Wenzl Letter To Ford Objects To Remarks

ALBANY—In a letter to President Ford, Civil Service Employees Assn. president Theodore C. Wenzl stated the union's objection to the chairman of the National Labor Relations Board's report that CSEA would eventually merge with the Public Employees Federation.

Dr. Wenzl rejected out of hand the reported insinuations that CSEA would eventually merge with the Public Employees Federation. A reproduction of Dr. Wenzl's letter to President Ford is reproduced below.

Theodore C. Wenzl
President

December 11, 1975

Honorable Gerald R. Ford
President of the United States of America

In the Albany, New York Times-Union newspaper of December 11, 1975 appeared the following:

"Betty Southard Murphy, chairman of the National Labor Relations Board (NLRB), told reporters Wednesday competition between two unions vying to represent state employees will likely end in a merger.

'They'll compete for a while and they'll probably merge eventually,' Mrs. Murphy said of the Civil Service Employees Association and the five-union Public Employees Federation. Such a merger would be 'healthy', she added at an informal discussion before an address to officials of the Public Employment Relations Board (PERB)."

As President of the 240,000 member Civil Service Employees Association of New York State, I wish to advise you that, if the essence of the above quotation is accurate, your appointee, Betty Southard Murphy, should know that I consider such remarks most improper and indicative of very poor judgment on her part. I feel she should not publicly voice such personal opinions during the course of a crucial election now taking place among public employees here in New York State.

As President, I am requesting a clear statement by Betty Southard Murphy stating that CSEA is not considering any merger with the Public Employees Federation.

Sincerely,

Theodore C. Wenzl
President

Anticipate SUNY Day-Off Policy Decision

Special to The Leader

ALBANY—A decision is expected this week on whether the State University of New York can legally direct its employees to "take off" on the day after holidays, forcing them to either lose the day's pay or change the day against their leave credits. Richard Burstein, attorney for the employees' union, the Civil Service Employees Assn., says he expects the decision to be unfavorable to the workers, since it is coming from the university administration itself. He told the papers that he will immediately appeal the decision to an arbitrator. Assistant SUNY Vice-Chancellor Caesar Naples issued a memo in October to all SUNY campus presidents, telling them to determine which employees are needed on "such days as the day after Thanksgiving." He told them to direct certain employees to "absent themselves" on such days, at the expense of vacation credits. He said those employees -- (Continued on Page 6)
MINEOLA—In a special cut-price deal arranged for members of the Civil Service Employees Assn., Nassau chapter president Irving Flamm-ebnbaum has secured a block of tickets for the New York-Nebraska Coliseum game Jan. 9 at this Nassau Coliseum. Regular $8.50 tickets are $1 to members, and may be secured in the Nassau chapter office, Room 202, Old County Courthouse, Mineola.

Buying U.S. Products Makes Sense For Us

Nassau To Lodge Unfair Practice Suit Against County Executive

MINEOLA—Charging Nassau County Executive Ralph Caso with flouting the law, the Nassau chapter of the CSEA, the service employees' union, last week was preparing an unfair labor practices charge to be filed this week against Mr. Caso to withhold increments.

The union had agreed to submit any lay-off dates to the Nassau chapter, and Mr. Caso is arranging a labor court date to direct the union to pay.

Mr. Caso is fixing the law by filing a suit to withhold increments from last Jan. 1.

The matter has been taken before the Nassau County Medical Center and to parcel out raises unilaterally to doctors on the staff while ignoring others.

In the major case, Mr. Flamm-ebnbaum said Mr. Caso is flout- ing the law.

Mr. Flamm-ebnbaum, who is also Region I president, said CSEA had learned that Mr. Caso is planning to repeat the illegal act.

Meanwhile, CSEA popped letters to Mr. Caso with two other unfair labor practices charges for unilateral actions concerning employees while negotiations between the county and union are at impasse.

The charges, filed by Long Is- land Region I attorney Richard C. Oates, concern Mr. Caso's unilateral decision to change the hours of psychiatrists at the Nassau County Medical Center.

By L. Williamson, there are reports that

Mr. Caso has failed to negoti- ate toward a new contract over the last several months, leading to the appointment of a fact- finder. He is Harold Pryor, former chairman of the Long Island Railroad Brotherhood of Rail- road Trainmen and, later, the United Transportation Union. Mr. Pryor has not yet com- menced hearings.

**Layoff Watch Set By Westchester Unit**

WHITE PLAINS—The Westchester County unit, Civil Service Employees Assn., has plans to carefully watch and oversee any program of layoffs put into effect by the County of Westchester.

