PST Employees Get Another Chance To Vote CSEA

ALBANY—The State Public Employment Relations Board will once again send out election ballots next week to state employees in the Professional, Scientific and Technical Bargaining Unit to determine if the incumbent Civil Service Employees Assn. will continue as the exclusive bargaining representative of the 40,000 employees.

The ballots for the runoff union representation election are scheduled to be mailed to eligible PS & T voters on Monday, Jan. 12.

Although CSEA outpolled a rival coalition of four AFL–CIO unions and a Teamsters local by 515 votes, 1,500 votes that were challengeable or cast for no representation resulted in neither CSEA nor the Public Employees Federation gaining the absolute majority needed to win the Dec. 5 election. PERB then called for a runoff between CSEA and PEF only with ballots to be counted on Monday, Feb. 2.

Calling the current election "one of the most vital union representation elections in the state's history," CSEA president Theodore G. Wendt stressed the need for all eligible CSEA members in the PS & T unit to vote for CSEA as well as "(two) other PS & T employees to do likewise."

"(If) ever there was a need for CSEA members to demonstrate their solidarity and unity, this is the time. Effective bargaining for all state employees, regardless of their unit, is dependent on their membership. Divided, agnostic membership is a severe handicap for union negotiators at the bargaining table. And, to those whose choice was CSEA in the Dec. 5 election but didn't bother to vote, we can only point out that the current need for a runoff election clearly demonstrates the importance of each individual's vote in vital representation elections like this one," Wendt said.

PS & T employees who are on unpaid leave, but otherwise meet voting requirements, are also eligible to vote in this election although PERB will not automatically send ballots to them. Individuals on unpaid leave can have special replacement ballots issued to them if they call PERB directly to request the ballot at the phone numbers listed below.

All eligible PS & T voters who do not receive ballots by Jan. 19 should call PERB collect on Jan. 19, 20, 21, 22 or 23 and request a replacement ballot. PERB phone numbers are: Albany (518) 467-3228, New York City (212) 651-6670, and Buffalo (716) 842-2357.

Cortland Unit Has Mass Welfare Benefit Sign-In

CORTLAND—Nearly 50 members of the Cortland County Civil Service Employees Assn. unit staged a mass sign-in for welfare benefits and food stamps recently to dramatize their desire for a "cost-of-survival pay increase." Sixteen months of unproductive contract negotiations.

Two dozen county highway department employees first lined up in icy weather, members of the Cortland County unit, Civil Service Employees Assn., held a "sign-in" for welfare benefits and food stamps at the county's Social Services Department. The "sign-in" was held to dramatize the desire of unit members for what was called a "cost-of-survival" wage increase. The unit and the county have had more than 16 months of unproductive contract negotiations.

To the Social Services Department to apply for benefits and stamps recently, members of the Cortland County unit, Civil Service Employees Assn., held a "sign-in" for welfare benefits and food stamps at the county's Social Services Department. The "sign-in" was held to dramatize the desire of unit members for what was called a "cost-of-survival" wage increase. The unit and the county have had more than 16 months of unproductive contract negotiations.

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Argue To Overturn Executive Order On Financial Disclosure

BUFFALO—Final written testimony was presented to State Supreme Court Justice Frank J. Kronenberg Nov. 7, continues in effect, thus blocking the executive order of the order which requires the submission of a detailed financial disclosure statement of doctors, scientists, psychiatrists and others earning over $30,000 per year.

Robert L. LaCattist, president of CSEA's Western Region, headquartered in the Buffalo suburb of Cheektowaga, and the suit was brought by CSEA on behalf of hundreds of PERB personnel specifically but "also to stop Carey from expanding this nonsensical disclosure to other civil servants or perhaps all civil servants."

In oral arguments before Justice Mattina, CSEA regional attorney Charles R. Sandler declared that the executive order violated the "privacy guaranteed by amendments 1, 3, 4, 5 and 9 of the Bill of Rights and denied due process to the plaintiff doctors-scientists, in whose name the suit was brought; and the hundreds of others similarly situated throughout the state." There was no public purpose served by the disclosures.

Mr. Sandler pointed out that Dr. James T. Evans, one of the named plaintiffs at the state's famed cancer research and treatment center, is a senior surgeon whose income is used 50 percent in clinical cancer surgery, 30 percent in research, and 20 percent in residents' supervision. "It makes no difference to the public where his wife has charge of their finances," Sandler argued. As to the two other named (Continued on Page 3)

Cost Cuts Without A Layoff Theme In Erie Suggestion Plan

CHEEKTOWAGA—While most Erie County residents were preparing to celebrate Christmas, officers of the Erie County chapter, Civil Service Employees Assn., representing 5,200 county white-collar workers, were busy Dec. 24 at the county's headquarters here reproducing copies of the county budget.

The task came at the urging of the union's executive committee for workers to suggest ways to cut county costs without layoffs of county workers, according to county president Victor E. Sandler.

Mr. Sandler pointed out that county legislators recently gave themselves a 7 percent increase, from $5,600 a year to $6,500 a year, after the county attorneys voted a 5 percent rate. From $11,000 to $17,000, and increased the fees paid to his professional labor negotiator, a Buffalo firm, from approximately $15,000 to more than $13,600.

"According to our estimate, the county's negotiator is getting more than $25 an hour," Mr. (Continued on Page 5)
Wage Freeze Fight Promised In 'Putnam-Irate CSEA Chapter

(From Leader Correspondent)

CAMEL—The Putnam County chapter, Civil Service Employees Assn. plans a fight against the County Board of Supervisors' action imposing a wage freeze on all county employees.

Basil Cheney, president of the chapter, called the freeze "illegaI and a violation of every tenet of the contract."
The pact was agreed to last August by the CSEA chapter and the Board. The pact called for an across-the-board raise of $2,400 for all county employees retroactive to Jan. 1.

Mr. Cheney said the executive board has been authorized by vote of the membership to take whatever action it believes is necessary to combat the freeze. "The executive board will do whatever it has to do in order to guaranty jobs and raises for people," Mr. Cheney said.
The $2,400 raise, which was to be spread over a two-year period, was a major feature of a contract agreed to by the Board, and narrowly averted what would have been the first strike by public employees in the county's history. The payments were to be split $706 on Jan. 1, 1975; 706 July 1; and 700 Jan. 1, 1974, and 690 July 1.
The contract was adopted soon after the successful conclusion of the Duchess County employees' strike, the first action of its kind in the state. Putnam County employees are said to believe that the wage freeze imposed by the Board, in effect, cancels the contract approved by the same Board last August.
The Board imposed a freeze Dec. 21 as one of the measures it claimed was needed to cut a 1974 deficit of $530,953 in the projected budget. The freeze was expected to save $556,950 in the projected budget. The freeze will affect all persons on the county payroll including elected officials.

