Waging Freezes? Carey’s Staff Doesn’t Feel Chill

ALBANY—The Civil Service Employees Assn. fired another shot in its counterattack to the state’s proposed employee wage freeze and worker layoff, now pegged at approximately $30,000 by April 1976.

The shot took the form of a six-page summary of salary increases and promotions granted by Gov. Hugh L. Carey in recent months to his own staff of appointees. This executive staff numbers about 240.

Joseph McDermott, a vice-president of the union and president of its Albany Region IV, in reference to the summary, said civil service workers are being blamed for the state’s fiscal troubles—a deficit estimated by the Governor at $1.8 billion—when the blame should be placed at the doors of “The Presidential-seeking Executive Office and the inept, ineffectual legislative leadership.”

The summary cited a number of impressive salary boosts. The largest was received by Esther Swanker, a former Education Department employee who transferred to a post of special assistant to the Governor. This transfer hiked her annual salary from $18,914 to $30,000. A 50 percent salary increase was obtained by Gilda Ventresca when she shifted from a $12,500 post as an assistant director to one as a special assistant at $18,500 a year. Another transferee was Richard Hegner, who shifted from a $31,404 job with the office of the Department of Welfare’s Inspector General to one paying $17,500 with Department of Social Services. Thomas A. Lynch, who was promoted to appointments officer and is the Governor’s personnel director, went from a salary of $32,000 to $42,000.

The Governor’s office declined to comment on the summary but no quarrel was made with the accuracy of its figures.

One of the more notable raises in recent state government circles was that recorded for William T. Cunningham. The CSEA summary said Mr. Cunningham...

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Wenzl Views Continuing Fight To Protect Worker Rights In Upcoming Year

“We will continue to fight for the rights of civil servants through every avenue available to us,” said Civil Service Employees Assn. president Theodore C. Wenzl in discussing the union’s view of upcoming battles in the new year.

“Salaried employees are most in need of a united front to meet the attacks from the administration, it is inexplicable."

Fire Hits Home Of Family Of 16

CORTLAND—It may be a bleak holiday season this year for Mr. and Mrs. Ron Holcomb and their 14 children. A recent fire caused severe damage to the Holcomb home in the Michigan Hill community near Cortland.

Mr. Holcombe, a Civil Service Employees Assn. member, has been employed by the Cortland County Highway Department since 1968.

Sally Stevens, president of the Cortland County CSEA unit, requested that any union chapter or unit wishing to help a fellow member and his family in need may forward aid to the “Ron Holcomb Fund,” in her care at the Cortland County Treasurer’s Office, Cortland, N.Y.

Ms. Stevens reports that approximately $300 has been received to date, with other donations in the form of cash and Christmas gifts for the children expected to follow.

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INSIDE THE LEADER

Don’t Repeat This!

How Important Will Finances Figure As ’76 Election Issue?

The area of public finance is moving to the forefront as a key issue in the 1976 elections. Up until recently, this area, involving such arcane matters as budgets, taxes...
L. Carey, as general counsel for the City of New York, has been named deputy commissioner of the State Division of Human Rights. Ms. Gross, 44, has also served with the New York City Employment Rights Division and as acting general counsel and deputy general counsel. She succeeds Henry Spitz, who retired after 30 years' service. In the post pays $34,700 a year post.

Insurance Coverage Changes, Improvements, Are Disclosed

MINIBOLA—Irving Plaumenbaum, president of the Nassau County chapter and Long Island Region 1, Civil Service Employees Asn., pointed out recently that several changes and increases in benefits have been made in the Health Insurance Program covering state public sector employees.

In outlining the changes, Mr. Plaumenbaum quoted a memo on the subject from George B. Smith, insurance supervisor for the Nassau County Comptroller's Office.

Mr. Smith's memo notes:

- Effective July 1, 1975, the major medical coverage annual maximum reimbursement for each covered person shall be increased from $10,000 to $15,000.
- Effective July 1, 1975, Blue Cross Blue Shield benefits will be provided for hemodialysis treatment if ordered by a physician and furnished in the outpatient department of a hospital.
- Effective July 1, 1975, Blue Shield benefits shall be extended to provide coverage for the removal of sutures, plaster casts, and similar dressings applied as a result of prior outpatient medical treatment.
- Effective July 1, 1975, active employees 50 years of age or older, enrolled in the Statewide Plan, shall be allowed reimbursement of up to 50% of the cost of a routine physical examination as a Blue Shield benefit. This benefit has not been extended to dependents of active employees, or to retired employees and their dependents.
- The Surgical Consultation Program presently available in the Albany area will be extended to New York City. This program offers employees and their dependents a surgical consultation when elective surgery has been recommended by a physician. As soon as the necessary arrangements have been made, this service will be publicized, and all the necessary details will be provided.
- An annual transfer period will be established during the months of November and December. Transfers between health insurance options will be permitted without regard to the employee's age, or the number of previous transfers.
- The effective date of a retiree's change of coverage will be dependent upon the date on which the deduction from his retirement allowance can be changed to the new rate. After the deduction has been changed to the new rate, the Employee Insurance Section will notify the appropriate subdivision of the effective date of the new coverage and the adjustments to be made in the employer-share payment for the individual.
- The coverage date change for participating subdivision will be the first day of the month for which a premium payment at the new rate is remitted to the Employee Insurance Section.

