitan Division of Employment chapter social chairman Rosalyn Kantrowitz, left, and third vice-president Connie Minardi review notes to report back to other chapter members.

Gathered together, clockwise from left, are NYS Institute for Research in Mental Retardation chapter 438's president Ann Wadas, Martin Esposito, second vice-president Charlotte Rue and secretary Peggy Clark; Creedmoor Psychiatric Center chapter 406's George Smith, Barbara Smith and Grace Garside; and Governor chapter 497's president Edmond Gannon.

CSEA vice-president Irving Flumenbaum predicts victory in election for PST bargaining rights.

Tom Bucaro, left, headed delegation from South Beach Psychiatric Center chapter 446. Other chapter leaders here are Carol Stiglin and Joe D'Amore. The Center is located on Staten Island.

Carl Laurino, left, and Jay Berman, both from Metropolitan Division of Employment chapter 319, confer on chapter policy prior to vote. Metropolitan Division has 19th largest CSEA chapter in the state.

Willowbrook chapter 420 treasurer Irene Hillis, left, greets Creedmoor chapter 406 first vice-president Dorothy King. Ms. Hillis is also president of Mental Hygiene Employees Ann. and Ms. King is a CSEA director (Mental Hygiene, NYC Region).

Georgia Johnson listens as Marvin Nalick, president of CSEA chapter 419 at New York State Psychiatric Institute, seeks her opinion prior to vote on issue.

Carl Laurino, left, and Jay Berman, both from Metropolitan Division of Employment chapter 319, confer on chapter policy prior to vote. Metropolitan Division has 19th largest CSEA chapter in the state.

Willowbrook chapter president Ronnie Smith urges region to develop uniform policy on issues.

Manhattan Children's Psychiatric Center chapter 413's Floyd Payne, left, and president James Fields are greeted by CSEA director Victor Pesel (Banking) as delegates assembled for meeting last month at New Hyde Park Inn in suburban New York City.

James Gripper, president of CSEA chapter 447 at Kings County Developmental Center, urges decisive action.

Sallie Jones and Robert Sage, both of CSEA chapter 402 at Kingsborough Psychiatric Center, resort to sign language as they get involved in discussion.

Downstate Medical Center chapter 466 first vice-president James Wood, PST representative Mary Robinson and president Robert Keeler wait as delegate Al Davis confers with New York City chapter 610 first vice-president Martha Owens.
ABALNY—John E. McDermott, president of Albany Region IV, Civil Service Employees Assn., last week announced that the Region will begin a travel service to Region members and their families.

The director of the new service is Cosmo Lombo, a CSEA member and an employee of the New York State Office of General Services. Mr. Lombo has been chairman of the OGS travel committee and was Region IV activities committee chairman.

"The new service is designed in such a way that the Albany Region will benefit slightly from each Albany Region member traveling on any of the sponsored trips," Mr. McDermott said in a message to his members. "Yet, each traveler will receive low or competitive rates."

Mr. McDermott added that the program will permit Region chapter presidents to hold raffles for free air fare or four-day hotel packages for their members from time to time. The profile realized will go to benefit both the raffling chapter and the Region.

"Working hand in hand with Cosmo on the travel plans will be Lynn Miller and Mary Ann Gerwin," Mr. McDermott added. "All three are very excited and enthusiastic about the new program. Lynn has been employed at the Department of Taxation and Finance and OGS. Mary Ann was employed at the Department of Labor, Division of Employment."

The Region IV president added that travel service information may be obtained by telephoning (518) 465-1116 between 9 a.m. and 5 p.m. The three will be available to address chapter meetings on aspects of the program.

"With the economic situation such as it is and the cold weather about to set in, I believe Albany Region Travel Service comes to us at a most opportune time, with great travel plans featuring warm and sunny destinations such as the Canary Islands, Florida, Jamaica, Aruba and exciting packages to Europe at low group rates," Mr. McDermott observed, adding that many of the pamphlets have been arranged with departures directly from the Capital District.

## Outing Committee

**CHEMUNG OUTING**

Harris Hill Park, famous as a soaring glider field, was the site of the recent outing of the Chemung County unit of the Chemung chapter, Civil Service Employees Assn. More than 60 members and guests attended the event. Among those in attendance were Jerry Konczylek, Mary Karski and John Burg.

The Chemung unit is one of several supported by the Chemung chapter, Civil Service Employees Assn., which raises money for its annual Christmas party.

## State Employee Training Course

**Enrollment Deadline Falls Dec. 1**

ALBANY—Dec. 1 is the deadline for New York State employees to apply for tuition-free training courses which are supported by funds negotiated for the employees by the Civil Service Employees Assn. CSEA negotiated more than $2.1 million for employees in all four of its state-division bargaining units: Administrative, Operational, Institutional and Professional, Scientific and Technical, to take courses designed to further their education and career opportunities.

Interested employees should get a training application card from their supervisors at work, fill out the card, have their supervisors sign it, and forward the card to their personnel office or training office on or before Dec. 1.

The employees' personnel office or training office will notify applicants of their acceptance or rejection no later than Dec. 30.

Edward C. Diamond, CSEA director of education, said a full course of courses, their times and locations are available in a pamphlet provided to personnel officers and training officers throughout the state. Dr. Diamond asked all CSEA chapter presidents and education chairmen to check to make sure these pamphlets are posted on official bulletin boards at all work locations.

In addition, each CSEA region chairman has copies of the course list, and those locations of the course.

Further information on courses will start as early as Jan. 5, 1976. Courses cover hundreds of topics, such as psychology, shorthand, small-engine repair, refrigeration and foreign languages. Acceptance will be based on availability of the course to the employee's present job duties, and on the value of the course to the employee in any future position.