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‘Lulus’ Again Are Ruled Illegal; Lawmakers’ Repayment Ordered

ALBANY—State Supreme Court Justice Edward S. Conway ruled last week that the "lulus" or additional funds voted by members of the State Legislature for themselves are illegal and must be repaid.
The Civil Service Employees Assn. received a similar ruling about two months ago from Justice Conway in a case brought by union attorneys. This latest decision is seen as a broader one in scope and came as a result of a suit brought by the New York Public Interest Research Group, a government scrutiny organization staffed along the lines of consumer protection bodies.

If upheld by higher courts, Justice Conway's ruling means that 163 of the 210 members of the State Senate and Assembly would be required to repay more than $600,000 in "lulus" they voted for themselves as the Legislature's regular session ended last year.

In the 1976 regular session, the lawmakers increased 11 and added 45 new "lulus" at a cost of around $220,000 over amounts voted in the previous year. In contrast, the state employees received a one-time $250 "bonus" instead of a hoped-for wage increase. The NYPIRG ruling is regarded as a broader one than that handed down by Justice Conway in the CSEA case in that it appears to sustain changes by the public interest group that, although the Legislature has voted itself "lulus" for a number of years, the practice has always been illegal.
The State is expected to appeal both the CSEA and NYPIRG cases to the Court of Appeals.

In agreeing with NYPIRG, Justice Conway said, "The Legislature itself has stated repeatedly that under the State Constitution, neither the salary nor any other allowance can be approved during the term of office and the public policy embodied in the Constitution prohibits member of the Legislature from gaining any new or additional benefits, direct or indirect, during his current term of office." "Lulus" range from $21,000 paid to Republican Senate Majority Leader Warren M. Anderson and Democratic Assembly Speaker Stanley Steingut to $1,600 stipends paid to ranking minority members of minor sub-committees.

All members of the Senate and Assembly are paid $15,000 a year in salary, travel expenses from their home districts to Albany, and up to $40 a day for living expenses while on legislative business. They also receive money to operate their offices.

The practice of "lulus"—a shorthand way of saying "in lieu of expenses"—swept during the years when legislators did not have a set expense limit, which came into existence in 1974. It was traditional for the lawmakers to vote themselves a set amount, most recently $6,500, to defray expenses.

The higher "lulus" granted to leadership posts were based on the contention that leaders had to spend more time on the job and that their expenses caused the additional duties were higher.

In late September, Assemblyman Andrew Stein (D-L., Manhattan) called on Speaker Stein- gut to abide by Justice Conway's ruling in the CSEA case and rescind the payments "purchases for well-behaved legislators.

Liturig Adder Mr. Stein: "It is time for Mr. Stelngut to exert leadership for the people of the State of New York and save $1 million in taxpayer money. As the elected leader of the New York State Assembly, Mr. Steinut should play his role as crooner rather than rewarding his camp followers and punishing his enemies.

"This time of fiscal crises has no room for political generosity," Assemblyman Stein added. "The people have lost faith in government. It is easy to understand why Mr. Stelngut cannot ask the people to do what he will not do himself. Legislative sacrifice and disinterest are needed now.

Stony Brook's Main Gate 'Lockout' Protest Lines Bring Isolation To Campus

STONY BROOK—About 150 pickets of the Civil Service Employees Assn. here demonstrated against what they called a state-ordered "lockout" Jan. 2.

The array of placard-carrying demonstrators prompted prominent construction workers and delivery and service vehicles to turn away rather than enter the campus.

Stony Brook University chapter president Al Vanochi declared that the state-ordered closing of the campus on the day after New Year's Day created a "forced vacation in violation of the contract.

"They say it will save money, but we'll take them to court if we have to and they'll have to pay us anyway," Mr. Vanochi declared.

There was a fresh dusting of snow with freezing temperatures and a stiff breeze on the morning of the lockout, creating a sub-zero wind-chill factor. Nevertheless, demonstrators marched outside the main university gate on Stony Brook Boulevard from 8 a.m. until noon.

Among the union workers who turned away rather than cross the picket line were construction form builders, drivers for service vehicles of the Long Island Lighting Co. and New York Telephone Co. drivers for the U.S. Postal Service, mechanics of the Honeywell Co. and even drivers for the university's garbage removal contractor.

ALBERT VARACCHI
Social Services Committee Sets Albany Meeting

ALBANY — The Civil Service Employees Assn.'s social services committee will hold its next Regional meeting at the Quality Inn on Saturday, Jan. 10, at 2 p.m.

It will be the third in a series of CSSEA Regional meetings which the committee holds in order to communicate with social service department employees on local levels. All county social service employees in CSSEA Albany Region IV are invited to attend.

Among the committee's topics will be separation of services, the examiner series, and Title XX, according to committee coordinator Phil Miller.

Erie Cost Cuts

(Continued from Page 1)

M. Coppers will be sent to members.

"We're the people who provide the human and humane services, which are the county's business, and we're the people intimately involved enough to know where there is true unneeded, duplication of services, facilities, and equipment, and in a position to come up with concrete recommendations for true economies," Mr. Marr explained.

CSSEA Calendar

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function. The address is: Civil Service Leader, 11 Warren St., New York, N.Y. 10007. Att.: CSSEA Calendar.