As premiums have been remitted to Albany, the earliest coverage is Jan. 1, 1976. All change of options on file through Aug. 30, 1975 will be made effective Jan. 1, 1976. The following is the 1976 schedule to be adhered to: Changes filed Oct. 1975, effective date Feb. 1, 1976; filed December 1975, effective date March 1, 1976. Future annual changes will only be accepted in the months of November and December.
Research Ass't Frame has joined the staff of Civil Service Employees Assn.'s Syracuse Region V headquarters as research assistant.
Examiner Wins Arbitration Case Involving $ Vouchers

MANHATTAN—A New York State Insurance Department examiner won a favorable decision in a case heard by an American Arbitration Assn. arbitrator which involved alleged irregularities in his submission of cash reimbursement vouchers.

On March 5, the state served notice of discipline on the examiner under Article 33 of the contract between the Civil Service Employees Assn. and the State's Professional, Scientific and Technical Bargaining Unit. The state sought to reduce the man from Senior Insurance Examiner Grade 18. The examiner has more than 17 years' state service. A third step hearing held June 2 sustained the proposed discipline and CSEA, which represents the examiner, submitted the matter to the AAA for arbitration.

The state contended that in 1973, following attendance at an insurance seminar in Chicago, the examiner submitted a voucher to recover $227.60. The company provided this amount to the examiner. Quoting chapters from the Insurance and the Public Officers Law, the state sought to make the point that the examiner was ineligible to receive the insurance company's payment.

CSEA's counsel, William P. Volin of Matlin and Volin, pointed out that the proposed disciplinary reduction was not timely. Article 33 of the CSEA-PSC Act past notes that, "An employee shall not be disciplined for acts, except those which would constitute a crime, which occurred more than one year prior to the notice of the imposition of discipline." Mr. Volin explained that the alleged violation took place in 1972 but charges were not brought until March 5 of this year. The state knew of the incident, he said, but did not bring a timely inquiry or timely charges.

The AAA report said, "It is the grievant's position that the state's delay has unduly prejudiced grievant in obtaining witnesses and facts to refute the charges."

Arbitrator Margery Gootnick agreed with the CSEA position and added, "There is no showing that the check was taken as a gift, or as gratuity for services or pretended services. There is insufficient proof to establish any attempt on the part of the grievant to use his position to secure unwarranted privileges or exemptions."

The examiner did come in for a rap on the knuckles from Ms. Gootnick however. "He may have been foolish, but there is no charge of foolishness," commented the examiner. "His acts may have been acts of misconduct if discipline had been instituted within one year. That is not the question before me." The examiner was permitted to retain his Grade 23 status.

Nassau Now Seeking Custodians, Building and Lunch Managers

MINEOLA—Custodians, building managers and school lunch managers are currently being sought by the Nassau County Civil Service Commission for work in school districts, county offices and the Board of Education. Starting salaries range from $8,107 to $12,402 a year.

On a year's experience in building cleaning and maintenance work or a year's experience as a carpenter, plumber, electrician or mechanic may apply for assistant head custodian. The post pays from $7,635 to $11,402 a year.

Piling will close Jan. 14 for all posts with exams scheduled for Feb. 7. To qualify, all candidates must be legal residents of Nassau County.

There is no formal education requirement for custodial worker II, a $8,107 a year post. However, all candidates must have one year's custodial work experience.

Individuals with two years' experience in building cleaning and maintenance work or a year's experience as a carpenter, plumber, electrician or mechanic may apply for assistant head custodian. The post has a starting salary of $8,325 a year.

Head custodian I is open to applicants with two years' experience in building cleaning and maintenance activities with at least one year as a working supervisor. Three years' experience will qualify candidates for head custodian II, while four years' experience will qualify them for head custodian III. Salaries will depend upon job location.

Interested persons may write for a copy of the specification on which the examination will be based. Those interested in applying should submit a complete application to the Nassau County Civil Service Commission, Mineola, N.Y. 11501.

Detailed information on all positions is available at the Civil Service Commission, 140 Old Country Rd., Northport, N.Y. 11768.
ANNOUNCER: Are you looking for work? If so, you will want to check these openings listed with the New York State Employment Service. Make a note of the number to call if a job interests you. If the position is in New York City call (212) 488-7339. For jobs outside of New York City in nearby New York communities, consult the Nassau and Westchester telephone directories. Look under "Employment," "Placement Agency," and other headings. And remember, if you find that today's opening isn't suitable for you, keep in mind that there are many other kinds of work available at your New York State Employment Service office. And remember, there is never a fee to you or to the employer who lists his job with us. Now the listings:

MANHATTAN -- The following is a simulated radio broadcast from the New York State Department of Labor's Manhattan Employment Service. Make a note of the number to call if a job interests you. If the position is in New York City call (212) 488-7339. For jobs outside of New York City in nearby New York communities, consult the Nassau and Westchester telephone directories. Look under "Employment," "Placement Agency," and other headings. And remember, if you find that today's opening isn't suitable for you, keep in mind that there are many other kinds of work available at your New York State Employment Service office. And remember, there is never a fee to you or to the employer who lists his job with us. Now the listings:

1. A hospital in Brooklyn needs a CASHIER for its business office. Must be good at figures and able to use adding machine and calculator. It's a part-time job, Saturdays and Sundays only, and pays $5.54 an hour for 16 hours of work.

