CSEA, STEIN JOIN
FORCES TO UNCOVER
GOVERNMENT WASTE

ALBANY—The Civil Service Employees Assn. and Assemblyman Andrew Stein (D-J., Manhattan), have announced formation of a joint committee on waste and inefficiency in government "to discover and document the millions of tax dollars which are being lost to no-show, patronage positions and administrative fat in government each year."

The committee, according to Mr. Stein and CSEA president Theodore C. Wendt, will hold a series of public hearings in the coming weeks to hear testimony "from anyone who cares to come forth" to document actual evidence of uneconomical government practices at the state and municipal levels.

The CSEA suit, Dr. Wendt said, was mainly an effort to minimize the laying off of career civil service employees in the state work force.

"While this is our immediate concern, we are also strongly united with Assemblyman Stein's general objective of eliminating all waste and extravagance in government," he said.

In their joint announcement of the new committee, Mr. Stein and Dr. Wendt said:

"This committee was formed to discover and document the millions of tax dollars lost each year by our state and local governments. We are looking for the no-shows who plunder our payroll; the patronage positions which covered only nine months of the current fiscal year instead of 12."

The lawsuit, filed on behalf of state employees in the Professional, Scientific and Technical Bargaining Unit, CSEA, is prevented by law from proceeding with negotiations for the Professional-Scientific-Tech- nical Unit agreement between the State of New York and the Civil Service Employees Assn. by laying off permanent employees in the Right-of-Way Agent Series in the Department of Transportation as the result of the exercise of its right to contract out subcontract agreements since 1973, which require the performance of appraisal work which the Right-of-Way Agents were qualified to perform."

Markowitz To Moderate CSEA-PEF Debate This Week In Syracuse

Syracuse—Irving Markowitz, the American Arbitration Assn. and the Civil Service Employees Assn. have accepted an invitation to moderate a debate between the Civil Service Employees Assn. and the Public Employees Federation, according to Richard Cleary, Markowitz to moderate CSEA-PEF debate this week.

The debate, which is open to all Professional-Scientific-Technical employees of the state, will be Thursday, Jan. 15, at 7:30 p.m. at the Sheraton Motor Inn in the Syracuse suburb of Liverpool, will be on the merits of the PEF and CSEA. The program is titled "A Challenge Between CSEA vs. PEF." Heading the CSEA team will be the union's assistant executive director for the State Division, Jack Carey. Accompanying Mr. Carey will be collective bargain- ing specialist Paul Burch, chief negotiator for PST employees; CSEA vice-president Robert Laittiner, chairman of the union's PST negotiating team, and CSEA Region III treasurer Patricia Oceanford, PST negotiator.

CSEA is prevented by law from proceeding with negotiations for the right of the state to bargain in the presence of the PEF employees. PEF, however, is seeking to unionize the employees, and CSEA has been unable to do so because of the state's laws on civil service. The deal, if consummated, would become the only union in the state.
C.S.E. & R.A.
FROM CIVIL SERVICE EDUCATION AND RECREATION
ASSOCIATION (CSEA) AND MEMBERS OF YOUR FAMILY
WINTER PROGRAM
MADRID TELEVISION — 7 Nights
6071 En, Fri. Dec, 29
$359
WESTMINSTER PROGRAM
MADRID— January 23—March 26
C.C. All inclusive
$349
MADRID—January 23—March 26
AMSTERDAM— January 23—March 26
$349
BATH—January 23—March 26
$369
ST. THOMAS—January 23—March 26
$349
ANTIGUA—January 23—March 26
$349
BICENTENNIAL BUS TOUR — 11 Nights
$369
IRELAND—7 Nights
MINI FIESTA—7 Nights
ST. THOMAS—7 Nights
ANTIGUA—7 Nights
BICENTENNIAL BUS TOUR — 11 Nights
AMSTERDAM — 7 Nights
BATH—7 Nights
ST. THOMAS—7 Nights
ANTIGUA—7 Nights
BICENTENNIAL BUS TOUR — 11 Nights
AMSTERDAM — 7 Nights
BATH—7 Nights
Cassidy, president of the West-


**Increment Suit Brought**

(Continued from Page 1) "situated," seeks to find the legal grounds that specific increments while employed by the Town of Greece have been postponed.