JANUARY

10—Statewide Social Services committee meeting: 2 p.m., Quality Inn, Albany.
11—Mailing of ballots in CSSEA-PF 587 Unit runoff representation election.
13—Pilgrim Psychiatric Center chapter general meeting: 8:30 p.m., Pilgrim assembly hall.
13—Medion County chapter meeting: 7 p.m., Fire Hall, Wampsville.
13—Cornell-CSSEA-Court County chapter chapter meeting: 2 p.m., Middletown Psychiatric Center, Middletown.
14—New York City chapter executive board meeting: 5:15 p.m., Millar's Restaurant, 233 Broadway, Manhattan.
14—Capital District Retirees chapter meeting: 1 p.m., CSSEA Headquarter Building, Empire State Plaza.
19—Albany Region IV meeting: 5:30 p.m., Michael's Restaurant, Route 9, Latham.
20—Medion County chapter board of directors meeting: 7:30 p.m., Canastota elementary school.
21—Buffalo chapter dinner meeting: 6 p.m., Plaza Suite Restaurant, One M&B Plaza, Buffalo.
23-24—Yankee Region VI meeting: Marriott Inn, Route 15, Rochester.
28—Nassau County Retirees chapter meeting: 12 p.m., American Savings Bank Building, Modell's Shopping Plaza, East Meadow.
29—Orange County chapter directors meeting: 7:30 p.m., Dikean's Firehouse, New Street, Goshen.
31—Schenectady County unit dinner-dance: Emilia Height, Legion Hall.
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MS. HOPE APPOINTED
ALBANY—Judith Hope, Town Supervisor of East Hampton, Long Island, has been appointed to the State Tax Commission. Mrs. Hope will deal with administrative appointments to posts in the executive branch of government. The salary has not yet been set.

Federal Job Calendar
Detailed announcements and applications may be obtained by visiting the federal job information center of the U.S. Civil Service Commission, New York Region, at 26 Federal Plaza, New York, N.Y., 10007; 271 Cadman Plaza East, Brooklyn; 590 Grand Concourse, Bronx; or 90-04 161st Street, Jamaica, Queens.

Applications for the following positions will be accepted until further notice, unless a closing date is specified. Jobs are available in various federal agencies throughout the country.

Agriculture

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
<th>Exam No.</th>
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</thead>
<tbody>
<tr>
<td>Meatcutter</td>
<td>GS-4</td>
<td>NY-0.23</td>
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<tr>
<td>Warehouse Examiner</td>
<td>GS-5, 7</td>
<td>CH-0.02</td>
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Business

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<tr>
<th>Title</th>
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<tbody>
<tr>
<td>Computer Operator and Computer Technician</td>
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Engineering And Scientific

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<tr>
<th>Title</th>
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<tbody>
<tr>
<td>Engineering, Physical Sciences and Related Professions</td>
<td>GS-15 to 15</td>
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<tr>
<td>Meteorological Technician</td>
<td>GS-3, 4</td>
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<tr>
<td>Technical Aide</td>
<td>GS-2, 3</td>
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<tr>
<td>Technical Assistant</td>
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General

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<tbody>
<tr>
<td>Freight Rate Specialists</td>
<td>GS-5, 9</td>
</tr>
<tr>
<td>Junior Federal Assistant</td>
<td>GS-4</td>
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<tr>
<td>Mid-Level Positions</td>
<td>GS-7 to 12</td>
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<tr>
<td>Professional and Career Exam</td>
<td>GS-17 to 17</td>
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<tr>
<td>Sales Store Checker</td>
<td>GS-1</td>
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<tr>
<td>Senior Level Positions</td>
<td>GS-13-15</td>
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<td>Summer Jobs</td>
<td>GS-1 to 1</td>
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<tr>
<td>Technical Assistant</td>
<td>GS-5, 4</td>
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<tr>
<td>Telephone Operator</td>
<td>GS-5, 4</td>
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<td>Typist</td>
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Medical

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<tr>
<td>Autopsy Assistant</td>
<td>GS-5, 4</td>
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<tr>
<td>Careers In Pharmacy</td>
<td>GS-1 to 9</td>
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<tr>
<td>Dental Hygienist, Dental Lab Technician</td>
<td>GS-5 to 7</td>
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<tr>
<td>Licensed Practical Nurse</td>
<td>GS-3 to 5</td>
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<tr>
<td>Medical Machine Technician</td>
<td>GS-5, 6</td>
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<tr>
<td>Medical Radiologic Technician</td>
<td>GS-4, 5</td>
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<tr>
<td>Medical Technician</td>
<td>GS-5, 6</td>
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<tr>
<td>Nursing Assistant</td>
<td>GS-2, 3</td>
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<tr>
<td>Nurse's Assistant (Psychiatric)</td>
<td>GS-5 to 5</td>
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<tr>
<td>Nurses</td>
<td>GS-12 to 12</td>
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<tr>
<td>Physician's Assistant</td>
<td>GS-11 to 11</td>
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<tr>
<td>Veterinarian Trainee</td>
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Military

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<th>Title</th>
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<tbody>
<tr>
<td>Air Reserve Technician (Administrative/Clerical/Technical)</td>
<td>GS-5 to 15</td>
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<tr>
<td>Army Reserve Technician</td>
<td>GS-9 to 9</td>
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Social And Education

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<tr>
<td>Hospital Police Officer</td>
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</tr>
<tr>
<td>Professional Careers for Librarians</td>
<td>GS-7 to 12</td>
</tr>
<tr>
<td>Psychologist</td>
<td>GS-11, 12</td>
</tr>
<tr>
<td>Recreational Therapist</td>
<td>GS-5 to 7</td>
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Stenography And Typing

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<tr>
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<tbody>
<tr>
<td>Data Transcriber</td>
<td>GS-2</td>
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<tr>
<td>Key punch Operator</td>
<td>GS-2, 1</td>
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<tr>
<td>Reporting Stenographer and Shorthand Reporter</td>
<td>GS-5 to 5</td>
</tr>
<tr>
<td>Stenographer</td>
<td>GS-5 to 5</td>
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<tr>
<td>Secretaries, Officers I, II, III</td>
<td>GS-5, 6</td>
</tr>
<tr>
<td>Typist</td>
<td>GS-2 to 4</td>
</tr>
</tbody>
</table>
ALBANY — Most state employees scheduled to be laid off by Feb. 29 were notified either in person or by mail on Friday, Jan. 3, according to Civil Service Employees Assn. research director William L. Black.

With the announced layoffs by the Governor, it becomes increasingly important that each state employee be aware of events that might occur under the state layoff procedure which can affect his or her layoff status.

Layoff procedures, as incorporated in the Civil Service Law and Rules, apply on the basis of layoff units within the employment of the State of New York. The following is a list of the layoff units for state agencies, which should enable employees to determine the layoff unit in which their present position exists.