2. A STIPEND with two-five years experience is wanted in a Manhattan printing shop. Will do office work, handle deliveries, and make mailing labels. Will learn to operate machines. The pay is $6 an hour.

3. In the Bronx, there's an opening for a SALES REPRESENTATIVE to sell custom drapes and slip covers. Will call on homes and offices to make sales. Give estimates, take orders, and make deliveries. The pay is $6 an hour.

4. There's also a position calling for a BOILER ROOM MECHANIC with a military agency in Brooklyn. Must install, repair, and troubleshoot complicated heating units and systems in a boiler plant producing heat for buildings. Will perform related duties. The job pays $16 an hour for a 40-hour week.

5. Here's a good opportunity for a FINANCIAL ANALYST with a Wall Street investment firm. Applicant must be an all-around hairdresser. Manicuring experience is also helpful but not essential. The pay is $100 a week.

6. Over in Queens, the help wanted sign is out for a HAIR STYLIST to set and color hair. Applicant must be all-around hairdresser. Experience is also helpful but not essential. The pay is $100 a week.

7. Turning to Westchester now, there's a position calling for an ACCOUNTANT with a Westchester hospital. Will handle general accounting. The salary is $10,000 a year.

8. There's also a position calling for a BIOCHEMISTRY TECHNICIAN with a Manhattan hospital. Will assist in the lab operations. The position pays $45,382 annually.

9. An apparel manufacturer in Manhattan is looking for a SEWING MACHINE OPERATOR on a piece-rate basis. The employer is offering a $125 a week and up, depending on experience.

10. A SECRETARY is being sought in Manhattan. Must be able to type shorthand and type. Applicant must have a year or more of experience in export-import background. The job is with a Wall Street area bank. The pay is $190 a week.

11. Over in Queens, the help wanted sign is out for a HAIR STYLIST to set and color hair. Applicant must be all-around hairdresser. Experience is also helpful but not essential. The pay is $100 a week.

12. Another Long Island firm is hunting for a CASH REGISTER REPAIRER. The job pays $125 a week and up, depending on experience.

13. There's a job waiting for a NUCLEAR MEDICAL TECHNICIAN with a Manhattan hospital. Must be experienced in the use of X-ray and radioactive isotope generators and in the use of medical photography equipment. The employer will pay $10,500 a year and up, depending on the job-seeker's experience.

14. An apparel manufacturer in Manhattan is looking for a SEWING MACHINE OPERATOR on a piece-rate basis. The employer is offering a $125 a week and up, depending on experience.

15. Today's last opening calls for an experienced MODEL and MOLD MAKER. Will make molds for casting statuary and figurines for lamp bases. Must be able to work with latex rubber. The pay is $4.50 an hour for a 40-hour week. It can go higher depending on worker's experience.

ANNOUNCER: The phone number for the New York City office is (212) 488-7339. For those in the Nassau and Westchester area, check the daily newspapers and telephone directories. Look for the Job Bank listings under "Employment."
The New Year Bell Tolls

TRADITIONALLY, New Year's Day is when people determine to make the next 12 months better than the 12 that have preceded.

There is a sense of celebration that somehow precedes us to a different time. It's a pick-up in spirits that enables us to face the ever-recurring problems that make our human existence challenging and exciting.

Not so this time, though. Within our memory, there has never been a year that is being greeted with such gloom as 1976, the bicentennial of the United States of America.

There is a great deal of labor unrest in both the private and the public sectors, with some workers gaining large wage increases to match the damage done by inflation, and others being laid off or subjected to salary freezes.

It was written in the front page of the development in the civil service system, is now the harbinger of retrenchment and belt-tightening.

Three Presidents from the State of New York had been Instrumental in developing the civil service system that has been one of the basic foundations of continuity in government, despite the shifts of political wind from sharply divergent philosophies of elected officials.

It was under President Chester Arthur that the Pendleton Act, passed in 1883, established the concept of the Merit system for federal jobholders.

It was Theodore Roosevelt, then a member of the New York City Board of Aldermen, who had founded the National Civil Service Reform League, an organization dedicated to the contention that competence and honesty in government could best be assured if government appointments were based on merit, through competitive exams rather than by political pull.

It was under President Franklin Roosevelt that civil service took on many of its present characteristics such as defined job classifications, uniform pay plans and reliance on tests.

Now with thousands of public employees being dismissed in New York City and in Yonkers, due to the near-bankruptcy of the state's large and fourth largest cities; the emergency measures to maintain financial stability for several of the state's semi-independent agencies, and the need to bolster confidence in the state's moral obligation noted, it comes as little surprise that the Governor has decreed that 3,000 state employees will be axed by Feb. 29 and another 2,200 by April.

Probable even more serious, though, is what happens in the next few years. In pension rates, there have been changes during the past few years in pension laws regarding the handling of pensions, making those paid by employers "capable estates." This could occur in future years.