In order to bridge a $30 million gap in its upcoming 1976 budget, the county has proposed to reduce its operation cost to 8 percent below 1975 in the coming fiscal year.

Mike Morella, president of the CSEA unit, said that County Executive Alfred DeBello had agreed to submit any lay-off plans to the union.

Mr. Morella said that this would make the union aware of the services whose cuts are contemplated and give the union opportunity for input and sug- gestions.

A rumor that the 8 percent re- duction would affect only em- ployees' payroll was scotched by the union. He told the members that this year's contempo- rary costs were guaranteed by the department of Social Services.

The union had been told that manpower would be the last affected.

A later PERB ruling said that if layoffs do become necessary, the union would have an opportunity for input and suggestions.

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The union had been told that manpower would be the last affected.

However, Mr. Vitale said that if layoffs do become necessary:

"We shall scrutinize each lay-off plan, with the right to appeal to the county executive, in order to make sure that we save as many jobs as possible."

It was learned that the county's personnel department is estab- lishing layoff dates for em- ployees, and Mr. Morella, in a question and answer period, ex- plained to the members what their rights were.

CSEA entered into a multi-year agreement with the county, providing for a new contract over a major Winton matters.

At the membership meeting included James Janik, president of CSEA Southern Region III, and Ray Cassidy, president of the Westchester County chapter, of which the county unit is part.

**CIVIL SERVICE LEADER**

American Federation of Public Employees

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14 Warren St., N.Y. 10017

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BUFFALO—A campus security guard is happy he retained membership in the Civil Service Employees Assn. despite the fact that his SUNY at Buffalo unit is represented by the American Federation of State, County and Municipal Employees.

The guard, Mike Brown, had been advised to plead guilty by an AFSCME representative to disciplinary charges to obtain reduced punishment. He then turned to CSEA for help.

In a second disciplinary hearing on similar charges, Mr. Brown was first charged with a series of unauthorized absences Nov. 30, 1974 and was advised to enter a guilty plea by the AFSCME official. Further charges of a like nature were then lodged against him.

CSEA Western Region VI associate attorney Donald Lattimer, who represented Mr. Brown at the subsequent third-stage grievance proceeding, explained the previous admissions of guilt and submitted evidence, in the form of doctors' statements, to prove that all absences were due to health problems and medical treatment. Mr. Lattimer further explained this to his AFSCME representative. Mr. Jacobs had no hold on regarding all alleged misconduct including that to which Mr. Brown had pleaded guilty. The State then decided to withdraw all charges against Mr. Brown.

Region VI president Robert L. Lattimer hailed the victory as "proof of the superiority of CSEA over any rivals." He concluded that this was "the latest victory in maintaining CSEA membership which entitled him to CSEA legal assistance.

"You've got 50 years to serve for a lifetime to any union and not gain as much," Mr. Lattimer added of this benefit. "Mr. Brown and clearly CSEA members are guaranteed legal assistance on job-related problems."

"In all other unions, as far as I know, once you need a lawyer, or he'll tell you how to pay for yourself, or they'll try to eat a deal before it gets that far even if you're right," he said.

Last year Mr. Jacobs won another AFSCME-related case. In it, Mr. Jacobs and CSEA filed a grievance in behalf of Clyde E. Webb, employed by the Buffalo Sewer Authority, in a job representing CSEA Western Region VI regional director wrote Mr. Webb that he had "no chance under the law" to "get a retrial" with respect to payment at a higher rate than he was currently receiving. Webb contacted CSEA field representative Robert E. Young.

Mr. Young filed the grievance, Mr. Jacobs pressed the case, and won Mr. Webb more than $4,000 in back pay. Other Buffalo Sewer Authority employees in similar positions then filed claims. Based upon the arbitrator's decision in the Webb case they received a total of more than $50,000.

### Anticipate SUNY Day-Off Decision

(Continued from Page 1)

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function. The address is: Civil Service Employees Assn., 5th Floor, 11 Warren St., New York, N.Y. 10007. Attn.: CSEA Calendar.

### SCRUTINIZERS

Among the most responsible positions in the entire structure of the Civil Service Employees Assn. in the budget committee, composed of CSEA directors elected by other members of the Board of Directors. It is their responsibility to oversee preparation of the union's annual budget. Committee chairman Howard Crespi, standing left, meets here at a recent Board meeting with committee members Harold Rosen, standing right, Audit and Control, and, seated, from left, Raymond Casady, Westchester County; John Veldman, Ad and Markets, and Karen White, Social Services.

### Fast Action Is Urged In Lottery Job Issue

(Continued from Page 1)

Despite the Governor's assurances that many of the employees will be placed elsewhere in the state, the job freeze proposed by the state is expected to continue.