UNIT S FOR SUSPENSION, DEMOTION OR DISPLACEMENT

In the Department of Civil Service

Public Employment Relations Board

In the Education Department

State Teacher Certification Office

Each constituent unit of the State University of New York

In the Department of Environmental Conservation

The ecocenothetical area encompassed by any part of the Department

In the Executive Department

Each Division, Commission, Office or Board established by law, except for such units thereby designated herein below:

Each county ABC Board

New York City Board

Each regional State Park Commission Division of Saratoga Springs Reservations

In the Health Department

Department-wide except separate units for each county in which a hospital or institution operated by the Department is located

In the Department of Labor

Workmen’s Compensation Board

Labor and Industries Fund

State Insurance Fund

In the Department of Mental Hygiene

A unit for each of the following groups of counties:

A — Bronx, New York, Richmond, Kings, Queens

B — Nassau, Suffolk

C — Rockland, Westchester

D — Sullivan, Ulster, Dutchess, Orange, Green, Fulton

E — Rensselaer, Albany, Schenectady

Montgomery, Saratoga, Warren, Washington, Fulton, Columbia, Schoharie

F — Hamilton, Essex, Franklin, Clinton, St. Lawrence, Jefferson, Lewis

G — Oswego, Herkimer, Oneida

H — Onondaga, Madison, Oswego, Cayuga

I — Broome, Chenango, Cortland, Tioga, Delaware

J — Seneca, Schuyler, Tompkins, Chemung, Steuben

K — Livingstone, Allegany, Orleans, Yates, Ontario, Wayne, Monroe, Orleans

L — Niagara, Erie, Chautauqua, Cattaraugas, Wyoming, Genesee

In the Division of Parks and Recreation

Each regional Park Commission and any other office service

In the Department of Transportation

Each departmental region and the main office separately

In the Division for Youth

Five units consisting of the following counties:

Unit A — Bronx, Kings, Nassau, New York City

Unit B — Columbia, Dutchess, Greene, Orange, Putnam, Sullivan, Ulster


Unit D — Broome, Cayuga, Chenango, Cortland, Delaware, Herkimer, Madison, Montgomery, Oneida, Onondaga, Otsego, Schuyler, Seneca, Steuben, Tioga, Tompkins

Unit E — Allegheny, Cattaraugas, Chautauqua, Erie, Jefferson, Monroe, Niagara, Ontario, Orleans, Wayne, Wyoming, Yates

For Agencies or State Agencies not contained in the above list, the entire Agency is the layoff unit or the remainder of the Agency not listed above is the layoff unit.

IF POSITION IS ABOLISHED

If you are notified that your position has been abolished, and you are a competitive class employee of five years or more, your layoff will be affected in one of the following ways:

• You may be offered a reassignment to another position in the same title and salary grade, or in a lower title and salary grade within your layoff unit. If offered a reassignment, you will be asked to indicate your acceptance or rejection of such reassignment offer, so that a determination can be made regarding what specific employees are to be laid off. If you reject a reassignment offer, you are considered to be consenting to a subsequent suspension wherein you will be laid off on your name appearing on a preferred list. Should you accept a permanent reassignment (which may involve relocation of your place of employment), to a lower title or salary grade identical to the one you now hold, your name will not be placed on a preferred list and you will continue in your employment. Should you accept reassignment to a lower level position which may involve a lateral transfer of your place of employment, you will continue employment in the lower level position and your name will be placed on a preferred list for the title which you held immediately prior to reassignment.

• For permanent competitive class employees, Section 80 of the Civil Service Law provides for “vertical bumping.” It should be understood that a permanent competitive class employee who accepts a reassignment, or who rejects a reassignment with the result that his name is placed on a preferred list, loses his “vertical bumping” rights under Section 80.

If a position is abolished in a specific title, the least senior employee holding that title within the layoff unit is suspended or displaced and has the opportunity to displace the least senior employee in the next lower occupied title in direct line of promotion in the same layoff unit providing that person has greater seniority than the least senior employee in the lower occupied title in direct line of promotion.

If an employee refuses to displace (bump) a junior incumbent, he must be laid off and have his name placed on a preferred list.

• Permanent competitive class employees who are suspended or displaced from a position, where there is no lower level occupied position in direct line of promotion, may “retreat” to a position in which he last served on a permanent basis prior to service in the title from which he is currently suspended or displaced. If there is no “line of promotion” in the non-competitive class, retreat is the only means by which a non-competitive employee is able to displace a junior incumbent having less retention right. Again, retreat may occur only where the position in the title held by the displacing incumbent is occupied, in the non-competitive class, in the same layoff unit, and at a lower salary grade, the service of the displacee incumbent in the former title must be satisfactory, and the junior incumbent must be in jeopardy of being laid off.

STANDARD RIGHTS

The Information in this article has been prepared by the CSEA Research Department and only touches upon the more important aspects of the State Layoff Procedure which can affect employees prior to layoff. Specific details of other portions of the layoff procedure as well as consultation on specific layoff questions are available by telephone from the CSEA research staff daily between the hours of 1 to 5 p.m. State employees in CSEA Albany Region IV and Western Region VI can direct their inquiries to CSEA Headquarters Research Department, 33 E. St., Albany, N.Y. 12210, 434-0135. Follow is a list of persons who can be contacted in all the other CSEA regions, along with the addresses and phone numbers of the regional offices.

Region 1 — Long Island Regional Office

Frank A. Abernathy, Research Assistant

146 Broadway

North Amityville, New York

Region 2 — New York City Regional Office

Joseph Calamazza, Research Assistant

11 Park Place

New York City, New York

(212) 962-5360

Region 2 — Southern Regional Office

Frank Martorana, Research Assistant

Old Albany Post Road, North P.J. F. Division

Fotchill, New York

(609) 896-8180

Region 5 — Syracuse Regional Office

William A. Prune III, Research Assistant

600 E. Water Street

Syracuse, New York

(315) 422-2219

STATE PROFESSIONAL EMPLOYEES: Vote No

America’s Largest Independent Public Employee Union

Return your election ballot, they will be counted on February 2.

Don’t wake up on February 3 and find yourself represented by a collection of AFL-CIO unions you know nothing about.