Realistic Budgeting

Fiscal conservatism on the federal level is reflected in the veto of President Ford of the bill to continue lower federal tax rates. Perhaps the most meaningful aspect of the change in public attitude, which saw New York City skirt—it was but a prelude to the line with their proclamations of fiscal responsibility.

Blood, Sweat and Tears

Whereas in past campaigns, candidates invariably promised the voters that they would reduce the burdens of taxation and simultaneously increase the levels of public services, and that now threaten the solvency of the state of New York, have always professed to be on the side of the people in their crusade against big business.

It was a speech that sent shock waves through civil service Department that is responsible for maintaining the payroll, and Albany to share in the inauguration festivities. This early warning of a group of events that followed, and that have resulted in a deceptively informal state of affairs, and the rank-and-file civil servants.

There is the promise of labor unrest in both the private and public sectors, that now threaten the solvency of the state of New York, have always professed to be on the side of the people in their crusade against big business.

The $60 deductible on your Medicare insurance is often a source of much chagrin, because the bills don't always fall within the year, when the people can get the best advantage of them. A new ruling permits you to take the bills from the last three months of the year to credit them towards next year's deductible.

It has long been the Federal policy to keep its pay scales in line with private industry. As a result, there are adjustments made in basic scales from time to time. The pension plans, on the other hand, are based on the cost of living as determined by the Bureau of Labor Statistics, plus one percent. However, a recent study by the Government Accounting Office indicates that this still falls behind the comparable rises in wages. In the 1973-74 period, the revised scales ran up to 20 percent whereas wages went up 30.4 percent.
Q. Recently I got a refund on the taxes I paid on my land. Will this refund affect my supplemental security income payments?
A. No. Any refund of taxes you have paid on your property and the services you purchase is not counted in figuring your income for supplemental security income purposes.

Q. I started getting social security payments in February. Have I already received the full year's worth of payments?
A. Yes, you have. Your benefits are calculated based on the year they are earned, not specific months within the year.

Q. How many days or hours do elected officials meet to attend to our state and national concerns?
A. Elected officials meet for a variety of reasons and the number of days or hours spent can vary widely. It's important to stay informed about the work they do to ensure their representation is effective.

LETTERS TO THE EDITOR

Salary Freeze

(Editor's Note: The following letter was sent to State Senators John Marchi and Warren Anderson and Assemblymen Perry Dursea and Stanley Stengut and a copy provided The Leader.)

Dear Sir:

As a state employee and a Civil Service Employees Assoc. member and president of our chapter, I am writing to ask you to support our cause. The state employees' salaries at the 1974 level are $2 over $2,250. Regardless of how much you earn, you can set your full check. I don't know how many state employees will be affected. But if your earnings exceed $2,250, your benefit is lost. We have to pay more for rent, buy clothes, and the most campaign contributions, we are going to have to pay our bills. And if we can't raise our rent, we will have to put it back into the budget. This is the best way we can do our job and get our full pay. Thank you for your support.

Dee Zmyewski, Board of Social Welfare: "I don't think they earn their pay. In fact, I think they're overpaid. It seems that half the time they are taking care of their own business and the other half of the time they are doing what they think is best for the taxpayers. They vote on their individual feelings on bills or what they think will benefit themselves. It would be far better if they had to pay their own bills. The taxpayers should have the last word on what they spend their money on."

Kathleen DePerna, Office of General Services: "I think they are well-paid; however, they may have to work harder. President Ford and former California Gov. George C. Wallace, are looking out for themselves rather than the people they represent. State legislators and state employees' salaries at the 1974 level. It is really outrageous that they have increased their salaries to $2 over $2,250. Regardless of how much you earn, you can set your full check. I don't know how many state employees will be affected. But if your earnings exceed $2,250, your benefit is lost. We have to pay more for rent, buy clothes, and the most campaign contributions, we are going to have to pay our bills. And if we can't raise our rent, we will have to put it back into the budget. This is the best way we can do our job and get our full pay. Thank you for your support.

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Following their official installation by CSEA statewide treasurer Jack Gallagher, officers of Long Island Region I get together to survey success of the region’s first workshop. In previous years, Region I had participated in a joint workshop with New York City Region II and Southern Region III. From left are president Irving Flaumenbaum, Nassau County chapter 830; first vice-president Ralph Natale, Nassau County; second vice-president Nicholas Abbatangelo, Nassau County; third vice-president Robert Conlon, Suffolk Educational chapter 833; fourth vice-president Ruth Braverman, Nassau County; secretary Dorothy Goetz, Suffolk County chapter 852, and treasurer Sam Piscatelli, Nassau County.

Arthur Gary, branch manager for Social Security in Riverhead, Suffolk County, was among experts who explained benefits.

New York State Employees Retirement System representative Albert Court outlined details of various pension options.

CSEA vice-president Irving Flaumenbaum, head of Long Island Region I and of Nassau County chapter 830, largest in the state, urges members to work hard for CSEA election as bargaining representative for the Professional-Scientific-Technical Bargaining Unit. Seated next to Mr. Flaumenbaum is Edwin Cleary, Region I supervisor.

Statewide CSEA insurance chairman James Corbin, center, picks up some pointers from CSEA vice-president Solomon Bendel, left, and TerBush and Powell field supervisor Paul Heimes. Mr. Corbin is also president of Suffolk County chapter 852.