All required textbooks and hand-out materials are supplied to the students free of charge.

Dr. Diamond stressed that every effort will be made to accept as many applicants as possible in this statewide interagency training program. It is permissible to apply for more than one course. However, course limitations may prevent an employee from being accepted into more than one course per semester, and there is no guarantee that all applicants will be accepted in the course chosen.

Further questions should be directed to the personnel officer or training officer at individual work locations.

## At Impasse In Jefferson

WATERTOWN—The Jefferson County unit, Civil Service Employees Assn., has declared an impasse in contract negotiations with county officials. Spokesmen for both sides assert each has gone as far as they can.

The negotiators are about 1 percent, or $36,000, apart on wage increases. Peter G. Grigolo, unit president, said: "We just could not go any farther." H. Ellard Dobson, county personnel director, agreed, saying: "Both sides have gone as far as we can.

The CSEA unit seeks a pay increase of at least 8 percent, plus increments. The county has offered a 5 percent increase, a 5 percent across-the-board increase, plus increments and longevity boosts equal to another 2.3 percent.

Negotiations began in late summer. County Budget Director Donald Andrews pointed out that the 1975 county collective bargaining unit includes a 5 percent raise for the CSEA unit, the same percentage as in the Jefferson County College employee contract.

## Onondaga Cnty. Schedules Fete

LIVERPOOL — The Onondaga County chapter, Civil Service Employees Assn., will hold a general meeting and Christmas party Friday, Dec. 5, at the Liverpool Golf and Country Club here.

The event, according to chapter president Anthony H. Place, will be held from 6:30 to 11 p.m. The event will feature live music for dancing. Door prizes will be awarded. The chairman of the event is Hilda H. Young. Decorations chairman and invitations chairman are Rae Scharfle and Leno Angel respectively. Tickets may be obtained from chapter unit representatives or by telephoning the chapter office at (315) 471-5410.

## Chemung County Chapter Sets Yuletime Fete

UTICA—The Oneida County chapter, Civil Service Employees Assn., will hold its Christmas party Sunday, Dec. 14, at Twin Ponds Golf and Country Club here.

Chairman for the event is Jean C. Colfai and the toastmaster will be Sam Moagerson, a CSEA director and chairman of the union's County Division.

Committee members include Beatrice DiStefano, Lou Eddy, Teddy Kovach, Steve Danielowski and Roger Solimando.

**BUY U.S. BONDS**
New York City - Persons seeking employment in the city should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. for departments to be contacted at least two days before the deadline. Announcements are available only during the filing period.

For more information, applicants may reach the filing office via the IND (Chambers St. BMT City Hall), Lexington Ave. (Brooklyn Bridge). For additional information on titles, call 566-8700.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn, 11216; New York City Transit Authority, 50 Jay St., Brooklyn 11201.

The Office of Personnel advises teaching staff applicants to contact the individual school, non-civil service, to fill through the Personnel Department directly.

State - Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 20th Floor, New York 10282, phone 80-1000, NYC Transit Authority, 50 Jay St., Brooklyn 11201.

The Board of Higher Education advises teaching staff to notify the corresponding school of their interest.

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NINE REASONS

1. EXPERIENCE
   - In 1910, when employees of the State of New York wanted to be represented, they created their own organization — CSEA. It's been doing the job the members wanted ever since. That's a solid 65 years history of representation.

2. TRACK RECORD
   - CSEA has negotiated salary increases of up to 115% for N.Y. State workers since 1967. That makes employees of this state number two in the country in wages and benefits.

3. NEGOTIATORS SET
   - The P.S. & T. negotiating team has drawn your demands and is ready to go. The team is made up of your fellow members, with CSEA staff professionals there to assist. The opposition hasn't yet developed a list of demands.

4. UNITY A MUST
   - The coming negotiations will be the toughest ever. If P.S. & T. switches unions now, all four bargaining units will suffer a loss of "clout" — especially P.S. & T. You can't afford anything less than a solid front.

5. SECURE PENSION
   - CSEA went to court to stop the state from raiding your pension fund. The opposition was silent.

6. "LULU" FIGHTERS
   - CSEA went to court to stop illegal "lulus" for legislators. And won. Once again, the opposition was silent.

7. LOW DUES
   - A total of $45.50 a year, and one quarter of that goes back to your local chapter. The opposition has no announced dues structure, but the present range within the coalition is from $100 to more than $200 a year — before special assessments.

8. ESTABLISHED ORGANIZATION
   - CSEA is a visible entity, with nearly 200 full time professional staff members all over the State, a large modern headquarters in Albany, and full time regional offices in its six geographic regions. The opposition has no permanently assigned staff or facilities.

9. SOLID STRUCTURE
   - CSEA operates under legally binding constitutions with democratically elected officers at state, regional and local chapter levels. The opposition has no constitution, no elected officers — apparently, nothing at all. In fact, a lot of folks feel that "PEF" has to mean Phantom Employees Federation.

COMMENT: As far as we can determine, the opposition in this election is a sort of mish-mash of teachers, construction and transportation oriented groups who seem to have little relationship to public employees. It looks simply like another attempted "raid" to swell the coffers of the various unions involved.

RETURN YOUR BALLOT PROMPTLY — THEY WILL BE COUNTED ON DECEMBER 5th. DON'T WAKE UP ON DECEMBER 6th AND FIND YOURSELF REPRESENTED BY A COLLECTION OF UNIONS YOU KNOW NOTHING ABOUT.