Keep Your Independence in ’76
The traditional view of the typical welfare applicant is one of a won't work, improvident, rip-off-the-taxpayer deadbeat. But what happens to this image when the welfare applicant is added to the welfare roll? Does it mean that every time a person becomes on the rolls of welfare is a new deadbeat card added to the deck? This is the situation we face in Cortland County. We suspect that around the state there is a similar situation. The experience in New York City and in Yonkers, both of whose budgetary and financial problems are not unique, indicates that the outlook for civil service employees in the City and in Yonkers, both of whose budgetary and financial problems are similar, indicates that the outlook for civil service employees is grim. This is because that both of these cities have the problem of adjusting salaries of the employees in the local government from the continued erosion of salary standards through rising living costs.

The experience in New York City and in Yonkers, both of whose budgetary and financial problems are similar, indicates that the outlook for civil service employees is grim. This is because that both of these cities have the problem of adjusting salaries of the employees in the local government from the continued erosion of salary standards through rising living costs.

Under the circumstances, it is found

The "Sign-In"

The "Sign-In" practice has come to be a regular practice among the employees of the county, and is now generally accepted as a legal practice. However, this is not the case with the employees of the county, and it is not the case with the employees of the state. The employees of the county are generally not aware of the law that regulates the practice of the "Sign-In," and the employees of the state are not aware of the law that regulates the practice of the "Sign-In." However, the employees of the county are aware of the law that regulates the practice of the "Sign-In," and the employees of the state are aware of the law that regulates the practice of the "Sign-In." However, the employees of the county are aware of the law that regulates the practice of the "Sign-In," and the employees of the state are aware of the law that regulates the practice of the "Sign-In."
Letters to the Editor

URGE CSEA VOTE

The Leader: We, the officers of South Beach chapter, Civil Service Employees Assn., recognize that there are many problems with CSEA and therefore, when the Public Employees Retirement System and State Policemen's and Firemen's Fund, The Leader or the New York State Employees' Retirement System in Albany may be contacted for information as to how to obtain the funds.

Following is a listing of those individuals whose membership application must be presented to the Public Employees Retirement System or State Policemen's and Firemen's Fund.

(Certified from last week)

Hollashek, David E.
Liverpool
Harper, Ronald C.
Amherst
Lukins, William D.
New York City

RETRIEVAL NEWS & FACTS

By A. L. PETERS

Allowable Earnings Limit Increases

Beginning January 1, a retiree can earn up to $2,760 a year without any loss in social security receipt.

In 1975 the figure was $2,520. If you earn more than $2,760, you lose one dollar for every two dollars you earn above that amount. No matter how much you earn, you are subject to regular income taxes and, therefore, payroll deductions.

How does this affect you in dollars and cents? If you earn $2,800 and you have $200 of your social security retirement pension before any cut is $2,400, you will receive only $3,880 in social security for that year.

There is one cut, however. A social security check is paid in any month in which you earned wages or salary $210 or less. So, if you could earn all your money in one or two months, the rest of the social security payments would not be affected. Of course, any income you get from pensions or interest on a mutual fund outside of a job does not cut your social security. And if you are over 72, there is no cut at all for outside earnings.

Note, too, that the rules differ for self-employed.

As a public service, the Leader is publishing this information.

2. PEF criticizes coalition bar- gains, but no one can deny that there are a number of contract issues that are common to all state employees. Also, PEF has a separate bargaining unit and a separate contract, containing provisions specific to the needs of professionals. This is being continued and we must demand of CSEA that more professional issues be included.

3. The major unions behind PEF are the N.Y. State United Teachers, United Teachers of New York City, a separate bargaining unit, and the Service Employees International Union. All of these unions have an impressive record in representing their members. Recently New York City teachers have suffered massive layoffs and overcrowding in classrooms. Mr. Shanker has not only fought for the right to lay off employees, but to maintain the status quo. In Chicago, SEIU has been an energetic reformer of public transport and a political machine. Both unions derive their strength from the rank and file and not from salaried employees in their professions.

These are among the reasons that, although dissatisfied with CSEA, we strongly feel that a move to PEF would be a grave mistake. What is really needed is a broad, fundamental change in the professional system, and not a piecemeal approach to a separate bargaining unit.

Tom Buena
President

Joe D'Amore
First Vice-President

George Bonczak
Second Vice-President

Larry Markman
Third Vice-President

Frank Earle
Treasurer

Rose Marie Truseello
Corresponding Secretary

James T. Tuttman
Recording Secretary

Staten Island

Certify Nurses

ALBANY—The State Department of Health reported last week that 936 registered nurses have successfully completed the requirements for licensing as registered professional nurses and 55 persons completed requirements for licensing as practical nurses between July and September 1975, the most recent quarter.

What's Your Opinion

QUESTION

Are you optimistic or pessimistic about the employment picture?

THE PLACE

Lower Manhattan

OPINIONS

John Willis, management officer: "I'm optimistic, because I think more employment will come into the city. The city has to take care of its people. I think there will be an upswing in the hiring market, because right now the unemployment is so high, we must get more workers on the job to be able to take care of the needs of our city. Maybe we can get more funds from Washington — it's our election time and they have to put their best foot forward." So I guess it's a possibility."
CSEA Meetings Focus On Ways To Serve PST Employees

PROFESSIONAL STAFF

ALBANY — Staff members from throughout the state met at the Civil Service Employees Association headquarters here to discuss ways by which they could better their service to employees of the Professional-Scientific-Technical Bargaining Unit.

The CSEA professionals — including field representatives, collective bargaining specialists, public relations experts and research analysts — spent the day going over problems faced by PST employees.

The meeting was held preparatory to the runoff session for bargaining rights for the approximately 45,000 employees in the Bargaining Unit.

Ballots are to be mailed to PST employees on Jan. 12, with results to be known on Feb. 4.

Chapter leaders from throughout the state gather to plan action for PST negotiations.

CHAPTER PRESIDENTS

ALBANY — A few days after the meeting of CSEA’s professional staff, chapter leaders gathered to discuss ways by which they could better their service to employees.

Attorney James Remmer outlined three important reasons for PST employees to reject the Public Employees Federation as a bargaining agent.

• Another union would have to start negotiations from scratch.

• An experiment with another union would result in agreements that could not be ratified (for example, the Teachers could not be forced to reject the Public Employees Federation).

• Despite talk about CSEA’s role in bargaining, the Public Employment Relations Board would rule years ago that the state would be divided into only five bargaining units.

The meeting was held preparatory to the runoff session for bargaining rights for the approximately 45,000 employees in the Bargaining Unit.

Ballots are to be mailed to PST employees on Jan. 12, with results to be known on Feb. 4.