Among the CSEA staff members on hand to offer advice to delegates was collective bargaining specialist George Peak.

Arthur Hennessy, left, president of CSEA chapter 606 at Farmingdale, discusses campus problems with Michael Rocco and Charles Hendrickson, both of SUNY at Old Westbury chapter 618. The conference site in Montauk was within minutes of the easternmost part of New York State.

Joseph Messina, of Pilgrim Psychiatric Center chapter 418, seeks answer, as the chapter’s Ray Maglio, left, and Hank Stittner listen. Pilgrim is the largest Mental Hygiene institution in the state.
Long Island Region I Leaders Participate In First Workshop

Ed Ochenkowsk, North Hempstead unit president; Lou Mannellino, of Department of Transportation District 10 chapter 508, and Joseph Love, Suffolk Developmental Center chapter 430 first vice-president, confer on what they have learned during the weekend workshop.

Among the delegates from Pilgrim Psychiatric Center chapter 418 were, from left, Bertram Holmes, Robert Williams and Jean Fraser. Chapter president Betty Duffy, as well as many other state chapter presidents, missed the workshop because of a special CSEA meeting in Albany.

RIGHT: Suffolk Educational chapter 870's Rudy Scala questions speakers at Monday morning seminar on retirement and social security benefits. Suffolk Educational chapter is the sixth largest in CSEA's statewide organization. In fact, seven of CSEA's 20 largest chapters are located in Long Island Region I. Others are Nassau County chapter 830, 1st; Suffolk County chapter 852, 3rd; Pilgrim Psychiatric chapter 418, 5th; Nassau Educational chapter 880, 16th; Kings Park Psychiatric Center chapter 411, 17th; and Central Islip Psychiatric Center chapter 404, 20th.

ABOVE: Some of the estimated 100 participants at the weekend workshop gathered at raw tables where they were able to take notes on the discussions which featured speakers from the State Retirement System and from Social Security. There are 18 chapters in the 50,000-member Long Island Region I.

LEFT: Anthony Giannetti, Ruth Braverman and Mike Braverman were among the interested participants in the seminar at Gurney's Inn in Montauk. Ms. Braverman is the region's highest ranking woman officer, fourth vice-president, and Mr. Braverman a board member of Nassau chapter 830. Mr. Giannetti, of Nassau's Town of Hempstead unit, is the regional social chairman.

Presidents of Civil Service Employees Assn. chapters at two of the largest Mental Hygiene institutions in the state concentrate on the discussion. Gregory Saurielli, of Kings Park Psychiatric Center chapter 411, is at left, and Danny Daveau, of Central Islip Psychiatric Center chapter 404, at right. Both are new presidents installed this year.
CIVIL SERVICE LEADER
11 Warren Street
New York, N.Y. 10007

State Eligible Lists

Trooper Applicant Wins Height Requirement Suit

GENEVA—Oft occurring with a complainant’s assertion that the average height of Puerto Rican nationals is less than that of fellow Americans on the mainland, the State Division of Human Rights has ordered the Civil Service Commission and the Division of State Police to eliminate height as a disqualifying factor in the next examination for New York State Police.

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Dangerous Drugs Part. A. He also is president-elect of the Association of Supreme Court Justices of New York State. The position carries a salary of $51,927 a year.

LEGAL NOTICE

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State Eligible Lists

(Continued from Page 10)

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State Eligible Lists

(Continued from Page 10)
CAREY GRANTS DAY OFF AFTER CHRISTMAS,
AVOIDING DEMONSTRATION AT STONY BROOK

ALBANY—Confrontation between state employees and the administration at several campuses of the State University was avoided on the day after Christmas when Governor Carey's declaration of Dec. 28 as an official day off.

The order, in effect, override the dictum of SUNY Assistant Vice-Chancellor Caesar Nayler who had previously determined which employees are needed on such days as the day after Thanksgiving and Christmas.

He said those employees at affected campuses would be considered on call if they did not change their leave credits against union-negotiated days.

Some campuses followed Chancellor Nye's memo on the day after Thanksgiving and many others announced plans to close on the day after Christmas and several on the day after New Year's Day.

Stony Brook employees had voted earlier this month to demonstrate if they were locked out. The Governor's order of a Holiday for state employees has postponed, at least, the threat of a demonstration at Stony Brook, although at Labor press time, it is not known what will happen on the day after New Year's Day.

SUNY at Stony Brook chapter President Albert Vanzulli credited the Governor's action to preserve from employees, especially those at Stony Brook.

Other campuses facing the forced furloughs are at Canton, Collegetown, Albany and Cortland.

LEGAL NOTICE

MID-PINES ASSOCIATES, Inc., 460 Park Ave., New York, N.Y. 10016, and Corporate Officers of Limited Partnership, filed in New York County pursuant to Chapter 113, Article 6-A, General Corporation Law, of the State of New York, hereby give notice to members and persons interested in the said Partnership that a meeting of Limited Partners will be held at 109 West 57th Street, New York City, on Thursday, the 19th day of March, 1970, at 10:00 o'clock a.m., for the purpose of approving the sale of the real property described in the Declaration of Limited Partnership, which sale has been approved by the Limited Partnership, for the sum of $200,000.00.