The event, which will begin with a brief buffet dinner at 7 p.m., will be held at Herbert's Restaurant, Washington Avenue, Albany, according to chapter president George Okun. Dancing will begin at 8:30, with the drawing for the party is Dorothy Small.

The lottery is one of a series of steps to reduce the work year for all non-teaching employees of SUNY from 19 months to 10 months.

At Vernon, president of the CSEA chapter at Stony Brook, said, "We are 12-month employees and we intend to stay that way. We'll fight this any way we have to." He called the CSEA "a direct violation of our contract and conditions of employment. This 'forced vacation' is nothing less than an illegal lockout.

CSEA had a hearing Dec. 8 on the matter before James L. Duncan, bargaining representative for the SUNY system. Ms. Dickert's decision will 'undoubtedly reflect the views of her employer,' Mr. Burnstein predicted.

"As soon as the decision comes down, if it is unfavorable to us, we will seek a date for a hearing before an impartial arbitrator," he said. "We feel that we must win this case for the SUNY employees. What good are any of the rights you negotiate for, if the state can undermine them by locking you out of your job?"

### CSEA calendar

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### December

- 16—Hudson River Psychiatric Center chapter meeting: 8 p.m., Cherry Conference Room, HRPC, Poughkeepsie.
- 17—Heck Development Center chapter executive council meeting: 5:30 p.m., Building Four cafeteria, Balltown at Consul Roads, Schenectady.
- 17—State Division chapter presidents meeting: 1 p.m., Quality Inn, off Everett Rd., Albany.
- 18—Metropolitan Division of Employment chapter Christmas Party: 8 p.m., Merle Luther King Jr. Labor Center, 310 W. 43rd St., Manhattan.
- 18—Central Islip chapter meeting: 7:30 p.m., Guiliano Clubhouse, Central Islip.
- 19—Farmingdale SUNY chapter Christmas party: 8 p.m., Huntington Towne House, Huntington.
- 19—Marysville Psychiatric Center chapter Christmas Party: 2 p.m., Cresent Golf Club.

### January

- 5—West Seneca chapter general meeting; Veterans of Foreign Wars Post 8113, 295 Ledyakder Road, West Seneca.
- 12—Mailing of ballots in CSEA-PF 5/ST Unit runoff representation election.
- 21—22—Western Region VI meeting; Marriott Inn, Route 15, Rochester.
- 31—Chenw yang County unit dinner-dance; Elmira Heights Legion Home.

### February

- 2—West Seneca chapter general meeting; Veterans of Foreign Wars Post 8113, 295 Ledyakder Road, West Seneca.
- 2—Counting of ballots in CSEA-PF 5/ST Unit runoff representation election.

### Anticipate SUNY Day-Off Decision

(Continued from Page 1)

(CASE) • one who did not charge their leave credits would be considered "on leave without pay." The memo was intended to pay up the SUNY presdential. One told his staff his first day after Thanksgiving would be an "unpaid vacation.

Some campuses followed Chancellor Neel's memo on the day after Thanksgiving, and many others plan to have extended Christmas vacations or mid-term breaks. Stony Brook, for example, plans to close for an extra week at mid-term.

The union contends the order creates "a system of collective repercussions," negotiating for accumulation of vacation days or sick days for employees, if the employer can force you to take a certain day off at your own expense, another vacation.

"These so-called 'vacations' are dangerous to the civil service system," he concluded. They allow a university president to punish or discipline a worker. If in effect, he believes, his "impression is at worst, without the due process of the suspension clause in the contract." CSEA represents more than 15,000 employees throughout the State University system, in four different bargaining units—Administrative, Institutional, Operative, and Professional, Scientific, and Technical.

Many union members feel that the administration's move was part of an attempt to reduce the work year for all non-teaching employees of SUNY from 12 months to 10 months.

Al. Vennard, president of the CSEA chapter at Stony Brook, said, "We are 12-month employees and we intend to stay that way. We'll fight this any way we have to." He called the CSEA "a direct violation of our contract and conditions of employment. This 'forced vacation' is nothing less than an illegal lockout.

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### Fast Action Is Urged In Lottery Job Issue

(Special to The Leader)

ALBANY—Employees of the suspended New York Lottery are urging prompt action by the Governor in an effort to save their jobs.

Faced with the loss of more than 300 jobs, rumored to be cut after Christmas, Civil Service Employees Assn. Albany Racing and Wagering chapter president Robert Cole said, "If Governor Carey adds the Lottery to his agenda for the special session and the Legislature acts quickly to reduce the game, our Christmas won't have to be as hopeless as it now appears.