The choice is yours and God bless you," CSEA president Theodore C. Wenzl says, pointing out that “CSEA is an imperfect democracy, as opposed to a perfect autocracy.”

Robert LaFlambaum, CSEA vice-president who heads the PST negotiating team, said that the challenge is ready to begin contact talks as soon as the challenge is over.

LaFlambaum said in CSEA’s favor was the ability to give state PSST employees a fair chance.

LaFlambaum is a member of the PST Bargaining Unit.

Robert LaFlambaum, CSEA vice-president who heads the PST negotiating team, said that the challenge is ready to begin contact talks as soon as the challenge is over.

LaFlambaum said in CSEA’s favor was the ability to give state PSST employees a fair chance.

LaFlambaum is a member of the PST Bargaining Unit.

Five chapter leaders, from left, are Arthur Neumar, CSEA at Farmingdale chapter 185 president; CSEA director Ben Frassetto (Monticello chapter 305); Phoebe Jordan, CSEA director (Proctor chapter 243); Chris St. John, CSEA director (Concourse Psychiatric Center chapter 494); Alexander Burg, Middlesex chapter 812 president; and Richard Hitchen, Great Western Correctional Facility chapter 157 president. Mr. Hitchen is a member of the PST Bargaining Unit.

“We chapter leaders are the first in the chain of command,” CSEA president Theodore C. Wenzl says, pointing out that “CSEA is an imperfect democracy, as opposed to a perfect autocracy.”
Madison Steno
WAMPsville—The Madison County Civil Service Commission is accepting applications for the post of Traffic Park Sergeant. Applicants for the open-competitive position must have worked at least four years in a clerical capacity. For additional information, interested applicants should contact the Madison County Civil Service Commission, County Office Building, Wampsville, N.Y.

Need Firefighters, Mgrs, Audio Spcs in Onondaga County
SYRACUSE—Audio visual specialists and business managers and firefighters are currently being sought by the Onondaga County Personnel Department for positions in county and town offices. Starting salaries range from $8,100 to $14,097 a year.

For audio visual specialists, the department is looking for people with at least five years of experience in related fields. Applicants must have a high school diploma and experience in audio visual equipment and training in audio visual production.

For firefighters, applicants must have at least one year of experience as a firefighter and must be willing to work in a variety of situations. Starting salaries for firefighters range from $11,000 to $14,097 a year.

For business managers, applicants must have at least five years of experience in the field and must be able to manage a team of personnel. Starting salaries for business managers range from $12,000 to $14,097 a year.

Applicants for these positions should contact the Onondaga County Personnel Department for more information.
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264 AnderiMn  L  G  Middleburgh  70.8

269 Driscoll  Mary  C  Ravena  70.3

12 Kendall  Alan  G  Endicott  82.6

11 Kalisz  Gary  M  Buffalo  83.6

13 Brown  Gary  L  Binghamton  82.6

16 Bollman  Harry  L  Buffalo  82.5

15 McCarthy  James  Buffalo  82.5

N Walgate  Daniel  Williamsvil  82.6

24 Kane  Ronald  P  Cheektowaga  79.5

22 None

25 Lalla  Peter  D  Cortland  79.1

27 Budney  Leonard  78.5

31 Reynolds  Edward  Ogdensburg  77.1

32 Glass  Thomas  Delhi  77.0

42 Wojcicki  John  E  Amsterdam  74.7

6 Cebula  John  P  Amsterdam  86.7

50 Ashley  Timothy  Ogdensburg  72.0

8 Britt  James  E  Buffalo  85.1

7 Tryka  Gregory  W  Mt  Morris  86.6

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CREEDMOOR STAFFS MAY LOSE ON-GROUNDS HOMES

QUEENS VILLAGE—Approximately 100 low-salaried employees of Creedmoor Psychiatric Center have been ordered to vacate their on-grounds apartments within a year.

The order, thought to be a result of the hospital's loss of accreditation, came from the Joint Commission on Accreditation of Hospitals affects Puerto Rico, New York and other supportive personnel. Terry Dawson, president of the 3,000-member Creedmoor Civil Service Employees Assem, said the proposed eviction of the workers' families of the occupied homes is a grievance that will top her agenda at the next home-union labor relations meeting.

Ms. Dawson declared that most of the workers affected earn between $6,000 and $8,000 annually. The two-room apartments on the grounds of the Long Island facility cost $55 a month and this relatively low rental cost seems in line for the workers' low wages. She estimated that similar accommodations near the facility cost would in the neighborhood of $200.

Doctors attached to the Creedmoor staff also pays $25 for accommodations on the grounds of the hospital.

"If the workers have to go, what of the doctors?" Ms. Dawson asked.

It is thought that one of the reasons the hospital's chairmen pulled its accreditation of Creedmoor is the fact that patients' families of the occupied homes are especially in the washroom area.

"We heard that the hospital wants the patients to have apartments for the patients' families of the private bathrooms facilities," Ms. Dawson said. The loss of accreditation could result in the loss of continuation of several mission dollars in grants from Medicaid and Medicare.

WENZL TO VISIT WTC ON JAN. 9

MANHATTAN—Theodore C. Wenizl, president of the Civil Service Employees Assem, will visit New York City Friday, Jan. 9, to meet informally with members of the union.

"The meeting will be an excellent opportunity for CSEA members to discuss problems and offer suggestions to their union leader. In view of the continuation of this challenge-election in the Professional, Scientific, and Technical Negotiating Unit, too, I would urge members of the unit with questions or problems to take this time to share with Dr. Wenzl, Ms. Benson added.

Dr. Wenzl will meet with CSEAers from 11 a.m. to 2:30 p.m. in Room 4430 World Trade Center, Manhattan.

PILGRIM MEETING BRIGHTWOOD—There will be a special meeting of the members of the Pilgrim Pediatric Center chapter, Civil Service Employees Assem, this Thursday, Jan. 13, the meeting, according to chapter president Betty Duffy, will take place in the conference room of the union.

LEGAL NOTICE


Length of Partnership: 3 years. Capital Contribution: William Has. $34,000, the sum of $34,000, Mark E. Rosenberg, $33,000, the sum of $33,000, William M. Miller, $57,000, the sum of $57,000, Robert D. Zeitels, $20,000, the sum of $20,000.

LAWSUIT

Chester Goerke, Plaintiff v. John J. Durrah, 20 East 41 Street, Suite 104, Manhattan, 10016.