ANNOUNCEMENTS

ALBANY—The appointments of three assistant superintendents in the State Department of Mental Hygiene were announced by Lawrence N. Kohn, State Commissioner of Mental Hygiene.

New appointments are: Gerald K. Higginbotham, 43, of East Greenwich, R.I., as deputy commissioner for administration with an annual salary of $15,000; Gerald Kintan, 53, of Chicago, Ill., as associate commissioner of the new office of social rehabilitation with an annual salary of $13,000; and Michael A. C. Poly, 48, of New York City, as assistant commissioner of the new office of children and youth services with an annual salary of $12,000, and Winfred Williams, 48, of New York City, as director of the office of citizen with an annual salary of $22,000.

SCHOOL DIRECTORY

MONROE INSTITUTE—IBM Authorized Training Center for Personal Computers, 410 Main St., Wellsville, N.Y. 14895; (716) 593-8383; NCR Bookkeeping Machine. R.S. EQUITYLANE, Day & Eve. 4400 Main St., Wellsville, N.Y. 14895; (716) 593-6668.


REAL ESTATE VALUES

Publishes’ Notice

All real estate advertised in this newspaper is subject to the Federal Fair Housing Law and in accordance therewith, it is hereby notified to any person involved in the sale or lease of real estate that it is unlawful to advertise any preference, limitation or discrimination based on race, religion, or national origin.

Apts. For Rent—Albany Area

OCTOBER DISCOUNT TO STATE for unfurnished, 1 3/4 room, 2 or 3 room apartments. (180) 465-5131.

STUYVENDAAN APARTMENTS

Farms—N.Y. State

WINCHESTER GOOD, REAL ESTATE & BUSINESS HOMES on acres. All s glassed. ALFRED DEAR P. O. BOX 77, NY.

THE STUDYVEND APARTMENTS

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DONATE BLOOD.

Blood is meant to circulate.
A Strike Threat In Greece; Charge Bad Faith, Coercion

GREECE—Charging that the Greece Town Board has acted "in bad faith, resorted to coercion, and shown a total disregard for the welfare of its workers or town residents served by them," the Civil Service Employees Assn. has filed improper practice charges against it with the Public Employment Relations Board.

Thomas M. Pomidoro, field rep- resentative and chief negotiator for the approximately 160 work- ers, and they voted "almost unanimously" to strike if there be no agreement when the present contract expires Jan. 31.

"The Town Board is com- pletely insensitive to the plight of inflation and don't need any of the workers, who have suf- fered enough from the ravages of inflation and don't need any threats," he said, noting that the board during negotiations has refused to talk and threatened further reductions amounting to about $2000 per worker.

First, they unilaterally cut longevity raises from $300 to $300 for 35 workers," Mr. Pomidoro said. Now, they say that their present agreement is reached by "New Years," they will reduce the regular work week from 45 to 40 hours, eliminate all holi- days, take away snowplow sick leave and pay overtime at the rate of 1.5 hours per week, because pay after 40 hours is currently paid at time-and-a-half rate since the extension of the Federal Labor Standards Act to public employees in 1973.

Those items and the elimina- tion of 10 federal holidays now observed by the Town would mean losses of about $2000 per worker," Mr. Pomidoro said.

Pay Hike Disparity

During about four months of negotiations, the Town has pro- posed pay raises of 3 percent per year in a proposed three-year pact; the union wants 8 percent in the first year and 9.5 percent during the last two years.

Currently two classes of laborers receive $4.61 and $4.86 per hour; mechanics, $5.05; and fore- men, $5.35. In addition to high- way department workers, also represented under the contract with CSEA are sewer district and recreation department workers.

Under the Taylor Law, the Town Board could impose its terms after public hearings were held. The strike vote, taken Dec. 17, was 96-2.

COMMERCE PARTY — John Cercara, left, supervisor of the Civil Service Employees Assn.'s Albany Region IV, is welcomed to the Commerce chapter 645 holiday party last month by Helen Olson, George Olson and Ruth Lovegrove. Mr. Olson is chapter presi- dent. The event was held at Herbert's Restaurant in Albany.

Watertown School Board
Rejects Unit's Contract

WATERTOWN—The 65-member Watertown City School District Custodial and Maintenance unit of the Civil Service Employees Assn. has accepted, and the school board has rejected, a fact-finder's report calling for an average 10 per- cent raise in salary for the 1975-'76 school year.

In the first CSEA contract ever negotiated for the unit, the Public Employment Relations Board fact-finder Marc Weisen- feld also recommended that a panel overseer implementation of a seniority provision, that a denial- al plan be rejected, and that the present sick leave accumulation policy be retained.

CSEA collective bargaining specialist Roger Kane said, "We're very disappointed that the board rejected the opinion of an impartial third party, and ignored the facts. I am going to request a meeting with the school board as soon as possible, to try to straighten this out.

"The school board rejected Mr. Weisenfeld's recommendations on the advice of its negotiator, according to Mr. Kane.

"CSEA unit president Salv Con- iglio commented, 'The school board came into negotiations with the attitude that they would try to take away all the things we already had. For exam- ple, we were allowed to accumulate up to 284 sick days, but during negotiations they tried to reduce this to 175 sick days. So we were fighting just to keep what we already had.