Recent reports show state officials favor establishment of an "Instant Lottery" to take effect by February. However, the Legislature will have to appropriate about $1 million for the game to take effect. Projected revenues for the last two months of the fiscal year are $10 million.

According to Mr. Coie, "Even if the 'instant' game is purchased from the outside, we will still be responsible for the total revenue and distribution of the tickets. This procedure normally takes four weeks. A Feb. 1 starting date for sales means production would have to start by early January. In addition, the Governor has indicated a drawing will be held for the Oct. 23 tickets and experienced personnel will be needed to conduct the drawings locally. There is also the question of who will redeem the outstanding tickets for the Hallo

### Political Football

In general, the civil servants feel they are being unfairly used as a political football. One clerk said, "If Mr. Broad (formerLottery head), feels like a miffed fellow because we are to lose our jobs! All we did is what we were told to do. Some Christmas this will be!"

Despite the Governor's assurances that most of the employees will be placed elsewhere in the state, the job freeze proposed by Governor Carey will make this difficult.

Mr. Cole said, "Promote, unified action by Government employees and Legislature is the only way to re distribute the Lottery as well as provide an experienced and dedicated staff to help in its reorganization. The longer the issue is avoided the poorer the chances for a successful Lottery.
MANHATTAN — A Manhattan Developmental Center Mental Hygiene therapy aide, suspended last April, has been restored to his job after an arbitrator found he had been interrogated improperly.

The aide, William H. Dash, was assisted in his appeal by the Civil Service Employees Assn.

Mr. Dash, charged with irregularities in the performance of his job, was called upon to explain them in an interview with Manhattan DC Deputy Director of Adult Services David Tenney, and Civil Service Employees Information Service attorney Tony Seymour and a Center team leader. According to CSEA field representative Bart Brier, Mr. Dash was interrogated for more than one hour by the three. At no time during the lengthy interrogation, Mr. Brier said, was the aide offered the right to have a CSEA representative with him or was the aide told he might take a copy, in writing, of his options in the situation.

Following the interrogation, Mr. Dash was suspended. When CSEA authorities learned of the incident, Mr. Dash was asked to file a complaint charging improper interrogation and asking, as a remedy, that all disciplinary charges be dropped and he be reinstated. Pull back by the Department was denied.

Director of the Health and Social Service Department, James A. Pisani, said that he denied that there was any improperity in the interrogation of Mr. Dash. Mr. Seymour denied that he would consider such interrogations in the future unless otherwise instructed by higher authorities in the Department.

Because of their testimony, Arbitrator Dana Eischen ruled that "there is no evidence that Mr. Dash provided evidence that Mr. Dash was interrogated improperly."

Director Saqqaal of the Dept. of Mental Health and Social Service, said the case was willful and deliberate and that the employee's rights section of the contract was improperly interrogated and asking, as a remedy, that all disciplinary charges be dropped and he be reinstated. Pull back by the Department was denied.

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Diminishing Dollars

In a recent pitch for members, the National Taxpayers Union laid down some astounding assertions.

First off, we want to state that we are not verifying the facts and figures given by the organization. In fact, some of the basic premises seem utterly unbelievable. For instance, to listen to all three, the average family has never been able to retire with a quarter-million dollars socked in the bank.

Nevertheless, as an imaginary situation, some of the points are food for thought.

The projected situation given by the National Taxpayers Union is based on the assertion that before taxes were raised to their present high level, the average family saved $1,000 a year.

Over a 45-year work cycle this savings, with compound interest, should accumulate to $230,000, NTU states, and this would yield an annual income of $13,800 without ever touching the principal.

The organization then goes on to point out that when inflation rose to 6 percent, it canceled out the interest rate, reducing the value of the savings to the amount actually deposited, $24,999.

Going one step further, NTU notes that with inflation taking control, the actual value of the savings ends up at about $16,886, which would yield a monthly income worth about $70.

The assertion ends with a statement that this represents a loss of $1,000 a month in retirement income, plus more than $200,000 of capital confiscated through reckless government.

Responding to the scoaring cost of living that affects us all, we have an initial gut reaction to believe the statement. Yet—as we emphasize that we are not speaking with any fiscal expertise—we believe the assertions have been taken up at about $16,886, which would yield a monthly income worth about $70.

Fewer Employees

With the exception of Correctional Services, Health, Mental Hygiene, State Police and Taxation and Finance, all state and municipal employees will be under the gun to reduce their work forces if Governor Carey’s budget proposals are accepted by the Legislature.