Counsel: Plaintiff—Edward F. Plunkett, Stephen A. Midura, 20 East 41 Street, Suite 104, Manhattan, 10016.

DEFENDANT—ATTORNEYS FOR DEFENDANT: Michael Dervan, 20 East 41 Street, Suite 104, Manhattan, 10016.

ATTORNEYS FOR PLAINTIFF: Henry W. Steinberg, 13 Stone Hollow Ct., Pikesfield Rd, Baltimore, Md.; Melvin A. Gottlieb, 50 Sonn Dr., Rye, NY; William A. Hayat, 50 Sonn Dr., Rye, NY; Thomas J. Senior, 4887 Valley Rd., Mashpee, Mass.; Richard Reid, 222 Middle Rd., East Hampton, N.Y.; Donald A. Berg, 151 2nd Street, Brooklyn, N.Y.; Edward F. Plunkett, Stephen A. Midura, 20 East 41 Street, Suite 104, Manhattan, 10016.

Lose Ott-Crounds Homes of the workers affected be- member Creedmoor PC chapter. the Joint Commission on Ac-

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helps make up for the workers' accommoda-

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wants the patients to have apart-

ments because of the private

Apts. For Rent—Albany Area


"This will be an excellent op-

portunity for the hospital to try properly, farms, businesses. Tri-

country & Venice on the Gulf Coast.

FLORIDA MOBILEHOME

VENICE, FLA. — INTERESTED? Contact Ms. Benson, Creedmoor Homes of the workers affected be-

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FLORIDA MOBILEHOME

VENICE, FLA. — INTERESTED? Contact Ms. Benson, Creedmoor Homes of the workers affected be-

member Creedmoor PC chapter.
**Suffolk's Klein Going to Court On Incarnments**

HAUPPAUGE — The Suffolk County chapter, Civil Service Employees Assn., last week secured a court order directing County Executive John V. Klein to explain why he should not be ordered to pay irregular increments due to employees Jan. 1.

Mr. Klein had announced that he was withholding the increments because negotiations have not been completed for a new contract. He told the press that

**JAMES CORBIN**

when a settlement is reached, the increments might not be made retroactive.

Suffolk chapter president James Corbin ordered legal action, asserting that "I am tired of having employees held as hostages when the county refuses to bargain in good faith."

The union has cited various decisions of the Public Employment Relations Board and courts that employer is bound to pay increments despite the fact that terms of a new contract have not been completed.

**Allen Reporting Time Is At Hand**

MANHATTAN—Maurice F. Kiley, district director of the New York District of the U.S. Immigration and Naturalization Service, stated that the period within which aliens must report their addresses is at hand.

The month of January has been set for the address reporting period. All aliens in the United States, with a few exceptions, must report their addresses to the government during that period.

Mr. Kiley said that forms with which to make the report will be available to all post offices and offices of the Immigration and Naturalization Service during the month. The alien should complete Form 1-503.

**Open Continuous State Job Calendar**

**CIVIL SERVICE LEADER, Tuesday, January 6, 1976**

**Assistant Clinical Physician** $27,942 20-413
**Associate Actuary (Life)** $18,369 20-520
**Supervising Actuary (Life)** $23,516 20-522
**Principal Actuary (Life)** $14,142 20-521
**Associate Actuary (Casualty)** $18,369 20-416
**Supervising Actuary (Casualty)** $22,516 20-534
**Junior Actuary** $10,118 20-519
**Clinical Physician II** $31,056 20-415
**Compensation Examining Physician I** $27,942 20-420
**Dental Hygienist** $9,823 20-108
**Refrigeration Inspect.** $10,714 20-124
**Supervising Dietitian** $12,760 20-167
**Electroencephalograph Technician** $3,926 20-112
**Food Service Worker** $3,926 20-112
**Hearing Examiner** $11,337 20-112
**Histology Technician** $8,051 20-112
**Assistant Laboratory Technician** $14,142 20-334
**Senior Hydraulic Engineer** $17,429 20-112
**Industrial Foreman** $10,714 20-112
**Laboratory Technician** $10,714 20-112
**Public Librarians** $10,118 20-115
**Licensed Practical Nurse** $8,051 20-112
**Mental Hygiene Aide (T.B. Service)** $6,337 20-587
**Mental Hygiene Therapist (T.B. Service)** $5,616 20-587
**Motor Equipment Repairman** $3,926 20-112

**Additional information on required qualifying experience and application forms may be obtained by mail or in person at the State Department of Civil Service; State Office Building Campus, Albany 12226. Applicants can file in person only at Two World Trade Center, New York 10047, or Suite 709, 1 West Genessee Street, Buffalo, New York 14202.**

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The legislature votes not to renew contributions for pension funds . . .

That means your pay check will be 2 to 5 percent less next July.

There are suggestions for extending hours, cutting staffs, stopping promotions, dropping departments.

All that may mean more work, less pay, less opportunity, less retirement pension.

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Sometimes you can do something about it — but at all times you should know what it is that's happening.

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**ADDRESS**

**CITY** Zip Code
Tri-County Chapter Will Circulate Petition Urging Cost-Reduction Measures

MIDDLETOWN—The Orange, Ulster and Sullivan Counties Retirees chapter, Civil Service Employees Assn., is circulating petitions calling for four cost-cutting measures by county legislators.

The petitions, which bear the slogan "1976—Tax On Poor And Elderly" on their tops, call for:

• Selling the Orange County Airport which has cost taxpayers millions of dollars for the use and benefit of only a few citizens.

• Reduction of legislators' salaries from $7,500 to $6,000, cutting out the 15-cent-per-mile allowance to get to Chatham and limiting this mileage allowance only to the chairman or committees on extra duty.

• "A 10 percent salary cut for all employees making over $20,000 a year, including judges, district attorneys and any others involved in needing money on law suits which keep work out."

"No new agencies be formed as there is too much administration now existing," the petition said. "We're going out and trying to wake up a few people. We can work on the county level and get results, and we're getting strong enough now that we can shake up the legislature and the executive."

"I believe that every retiree group can do the same. In past months, we have helped stop the General Telephone Co. from pushing through a rate increase and helped reduce the budgets of Ulster, Orange and Sullivan Counties. I think it's time retirees, as taxpayers, began to talk and make themselves heard."