CSEA is basing its lawsuit on the legal grounds that specific increments while excluding the state from unilaterally reducing the increments of its employees. CSEA is claiming that the Legislature's supplement (a) days after last year, which mandated increments for state employees effective on July 1, 1975, instead of at the start of the fiscal year on April 1, 1975, was in violation of these laws and the New York State Constitution.

Attorney General Louis Lato-what, representing Gov. Hugh L. Carey and the State of New York,ked in the lawsuit, is expected to answer the complaint shortly.

**Tables Are Turned: Teachers Want To Talk**

SOUTH COLONIE—An exchange of letters between the South Colonie School Teachers Assn. and the Civil Service Employees Assn.'s Albany office has produced a debate to compare the merits of two unions currently containing for representation rights for the Professional-Scientific-Technical Bargaining Unit of state employees.

The exchange revealed, however, in an interest by the Teachers group in further discussing the potential benefits of being represented by CSEA and its success in representing its members.

The South Colonie School Teachers Assn. is a member of the New York State United Teachers, one of the unions that is collaborating under the name of Public Employees Federation for PTE representation rights.

The irony of the situation is that the letter exchange revealed that both unions have been discontent with the United Teachers, because the South Colonie teachers have not received aid from the CSEA for the benefits which the local understood at its own expense.

It seems that the New York State United Teachers, in effect, told the teachers there should not be bothered with such activities at this time.

Many of the workers said that they felt the United Teachers is too busy attempting to assist CSEA as the PTE bargaining agent to pay attention to its own members' needs.

**Western Region VI Goes To Air In Giving A Public Employee View**

CHEektowaga—Radio and television programs last week kicked off what are expected to be numerous presentations by the Civil Service Employees Assn., on its positions on contemporary public issues and their impact on the workers and the public, according to Robert L. Lattimer, CSEA Western Region VI president.

Mr. Lattimer, who appeared with Region third vice-president Ramona Gallagher on "Issues and Views" on WADV, Buffalo, told the radio audience that "while some people are putting the blame on career workers for everything but plague and pestilence, the workers continue in their dedication to public service and we want the public to know this: "We're sick and tired of being jumped upon together with the politicians and holders of patronage jobs," he said. "We do this work for little money while the politicians and those with political plums get to do his books and pass the buck."

Mr. Lattimer and Ms. Gallag-her also detailed to the audi-ence CSEA's  questions of raise to Governor Hugh L. Curvy's staff with over $800,000 last year while the career workers got a $265 "bonus." They also expressed the goals made by CSEA president Theodore Wernt to the Governor and the legislature in early December on ways the State could recover hundreds of millions of dollars now just lost because of "poor accounting, illig-ing and collective procedures."

Dr. Wern had written the of-ficials that better moulding of various laws could result in the collection of an additional $465 million; improvements in billing for various services could bring in another $15 million; dropouts some pub-llications could save $156,000, and that, with only in den of re-cords were reduced in losses of $459,000 in last year.

Mr. Lattimer and Ms. Gallag-her said public employees are not responsible for administra-tive management, "And must not become the scapegoats for things the State does."

The television appearance was on "Magazine," a daily program hosted by Stewart Dan on WGR-TV, Ch. 10. The episode focused on "How Tax Increases Can Be Avoided" with a Buffa-lo based state tax examiner who explained shortcomings in current tax auditing including the mismanagement of tax examiners in other districts.

Other programs scheduled by Regional VI personnel included Counter Cable Buffalo, Channel 8, Jan. 18, and Saturday, Jan. 17 at 5 p.m. and International Cable, Airmont, Cheektowaga, Hamhury, Lackawanna, West Seneca, Channel 11, Tuesday, and Thursday, Jan. 20, and 22 at 8 p.m. Rochester and other Buffa-lo areas programs are planned and will be announced as they are scheduled.