His production function of 4,000 positions during the coming year through attrition and another 3,000 jobs through a 3 percent reduction in the work force by Feb. 29, 1976.

These two categories are expected to save, the state $50 million, with $20 million of this accounted for by the attrition and the other $30 million by the reduction in force.

Now if you divide those figures, you come up with $5,000 per person based on 10 years of attrition, and $10,000 per person through layoff and firing.

These figures strike us as evidence once again that it is the "little guy" who will be asked to make the greatest sacrifices. It is not that we expect Governor Carey to work for free, nor does the State Legislators either for that matter, but there is something pathetic about the nation’s highest paid governor being $18,000 annually and legislators (at $23,000 plus bonus) apologetically wrenching the lives of thousands of small wage-earners, whose only mistake was in trusting the system.

(Continued from Page 1)

The New Deal

It is as yet unclear how much of the National Taxpayers Administration proposals are objectives that the Administration hopes to achieve, and how much of those are designed to leave room for compromise. Nevertheless, as an imaginary situation, some of the proposals have been taken up at about $16,886, which would yield a monthly income worth about $70.

(Continued on Page 7)
safeguard information about individuals, according to the Social Security spokesman said, under a law that became effective in September.

People asked for information must be told the statutory authority for the request, whether giving the information is voluntary or mandatory, why the information is needed, how it will be used, and the effects of not providing it.

A fact sheet explaining the legal generally is given to people before starting an interview in social security offices, he said.

The Privacy Act restricts Government use of social security numbers. Any person making or answering a legal question, that asks for an individual's social security number must cite its authority for the request, according to the spokesman. The law also assures people of greater access to records of information about them.

New York City employees will get $2.8 billion in fringe benefits and pension benefits, according to a report from the Office of Management and Budget. This is 55 percent of the $4.5 billion payroll. The survey points out that fringe benefits in private industry average about 20 percent of payroll. For the government, the figure is estimated to be 26 percent.

Shelby Reohech, messenger: "As far as running for office, I would say you. But as far as serving with a political organization, I would be a little more cautious in running for office. There should be a little difference somewhere in affilia-
ting in a political party or running on a line. An affiliate is a little different. The implications are that in a real affiliation that he may influence the government to the furtherance of the party. That's why I'm wary of it. I would say running on a party line is running on a line. An affiliate is a little different. The implications are that in a real affiliation that he may influence the government to the furtherance of the party. That's why I'm wary of it. I would say running on a party line is running on a line. An affiliate is a little different.

Anthony Smith, executive assistant, Welfare General: "I do not believe the Hatch Act should be repealed. I was a federal employee myself for 16 years. I think it is unfair to the state as well as the state and local levels, a very important aspect of preserving the integrity of the civil service system. I think there is a potential conflict of interest in having people in the military establishment involved in such positions where we think they should be involved."

Robert Easter, clerk for CCW: "I feel that anyone who is qualified and has the right background should be able to run for public office—any person he feels that he is qualified for. I think repealing the Hatch Act will aid public employees in having a voice in government. The city of New York City could contribute by coming out and giving the facts about the Hatch Act so that employees are running for something, workers can come out and back them 100 percent. This is the same thing, the same way, by giving workers the opportunity to go out and find out about their co-workers. Many people could affect some good changes for other public employees. They are out with the people doing the same type of work and working closely with these people."
AA

By MARVIN BAXLEY

BATAVIA—Importance of the Professional-Scientific-Technical Bargaining Unit vote was emphasized by Civil Service Employees Asso. vice-president Robert Lattimer as he spoke to several hundred union leaders here last month.

Mr. Lattimer, who serves as president of CSEA Western Region VI, urged CSEA members to get out and vote in order to protect their rights. According to Mr. Lattimer, the youngest of CSEA's ten statewide officers analyzed the kind of organization that the Public Employees Federation would be offering Professional-Scientific-Technical employees of the state.

He pointed out that there are two AFL-CIO unions that dominate the five union collaboration known as PEF. These are the United Teachers and the Service Employees International Union. Mr. Lattimer noted that "Albert Shanker took the teachers out on strike, and he did miraculous things for them: it cost them 45 minutes of prep time. "Mr. Shanker's group is joined by SEIU," he continued. "This is the same organization that tried to organize Moongate Nursing Home (in St. Lawrence County). So Moongate fired the employees, and PERB ruled No Election."

Mr. Lattimer, who is also a member of the PST negotiating team, briefed delegates on the progress of contract negotiations. "We couldn't even agree on ground rules at the first meeting," he said. "The state is being very adamant. Even though only 3/10,000th of our membership is on the negotiating team, the state is disturbed that we want our full team to participate."