Capital Chapter Will Hear Judge

ALBANY—The Capital District Retirees chapter, Civil Service Employees Assn., will hold a meeting Wednesday, Jan. 14, at 3 p.m. at CSEA Headquarters, 33 Elk St., Albany.

Publicity chairman Dr. Ivan Swensky said the guest speaker for the meeting will be Albany County Barrister Judge Lawrence Kahn, who will discuss the making of wills and answer questions on the subject asked by chapter members. A business meeting will follow Judge Kahn's remarks.

BROOME RETIREES—Certificates honoring 14 retirees of the Broome County chapter, Civil Service Employees Assn., for their years of service to the people of Broome and CSEA, were distributed recently at ceremonies at Binghamton. More than 147 years of service were represented by the retirees. They were honored at installation ceremonies of the new chapter officers. Some of the retirees, the oldest, include, from Pompei, Ruby Wood, Dorothy Wyooment, Marion Arnold and Margaret Cuningham. Also cited were Angelo Alexander, Lena Mount, Rita Sullivan, Marion Mollen, Anne Penrose, Angie Jurina, Walter Aston, Caryl Adams and Harriet Silverman.

Social Security Requirements Outlined

WASHINGTON, D.C.—Most men and women who will be 62 years of age in 1975 can collect monthly social security checks if they have worked as little as six-and-one-quarter years in jobs covered by social security, officials said.


"Most employees get credit for a quarter of work if they're paid $50 or more in that quarter for work covered by social security," an agency spokesman said. "Most self-employed people get social security credit for four quarters in any year their annual self-employment net income is $400 or more.

"Most jobs and self-employment are covered by social security."

To be eligible for social security retirement benefits, the spokesman said, "a person must have, at minimum, quarters of work covered by social security and wages or self-employment income equal to the amount specified by law when the person reaches age 62. Thus, if a person reaches age 62 in 1978, they will need at least 25 quarters—six-and-one-quarter years—of work credit.

Eligible workers can begin collecting their full social security retirement benefits at age 65 or reduced benefits at age 62. Dependents can also obtain payments based on the worker's earning record.

"If the worker is married and the worker and spouse have at least 20 quarters each, the worker will be entitled to the highest dual benefit, the spokesman said, "but they don't affect the amount of the payment check. That's based on average earnings covered by social security over a set period of time. Persons can find out how much work and earnings credits they have free of charge. Personen should get in contact with any social security office and ask for a 'Request For Statement Of Earnings' post card."

Social Security now pays more than $36 billion in retirement benefits to more than 15.5 million people—16 million retired people and their families. The average monthly payment to retired workers is $600. The Social Security Administration is an agency of the U.S. Department of Health, Education and Welfare.

Bonds, Pensions Nassau Topic

EAST MEADOW—The Nassau County Retirees chapter, Civil Service Employees Assn., interrupted its policy of having a guest speaker at each meeting to hold a holiday party at the Dec. 17 meeting.

However, the chapter will return to the guest-speaker format at the Jan. 28 meeting, according to chapter president William L. Menzel. Arrangements were being made to secure a speaker affiliated with a Wall Street firm to talk on "Bonds and Pensions."

Harry Paritsky addressed the November meeting on "Chiropractic and the Retiree," and Rhoda Henderser spoke at the October meeting on "Consumer Frauds."

The January meeting will be from noon to 3 p.m. in the chapter's meeting rooms at the American Savings Bank in the Mall's Shopping Plaza, East Meadow.

"Every retiree in Nassau County should join with us in the coming year to help protect his or her own best interests on local, state and federal political levels," Mr. Menzel declared.

Ready To Retire?

Protect your future with Retiree membership in CSEA.

Goals of your State Retire Committee:

• Protect present retirement benefits.

• Provide permanent cost-of-living supplement.

• Federal income tax exemption of $6,500 for retirement income.

• Reduction on utilities and transportation for seniors.

• Attainment of potential $8,000 retiree membership.

Send the coupon below for membership information.

CSEA
Civil Service Employees Assn.
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Albany, N.Y. 12207

Name ____________________________

Street ____________________________

City, State ____________________________ Zip __________

Date of Retirement ____________________________

Ready To Retire?

America's Largest Independent Public Employee Union

Return your election ballot promptly—they will be counted on February 2.

Don't wake up on February 3 and find yourself represented by a collection of AFL-CIO unions you know nothing about.

Keep Your Independence in '76.
Where to Apply for Public Jobs

New York City — Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10012, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

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

By subway, applicants can reach the filing office via the IND (Chambers St.); BMT (City Hall); Lexington IRT (Brooklyn Bridge.) For information on titles, call 566-8700.

Several City agencies do their own recruiting and hiring. They include: Board of Education teachers only, 63 Court St., Brooklyn 11201, phone: 506-8060; NYC Transit Authority, IND (Chambers St.); BMT (City 370 Jay St., Brooklyn 11201, phone: 852-5000.

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27 Elk St. — Albany
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Most Accommodations
Single $10.
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For information regarding advertisement, please write or call:

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Single Rate $12.50

Albany Flyer

Tenth Stay FREE
$10.00 Single

"Capitol Comics"

Government But it makes us look good to the taxpayers besides it keeps me scared so they won't demand a raise.

I'm against a wage freeze for state workers! It would affect our staff wouldn't it?

Maybe Carey can get rocky back to buy the mall! Heh heh

Governor — do you really think firing state workers is the best way to save money?

How in H... can he balance the budget when he doesn't even know how many people work for the State!

Ha — they'll be lucky to keep what they got! I'll show these state workers how we treat them in California!

An Impasse Called By Kingston's Unit

Kingston — The Kingston Board of Public Works unit of the Ulster County chapter of the Civil Service Employees Assn. and the City of Kingston Board of Public Works have declared an impasse in contract negotiations for employees of the Board.

CSEA collective bargaining specialist Emanuele Vitale and Kingston City corporation counsel Joseph T. Bellows have jointly made the declaration and requested that the State Public Employment Relations Board immediately appoint a mediator.
NINE REASONS

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

PROFESSIONAL SCIENTIFIC & TECHNICAL EMPLOYEES OF NEW YORK STATE TO VOTE CSEA IN THIS ELECTION

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

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

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

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

• CSEA went to court to stop illegal "lulus" 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 local chapter. The opposition has no announced dues structure, but the present range within the coalition is from $100 to more than $200 a year — before special assessments.

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

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

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