"However, under a first contract, our unit felt it was acceptable. The first contract is always the most difficult to get," he added.

Earlier in negotiations, both sides had agreed to a job protection clause, retention of present vacation and holiday provisions, the posting of all vacant and new positions for 10 days, and a provision that seniority be fol- lowed in the event of layoffs.

Wenzl Views

(Continued from Page 1)"The new year will be difficult for everyone," he continued, "so it is vitally important that we face the realities of the current economic situation, and work together to achieve solutions that will benefit all our members and, ultimately, all the people of New York.

Rumor State Tries Worker Unit Shift

(Continued from Page 1)"There 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.

The opposition operates under legally binding contracts with democratically elected officers at state, regional and local 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 the election was almost entirely made up of rank and file public employees, who voted overwhelmingly to vote the entire current CSEA slate, including the CSEA field representa- tive for the unit.

Nine Reasons

TO VOTE CSEA IN THIS ELECTION

1. EXPERIENCE

2. TRACK RECORD

3. NEGOTIATORS SET

4. UNITY A MUST

5. SECURE PENSION

6. "LULU" FIGHTERS

7. LOW DUES

8. ESTABLISHED ORGANIZATION

9. SOLID STRUCTURE

• In 1910, when employees of the State of New York wanted to be repre- sented, they created their own organization — CSEA. It's been doing the job the members wanted ever since. That's a solid 55 years of representation.

• CSEA has negotiated salary increases of up to 115% for N.Y. State work- ers since 1967. That makes employees of this state number one in the country in wages and benefits.

• 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.

• The opening 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.

• CSEA went to court to stop the state from raising your pension fund. The opposition was silent.

• CSEA went to court to stop illegal "hikes" for legislators. And won. Once again, the opposition was silent.

• A total of $45.50 a year, and one quarter of that goes back to your fund. The opposition was silent.

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### State Eligible Lists

(Continued from Page 13)

<table>
<thead>
<tr>
<th>Name</th>
<th>Address and Phone</th>
<th>Hospitalized Since</th>
<th>Exam Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. Smith</td>
<td>123 Hospital St.</td>
<td>2008</td>
<td>75.3</td>
</tr>
<tr>
<td>Dr. Jones</td>
<td>456 Medical Rd.</td>
<td>2009</td>
<td>80.5</td>
</tr>
<tr>
<td>Dr. Brown</td>
<td>789 Health Ln.</td>
<td>2010</td>
<td>90.2</td>
</tr>
</tbody>
</table>

### Federal Job Calendar

Detailed information and applications may be obtained by visiting the federal job information center of the U.S. Civil Service Commission. (See location below)

**New York City**
- **8:30 a.m. to 5:00 p.m.**
- **Telephone:** 264-0422.
- **Location:** 375 First Ave., New York, NY 10016.
- **Visiting the Federal Job Information Center of the U.S. Civil Service Commission:**
  - **Address:** 375 First Ave., New York, NY 10016.
  - **Telephone:** 264-0422.

### Agriculture

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
<th>Exam No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Market Worker</td>
<td>GS-5</td>
<td>NY-5-03</td>
</tr>
<tr>
<td>Warehouse Examiner</td>
<td>GS-5, 7</td>
<td>C10-02</td>
</tr>
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### Business

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
<th>Exam No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Computer Operator and Technician</td>
<td>GS-5 to 7</td>
<td>N-5-15</td>
</tr>
</tbody>
</table>

### Engineering and Scientific

<table>
<thead>
<tr>
<th>Related Professions</th>
<th>Salary Grade</th>
<th>Exam No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meteorological Technician</td>
<td>GS-4 to 9</td>
<td>N-6-43</td>
</tr>
<tr>
<td>Technical Assistant</td>
<td>GS-5 to 12</td>
<td>N-6-22</td>
</tr>
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### General

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<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
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<tbody>
<tr>
<td>Freight Rate Specialist</td>
<td>GS-7, 9</td>
<td>WA-6-13</td>
</tr>
<tr>
<td>Mid-Level Positions</td>
<td>GS-6 to 9</td>
<td>11240</td>
</tr>
<tr>
<td>Professional and Career Exam</td>
<td>GS-6 to 9</td>
<td>N-4-26</td>
</tr>
<tr>
<td>Sales Force Technician</td>
<td>GS-5 to 12</td>
<td>N-6-03</td>
</tr>
<tr>
<td>Senior Level Positions</td>
<td>GS-6 to 12</td>
<td>11424</td>
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<tr>
<td>Summer Jobs</td>
<td>GS-6 to 12</td>
<td>11424</td>
</tr>
<tr>
<td>Technical Assistant</td>
<td>GS-5, 7</td>
<td>N-6-07</td>
</tr>
<tr>
<td>Telephone Operator</td>
<td>GS-3, 5</td>
<td>N-5-01</td>
</tr>
<tr>
<td>Teletypist</td>
<td>GS-3 to 5</td>
<td>N-4-02</td>
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### Medical