CSEA has its PST negotiating team set to begin bargaining with the state as soon as the

(Continued on Page 9)
Jeff City's Credit Union Wins Citation

WATERTOWN — The Jeff City Employees Federal Credit Union has been awarded a Citation by the Organization Region. The credit union is now one of only five credit unions in the nation to receive this honor. The Citation recognizes the credit union for its superior performance in a variety of areas, including member satisfaction, financial performance, and community involvement.

Oswego Unit Files Improper Practice Charge With PERB

OSWEGO—A spokesman for the Civil Service Employees Association of Oswego County has filed an improper practice charge with the Public Employment Relations Board against the city.

"It is apparent that Charles J. Ganin, the hired contract manager for Buffalo, who is not conversant with the problems of this city, has, after months of negotiations, made certain proposals to the County of Oswego that are not in the best interests of the employees," Mr. Switz concluded.

"This action resulted after four months of negotiations and numerous meetings that appeared to be progressing satisfactorily before the intervention of Mr. Ganin."

"It would appear that the Common Council was trying to find the key to Oswego employees to believe that their appointments were fair and equitable settlements of the contract," Mr. Switz concluded.
New Changes In Health Coverage 
Also Affecting Retiree's Status

ALBANY — Improvements and changes in the State Health Insurance Program which went into effect last July also affect retirees, officials of the Civil Service Employees Assn. pointed out last week.

GSEA negotiated a number of these changes and improvements as part of negotiations carried on under the provisions of a third-year reopening clause in the current three-year state-union contract.

All enrollees, including retirees, are now permitted to change their insurance options once each year during an open-transfer period set by the state. During these periods, participants can change their options to coverage of any other type available in their area of residence without regard to use or the number of prior coverage transfers. The current period will expire Dec. 31 and retirees interested in changing their coverage should contact the Employee Insurance section prior to then. Retirees from participating subdivisions should contact their former business or personal office before Dec. 31.

Under the new insurance provisions, a surgical consultation program will be made available in the New York City area. The program, similar to one in operation in the Albany area, provides for free surgical consultations by one of a panel of qualified consultants to any enrollee or dependent who has been told by a physician that he or she requires surgical attention.

The annual maximum medical coverage for enrollees in the plan has been increased from $10,000 to $15,000. There has been no change in the $50,000 maximum lifetime benefits under the major medical portion of the plan.

Blue Cross benefits have been increased to provide coverage for hemanolysis treatment furnished in out-patient departments of hospitals when ordered by a physician.

The new provisions of the plan allow enrollees to join federally qualified health maintenance organizations (HMO) in lieu of one or more employee insurance plans.

However, at this time, there are no federally approved HMOs in the state. If eventually more than one HMO is approved in the same area of the state, the plan will have the right to contract with only one such organization.

Blue Shield benefits now embrace expenses incurred for removal of stents, plastic casts and similar dressings applied as a result of prior outpatient care.

Retirees with questions on these changes should direct them to the Employee Insurance Section or their former business or personal office. CSEA officials suggested.

DelBello Blames State For Pkwy Police Layoffs

WHITE PLAINS — Westchester County Executive Alfred B. DelBello attributed proposed layoffs in the Parkway Police Department to both by the state's East Hudson Parkway Authority.

The Authority, said Mr. DelBello, "performed the patrol post and its safety criteria and indicated they would provide funds to pay for 25 positions, necessitating the reduction in the patrol force by 11 men.

If the Authority had not had an exact contract at all with the EHPA, the State Police would have taken over our patrol, but we would have lost all 36 jobs for our men."

The EHPA contracts with Westchester County to provide patrol services on the Saw Mill River Parkway, the Hutchinson River Parkway and the Cross County Parkway.

Mr. DelBello said that in other county departments, staff cuts can be absorbed in large part by attrition, retirement and vacations.

Unfortunately, there has been almost no attrition at all in the Parkway Police Department, so that the reductions in positions must mean an equal number of layoffs."

Areas to be affected by the layoffs include the Department's headquarters staff, office commodities and off-peak period parking areas.

Budget Techs & Maintenance Supers Are Sought In Suffolk

HAUPPAUGE — Budget technicians and assistant building maintenance supervisors are currently being recruited to assist service Department. Salaries are $4,844 and $5,560 a year.

There are no residency requirements for the post. Fillms will close Dec. 24, with written exams scheduled for Jan. 17. For budget technician, exam 16-120.

Appointment must be a college graduate with an associate degree in accounting and one year's bookkeeping experience. A satisfactory equivalent combination of education and experience will also be accepted. High school graduates with at least four years' building maintenance experience may apply for assistant building maintenance supervisor.