All programs are intended to present a positive posture by public employees and will coincide with the legislative ses-sion. Some may include both CSEA and state executive de-partment or legislative members.

**Greece's Job Action Postponed, But Pact Issue Remains Muddled**

(From Leader Correspondent)

GREECE—Possible job actions by members of the Civil Service Employees Assn. employed by the Town of Greece have been postponed.

The postponement was decided after CSEA and town negotiators met recently. Thomas Pomodoro, a union field representative and a negotiator for the 110 workers in the town's public works and recreation department, stated that "it's still too early to say what happened at the meeting.

"I am still very pessimistic," he said. "We don't know what's going on.

Another meeting was set for this week. Mr. Pomodoro said both sides had positions on issues that remain to be settle-

ed, in an attempt to clarify them.

"The town asked whether CSEA could recommend on a flexible basis. They told the union negotiators that the un-ion could offer movement on some issues but not on the major one: The length of employee work weeks.

Employees have traditionally worked at least a 48-hour week and over-time pay for them. Mr. Pomodoro said the Town did not offer to change any of its positions.

Employers have been without an agreement more than a year, with the impasse declared an impasse Dec. 1.

The State Public Employment Relations Board has appointed a fast-finder to assist in the dispute, but the Board has agreed not to hold him in yet.

"We're only looking for a fair and equitable settlement," Mr. Pomodoro said. "We have no in-tention of running the town." A majority of the employees are women, who earn between $205 to $215 weekly for a 48-hour week. A change to a 48-hour work week is equivalent to a reduction of about 16 percent in pay. Mr. Pom-odoro said the town had offered the union a three-year contract with a 3 percent in-crease each year. He added the union wanted to eliminate em-ployees' extended sick leave benefits, which allow workers three times their sick leave up to four weeks annually. In addition to 12 days of regular sick leave at full pay.

"They want to see the employees' sick leave and vacation days cut," the union chair-representative said.

Mr. Lattimer and his executive de-partment or legislative members.

**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. Attn.: CSEA Calendar.**

**January**

13—Pierpont Psychiatric Center chapter general meeting: 830 p.m. Pilgrim assembly hall.

15—Medina chapter meeting: 7 p.m., Fire Hall, Wampsville.

16—Cattaraugus County chapter meeting: 7 p.m., Pomfret Hall, Westfield.

17—Statewide Teachers' Council executive board meeting: 1 p.m., Millers Restaurant, 233 Broadway, Malone.

19—Capitol District Retirees chapter meeting: 1 p.m., CSEA headquar-ters, 32 Elk St., Albany.

19—Mail Handler Retirees W.R. meeting: 5:30 p.m., Michael's Restaurant, Route 9, Latham.

20—Medina chapter board of directors meeting: 7:30 p.m., Elks Hall, Medina.

21—Buffalo chapter dinner meeting: 6 p.m., Plaza Suite Restaurant, One MT Plaza, Buffalo.

24—Western Region VI meeting: Skenesboro-Gatehouse Motor Inn, 4831 West Henrietta Road, Rochester (NYS Thruway Exit 45).

21—Cortland D. Heck Developmental Center chapter executive council meeting: 5:30 p.m., DC Building Four, Conseal at Bell-town Roads, Schenevucty.

26—Binghamton Area Retirees chapter meeting: 2 p.m., Garden Club, Binghamton.

28—Nassau County Retirees chapter meeting: 12 p.m., American Savings Bank Building, Modell's Shopping Plaza, East Meadow.

**State Professional Employees:**

**VOTE**

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

**Suffolk Facing Increment Date**

(Continued from Page 1)

In the course of a two-year pact the union agreed to let a court order direct the county to pay the increments. The CSEA case was argued before Justice Henry Tasher, in Riverhead, and an identical case by the Suffolk Patroon's Ben-nesianni Assn. followed. Judge Tasher reserved decision.