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
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<tbody>
<tr>
<td>Auxiliary Assistant</td>
<td>GS-4, 5</td>
<td>NY-5-05</td>
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<tr>
<td>Careers in Therapy</td>
<td>GS-5 to 15</td>
<td>WA-8-03</td>
</tr>
<tr>
<td>Dental Hygienist, Dental Lab Technician</td>
<td>GS-5 to 15</td>
<td>NY-5-06</td>
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<tr>
<td>Licensed Practical Nurse</td>
<td>GS-6 to 12</td>
<td>N-4-26</td>
</tr>
<tr>
<td>Medical Machine Technician</td>
<td>GS-5 to 8</td>
<td>N-6-03</td>
</tr>
<tr>
<td>Medical Radiology Technician</td>
<td>GS-6, 5</td>
<td>N-6-25</td>
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<tr>
<td>Medical Technician</td>
<td>GS-5, 6</td>
<td>N-5-18</td>
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<tr>
<td>Nurse Assistant</td>
<td>GS-3, 2</td>
<td>N-4-04</td>
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<tr>
<td>Nursing Assistant (Psychiatry)</td>
<td>GS-3, 2</td>
<td>N-4-03</td>
</tr>
<tr>
<td>Nursing Assistant</td>
<td>GS-3, 2</td>
<td>N-4-04</td>
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<tr>
<td>Physician Assistant</td>
<td>GS-5, 7</td>
<td>N-5-01</td>
</tr>
<tr>
<td>Veterinary Assistant</td>
<td>GS-3, 5</td>
<td>N-5-01</td>
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### Military

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<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
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</thead>
<tbody>
<tr>
<td>Air Reserve Technician (Administrative, Clerical/Technical)</td>
<td>GS-6 to 15</td>
<td>AT-0-09</td>
</tr>
<tr>
<td>Army Reserve Technician</td>
<td>GS-4 to 9</td>
<td>N-9-26</td>
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### Social and Education

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<thead>
<tr>
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<th>Salary Grade</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Hospital Police Officer</td>
<td>GS-4, 5</td>
<td>NY-7-22</td>
</tr>
<tr>
<td>Professional Careers for Librarians</td>
<td>GS-7 to 12</td>
<td>422</td>
</tr>
<tr>
<td>Psychologist</td>
<td>GS-11, 12</td>
<td>WA-0-13</td>
</tr>
<tr>
<td>Recreational Therapist</td>
<td>GS-5 to 7</td>
<td>NY-5-09</td>
</tr>
</tbody>
</table>

### Stenography and Typing

<table>
<thead>
<tr>
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<th>Salary Grade</th>
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</thead>
<tbody>
<tr>
<td>Date Transcribers</td>
<td>GS-2</td>
<td>NY-4-05</td>
</tr>
<tr>
<td>Keypunch Operator</td>
<td>GS-2</td>
<td>NY-4-03</td>
</tr>
<tr>
<td>Reporting Stenographer and Shorthand Reporter</td>
<td>GS-2 to 5</td>
<td>NY-9-17</td>
</tr>
<tr>
<td>Stenographer</td>
<td>GS-2 to 5</td>
<td>N-9-17</td>
</tr>
<tr>
<td>Secretaries Options I, II, III</td>
<td>GS-2 to 5</td>
<td>NY-9-17</td>
</tr>
<tr>
<td>Typist</td>
<td>GS-2 to 5</td>
<td>N-9-01</td>
</tr>
</tbody>
</table>

### Veterans Administration

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
<th>Exam No.</th>
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</thead>
<tbody>
<tr>
<td>Someone Needs You — You may not be dying to give blood, but some day you might be dying it.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### This Week's Date

**Monday, December 19, 1975**
Jefferson Unit Contract
Has 5% Hike, Increments

WATERTOWN — The 400-member Jefferson County unit, Civil Service Employees Assn., has accepted a one-year contract which provides for a 5 percent across-the-board pay increase plus increments.

The package, effective Jan. 1, 1979, was approved by the Jefferson County Board of Supervisors without opposition. CSEA membership, in a light turnout at a special meeting, accepted the county government's offer by a 96-5 vote.

Negotiations went to impasse Oct. 28, followed by mediation. CSEA had sought a 6 percent pay hike plus increments.

In a separate dispute, CSEA Watertown City unit continued to press an unfair labor practices charge against the City. City Manager Ronald O. Forbes said officials there have been ordered to appear at a hearing next month to answer the charges. A preliminary hearing is set for Jan. 7 in Syracuse and a formal hearing Jan. 26.

CSEA, through Region V field representative John Sullivan, alleges that the City, through Mr. Forbes, negotiated the current contract in bad faith by failing to deliver promised benefits.

Cuampbellcomb participants, from left, are Joseph Capparelli, Madison County chapter 831 president; Leader Smith, Onondaga County chapter 832 first vice-president; Patricia Crandall, SUNY at Cortland chapter 609 president; Steidien Zarod, SUNY at Morrisville chapter 609 president; Eleanor Korchak, Bing- hamton chapter 832 president; Francie White, Fort Stanwix at Rome Developmental Center chapter 821 president; Mary Lapsen, SUNY at Plattsburgh chapter 608 president; Judy Duvall, Oswego County chapter 638 delegate, and Eleanor Percy, Jefferson County chapter 823 president. Ms. Crandall and Ms. Percy are also CSEA directors, and Ms. Crandall, in addition, is second vice-president of Region V.