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Appointments may be obtained through the Suffolk County Civil Service Department, H. Lee Dennison Executive Office Building, Veteran's Memorial Highway, Hauppauge, N.Y. 11788; the East, Northport Testing Center, 295 Larkfield Road, East Northport, N.Y. 11731; or the Riverhead Information Center, County Center, Riverhead, N.Y. 11901.

Name Mediator, 3 Fact-Finders

ALBANY — The State Public Employment Relations Board has announced the appointment of a mediator and three fact-finders to handle local government contract disputes involving the Civil Service Employees Assn.

Named mediator in the dispute between the Warren County chapter of CSEA and Warren County was Benjamin Westervelt of PERB's Albany office.

Appointed as fact-finders were Ervin Blaisd, of Port Chester, to the dispute between the Croton-Harmon Schools, Westchester County, and the Croton unit of CSEA; Robert France, Rochester, to the dispute between CSEA and the Village of Newark, Wayne County, and Charles Leonard, Schenectady, to the dispute between CSEA and Montgomery County.

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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.
Unemployment Claims Up, But Levine Sees Leveling

ALBANY — Industrial Commissioner Louis L. Levine, head of the State Department of Labor, announced that 628,771 persons filed unemployment benefits under four separate programs in New York in the week ending Nov. 14, the most recently compiled reporting period, compared with 629,180 in the previous week.

The state-wide count in the week ending Nov. 14 included 344,919 persons claiming regular unemployment insurance, as compared to 356,419 a week earlier, and 368,860 a year ago.

Among the persons registered for regular unemployment insurance, 131,072 persons filed claims. The new claims figure represented a decrease of 134 from the level the previous week.

One year ago, 146,666 new claims were taken. Commissioner Levine said the new benefit claims reflected a leveling off of claims activity in advance of an anticipated substantial upswing in layoffs through the balance of the year.

There were 102,760 filings for extended benefits during the week by persons who had used up their 26 weeks of regular unemployment insurance. The previous week, 111,401 persons filed such claims.

Some 105,474 claims for emergency benefits were taken from jobless workers who had received both the regular and 13 weeks of extended benefits. The previous week, 115,197 persons were filing emergency benefits.

There were also 50,583 claims for unemployment assistance filed by workers whose jobs had not been protected under the New York state unemployment insurance program. The number comprises 59,373 a week earlier.

Employee Relations Seminar Scheduled By Cornell University

MANHATTAN — A two-day workshop, "Improving Employee Relations Through Effective Discipline and Grievance Procedures," will be held Feb. 18-19, 1976, by the Cornell University New York State School of Industrial and Labor Relations.

The workshop will consider such subjects as the disciplinary interview, writing warning notices, analyzing discipline problems, basic contract administration, and developing skills in grievance handling. The workshop will be led by NYSBHR members Matthew Kelly and Wallace Wolklin.

The workshop will be held at the Cornell University building at 3 E. 43rd St., Manhattan, from 9 a.m. to 4:30 p.m. The registration fee for each person will cover course materials and lunch. The courses will be limited to 25 enrollees.

Additional information and applications are available from: "CIVIL SERVICE LEADER", E. 43rd St., New York, N.Y. 10017. The telephone number is [212] 697-2547.

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Responsibilities Are Outlined At Saratoga Educational Workshop

SARATOGA SPRINGS — Duties and responsibilities of officers were the subject of a workshop here last month for unit leaders and members of the Saratoga County Education, chapter 801, Civil Service Employees Asn.

CSEA director Charles Lach, who is president of the chapter, outlined the responsibilities of officers at the workshop at the Gideon Putnam Hotel here for their members to learn.

Coordinator of the workshop was Edward Diamond, CSEA director of education. Other staff officials participating were Danny Jinks, collective bargaining specialist, and Joseph Salvino, assistant director of general accounts.

Ed Diamond, CSEA director of education, speaks to audience.

Participants and organizers of Saratoga County Educational chapter workshop last month pose together.

From left, are John Vallee, Albany Region IV second vice-president; Sandra Fitzpatrick, chapter secretary; Walter Duscharme, chapter first vice-president; and Lester Cole, chapter second vice-president.

Joseph Salvino, CSEA assistant director of general accounts, explains duties of officers. Workshop was at Gideon Putnam Hotel in Saratoga Springs.

Partial view of audience shows attention being given to discussion on duties and responsibilities of officers. Workshop was at Gideon Putnam Hotel in Saratoga Springs.