**Suffolk County Executive John Y. Klein had ordered the increments withheld, and suggested that he would not consider the payments automatically retroactive when a contract is reached. Suffolk CSEA chapter president James Curnin protested that the move was an illegal play to tighten the pressure on negotiations.**
HAUPPAUGE—Law librarians, range officers and range masters are currently being recruited by the Suffolk County Civil Service Department for positions in county departments. Starting salaries range from $10,000 to $17,000 a year.

There are no residence requirements for the posts; however, appointing authorities may give preference to legal Suffolk County residents.

For the $10,816 a year position of law librarian, exam 16-128, candidates must have a bachelor's degree and completion of a fifth-year graduate degree from a library school. Applicants, in addition, must have two years' experience in library work. Filing for librarian posts will close Feb. 4. There will be no written test, with candidates being rated on the basis of their training and experience.

Filing will close Jan. 23 for the following titles: Applicants with one year's experience as a National Rifle Assn. instructor in rifle or pistol; or a federal, police, military firearms instructor or a New York State Hunter Safety instructor may apply for range officer, exam 16-124. Beginning salary ranges from $10,000 to $13,000 depending upon location. Two years of the above experience will qualify applicants for senior range officer, exam 16-123 and four years will qualify individuals for range master, exam 16-122. Candidates do not have to take a written test, but will be rated on their experience.

For complete information and applications, candidates should contact the Suffolk County Civil Service Department, H. Lee Denison Executive Office Building, Veteran's Memorial Highway, Hauppauge, N.Y.

Suffolk Seeks Librarians, Range Officers, Masters

Special Notice
FOR CSEA MEMBERS ONLY
CSEA Basic Accident and Sickness Plan.

If you are a new employee under age 39½ and apply for this insurance within 120 days from your employmen
t date, you are guaranteed $150.00 per month in benefits. All other members may also apply and will be required to show evidence of insurability.

When your annual salary is increased to a new wage bracket, you should apply for additional disability income. YOUR INCREASE IN DISABILITY INCOME IS NOT AUTOMATIC.

For complete information and costs, complete and mail the coupon below or call your nearest Ter Bush & Powell representative for details.

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I am interested in further details. Please check for the proper application form:

[ ] I wish to increase my monthly indemnity
[ ] I wish to apply for benefits

Name __________________________
Home Address __________________________

Where Employed __________________________
Employee Item No. __________________________

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 City Region, at 26 Federal Plaza, Manhattan; 130 East 42nd Street, New York; 815 Second Ave., New York; 850 3rd Ave., New York; 350 Main St., Bridgeport, Conn.; 333 W. Broad St., Avenel, N.J.; 51 Halsey St., Newark, N.J.; 620 Washington St., Jersey City, N.J.; 271 Cadman Plaza E., Brooklyn; 590 Grand Concourse, Bronx; or 900 4th St., Newark, N.J.

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

Agriculture

Title
Meatcutter
Warehouse Examiner

Salary Grade
GS-5
GS-5, 7

Exam No.
NY-3-03
CH-0-02

Business

Computer Operator
Computer Technician

Title

Salary Grade
GS-5 to 7
GS-5 to 15

Exam No.
NY-4-15
NY-5-07

Engineering And Scientific

Engineering, Physical Sciences and Related Professions
Meteorological Technician
Technical Aid
Technical Assistant

Title

Salary Grade
GS-5 to 15
GS-5 to 15
GS-5 to 15
GS-5 to 15

Exam No.
WA-5-13
WA-8-03
NY-5-07
WA-8-13

General

Freight Rate Specialists
Junior Federal Assistant
Mid-Level Positions
Professional and Career Exam
Senior Level Positions
Summer Jobs
Technical Assistant
Telephone Operator
Telegraphist

Title

Salary Grade
GS-7, 9
GS-5, 6
GS-9 to 12
GS-7 to 7
GS-13-15
GS-4 to 4
GS-5, 6
GS-3, 4
GS-4 to 5

Exam No.
WA-8-13
WA-5-07
WA-8-13
WA-5-07
WA-5-07
WA-5-07
WA-5-07
WA-5-07
WA-5-07

Medical

Autopsy Assistant
Careers In Therapy
Dental Hygienist, Dental Lab Technician
Licensed Practical Nurse
Medical Machine Technician
Medical Radiology Technician
Medical Technician
Nursing Assistant
Nursing Assistant (Psychiatry)
Nurses
Physician's Assistant
Veterinarian Trainee

Title

Salary Grade
GS-4, 5
GS-4 to 9
GS-5 to 7
GS-5 to 5
GS-5 to 8
GS-5 to 8
GS-5 to 8
GS-5 to 8
GS-5 to 11
GS-5 to 11
GS-5 to 11
GS-5 to 11

Exam No.
WA-9-05
WA-8-03
WA-5-07
WA-8-30
WA-8-30
WA-8-30
WA-8-30
WA-8-30
WA-8-30
WA-8-30
WA-8-30
WA-8-30

Military

Air Reserve Technician
Army Reserve Technician
Clerical/Technical

Title

Salary Grade
GS-5 to 15
GS-5 to 15
GS-5 to 15

Exam No.
AT-0-59
AT-0-59
AT-0-59

Social And Education

Hospital Police Officer
Professional Careers for Librarians
Psychologist
Recreational Therapist

Title

Salary Grade
GS-4, 5
GS-7 to 12
GS-11, 12
GS-5 to 7

Exam No.
NY-7-22
WA-8-30
WA-8-30
NY-5-09

Stenography And Typing

Date Transcribers
Keypunch Operator
Reporting Stenographer
Shorthand Reporter

Title

Salary Grade
GS-2
GS-2, 3
GS-5 to 9
GS-5 to 9
GS-5 to 9

Exam No.
NY-4-05
NY-3-01
NY-9-17
NY-9-17
NY-9-17

Westchester's Overtime Error

WHITE PLAINS — Westchester County may have to pay more than $450,000 in accumulated overtime payments to 23 Parks, Recreation and Conservation Department staffers.

A computer error apparently failed to tally about $5,000 overtime time hours over the past decade. In 1974, the county and the Civil Service Department held only three figures. Thus, if an individual posted a total of 1,204 hours of overtime, the computer would post only 224 hours.

The county said it intends to file a challenge on the payments noting that the 1974 pact was signed with flawed data.
Retirement Applications

Applications for 560 retirements were approved at the meeting of the New York City Retirement Board last Friday and one was returned for further study. Of the total, 194 retired without option; 170 under Option 1; 32 under Option 2; 86 under Option 3; 66 under Option 4-2, even if this is 50 years hence.

The Teachers’ Retirement Fund is suing the U.S. Trust Co., one of its portfolio managers, for losses sustained through the purchase of securities of the Penn-Central and the Penn Central Pigeon Strike. The Board renewed its management contract for another month.

If you have worked for a government agency, and have had outside income, you are not covered. This is 10 years hence.

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A little-known government bond that pays 6 percent interest is available just for this kind of a retirement fund. It is available in denominations of $50, $100 and $500 from all Federal Reserve Banks or branches or from the Treasury Direct Sales Office in New York. It is available just for this kind of a retirement fund.

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If you wish to redeem them, contact your local insured bank or the Treasury Department. These bonds are redeemable at age 65 for 100 percent of their value.

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The time from the initial notification to the final decision is a year and a half. The applicants who are highest on the list are among the highest as well as myself.

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The public school teacher is entitled to a pension at age 65 if he has worked for 20 years in the public school system.

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I strongly feel the county will be the one who will suffer the most, because they will never be able to elect the kind of men who now make up this small but important Department in Westchester County, who have the ability, respect and admiration of everyone in the County.

—

Because of the continued unemployment in private industry as well as the government, any amount of money will be welcome.