Jefferson Unit To Vote On One-Year Pact Offer

(From Leader Correspondent)

WATERTOWN — The Jefferson County Civil Service Employees Asn. will soon vote on a one-year contract offer from the county providing for a 5 percent pay increase plus increments.

Peter G. Griceo, unit president, said the membership will be called into session as soon as possible. The present contract expires Dec. 31.

SPECIAL ASSISTANT

ALBANY — Kathleen Leman, an East Greenbush resident, has been named special assistant to the state Civil Service Commission by Commissioner President Victor S. Balch. Ms. Leman's assignments will involve investigating appeals, complaints and recommending sanctions concerning job duties and salary levels of state employees.

They offer basis to their members. The salary offer, made by county and state negotiators, met with a similar response from the CSEA and the county.

The Education Board has yet to set on another fact-finder's recommendation of a 10 percent average salary hike for full-time and part-time maintenance employees. Members of the CSEA Westchester Custodial unit.

If only a part of the "no" votes had been for CSEA, he said, its union would have had a majority this time around, we think this bloc of voters will choose CSEA rather than trust their future to this AFL-CIO contract," said Dr. Wenzl.

CSEA and the county had been at impasse since Oct. 20 with the stalemate broken Dec. 9 when union negotiators, at a meeting involving Public Employment Relations Board mediator Eric W. Lawton, Sr., agreed to take the offer basis to their members.

The contract, reached in the school system, will soon return to the negotiation table following the Board of Education rejection of a fact-finder's recommended 7 percent pay hike plus increments, a total equivalent to 16.2 percent.

Dr. Wenzl stated.

Dr. Wenzl noted that his organization had pushed for as early a date as possible for the runoff, in order to permit negotiations to start for the PS&T unit. Talks for the other three state Bargaining Units have been under way for some time, the PS&T group has been delayed pending resolution of the election.

"We would certainly prefer getting the election out of the way earlier than February," Dr. Wenzl said. "But the length of setting up the mechanics just wouldn't permit it. According to..."

"Our goal this time, of course, is to get the people out to vote. Apparently our members themselves were complacent, feeling CSEA would have no trouble pulling a clear majority of the vote. This shows how early and now we think our members will have gotten the picture and realize that everybody's vote is vitally needed.

PS&T Runoff Election Ballot Mailed

(Continued from Page 1)

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On the subject of the unusual...
Drug Abuse Staffers Facing SIC Criticism Find CSEA A Champion

(Special to The Leader)

ALBANY—The Civil Service Employees Assn. has come to the defense of nearly 4,000 employees of the State Office of Drug Abuse in the wake of derogatory comments made about them by the State Investigation Commission.

CSEA collective bargaining specialist Thomas Linden urged the commission to look at ODAS employees "as honest, hard-working people who are dedicated to adapting their lives in order to help others." He defended the SIC investigation as a "witch-hunt."

"These employees have a contract to work," he said. "But it can bring带来的 change against specific members and then try to make them stick."

"The way they're operating now, they're just coming in and taking pot-shots at dedicated employees and running away again."

"Director Viewed "SIC has given the public a distorted view of ODAS employ- ees," said Mr. Linden, "merely putting up this wild charge about 256 clients, but they never mention the work we do in drug counselling and recovery."

"We have it in our hands to both clients and ourselves that we've had in setting our clients their drug-free equivalency diplomas, or in getting them back into society in productive jobs."

The typical ODAS employees is a hard-working, concerned person. I couldn't see that in any of the newspaper accounts of the SIC charges."

Mr. Linden alleged SIC has a history of making unfounded claims. In 1977, for example, the commission created a furor in the press with its extensive inquiries into the state village of Saranac Lake. However, the county districts attorneys also came out in support of the SIC reports for the assurance of indigents."

"Shot In The Dark"

There was a somewhat procedure in those new charges than there was in the case of Saranac Lake, Mr. Linden said. "We just another story of a bug being eaten by a group of people desperately trying to justify their own existence. There is still no mention on the part of people who know the slightest bit about drug abuse prevention or rehabilitation."

SIC criticism of employees touched on all ODAS facilities around the state, but mentioned most frequently were the drug abuse rehabilitation centers at Olivebridge, Bay Brook, Mason Park and Saranac Lake.

Mr. Linden pointed out that ODAS is a non-contractual agency and under SIC—investigative—was drawn from information over a year old. This, he said, was a further example of the irresponsibility of the commission. There is now a common defense on one country for every 25 clients engaged in a continuous process of education, treatment, and rehabilitation of drug abusers.

Mr. Spoonhour added, "Our clients are often the product of a long, difficult road of hard work and breakthroughs."

In this situation, its almost im-