—

The question is whether or not the city and the state can afford to do anything that they’re supposed to do. There should definitely be an investigation, and then they should be dismissed. If not, they are found guilty of not doing the job. The city and the state should hire investigators to check these things out. These would be detrimental to the city and the state, and it would be cheaper to have it done.

—

I am not sure about Anthony Stein, and anything that he’s for, I’m for. I’ve followed him closely, I like what he stands for, and I think that we can get those people who don’t do any work and are being paid high salaries, out of their jobs.

—

The kind of salaries these people are receiving cannot be proven first. You first of all must have good, and put it down on paper. We should be able to evaluate both sides of the picture. If Mr. Stein can come up with the answers and present them to the people, the people should then make their decisions and go to those who can correct this situation.

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State Conflict of Interest

W EST Seneca Developmental Center chapter of the Civil Service Employees Assn., has an internal publication, as do many other of CSEA's chapters—which provides a degree of personal communication for members of the 1,500-member local.

In the latest edition of the West Seneca chapter's "Inform," it is suggested that members write, telegram or phone their congressmen and legislators every time a newspaper carries an article that is harmful to state employees. What we particularly like, in their sample letter, is this sentence:

"If Carey wants the legislators to freeze our salaries for 1976-77, then let him also exempt us from increased taxes that we are supposed to pay just as any other New York State citizen."

This raises two thoughts in our mind:

One is the oft-repeated reminder that in this Bicentennial year, state employees are subject to the same taxation as other citizens; the other is that state employees are greatly restricted as far as political involvement is concerned.

Second, though, is what we consider to be a new thought—possibly worthy of a United States Supreme Court decision. In a nation where separation of powers has a moral strength beyond the narrow confines of Executive-Legislative-Judicial in its traditional sense, we ask this question:

Specifically, does the State of New York have the right in its role as Government to tax equally all its citizens, when in its role of Employer it has selected out one group for a wage freeze?

This strikes us as a conflict of interest.

Union Independence

This letter that New York State's Professional-Scientific-Technical employees received last week from George Meany is an indication of what would be in store for PST employees if they were taken in by opponents of the Civil Service Employees Assn. in the current representation.

Mr. Meany, president of the American Federation of Labor-Congress of Industrial Organizations, already has his hands so full keeping competing AFL-CIO unions in line in their opposing drives for public employees, that he can be expected to look at the state employees' case in this light of referring to the Civil Service Employees Assn. He left out the "Employees," which is probably the most vital word in the name, and the reason for CSEA standing head and shoulders above the other independent unions that Mr. Meany dismissed with a flick of his hand.

To begin with, the New York State Civil Service Employee Assn. is the largest independent public employees union in the world.

CSEA got that way because it has been uniquely successful. New York State employees have led the way for other civil service organizations in the nation, so it is little wonder that CSEA (or any portion of its members) is a prize much coveted by the AFL-CIO.

The real message inferred in the outside interference of Mr. Meany's letter, though, is that professional-scientific-technical employees, as a separate AFL-CIO union (under the Public Employees Federation heading) would be a tiny cog in the nationwide union. They are a powerful influence within the Civil Service Employees Assn. in New York State.
Look at the chart above. To get a Chevette equipped as complete as a Volkswagen Rabbit you have to spend an extra $750.

Look at the chart below. It proves the Volkswagen Rabbit features are not available on a Chevette at any price. How much are these features worth to you and your family's safety?

**VOLKSWAGEN RABBIT**

<table>
<thead>
<tr>
<th>Feature</th>
<th>Standard</th>
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<tbody>
<tr>
<td>Rear seats</td>
<td>Standard</td>
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<tr>
<td>Engine 1.6 liter (70 hp)</td>
<td>Standard</td>
</tr>
<tr>
<td>Side Molding</td>
<td>Standard</td>
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<td>Sound group</td>
<td>Standard</td>
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<tr>
<td>Aluminum Radiator</td>
<td>Standard</td>
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<td>Steel Belted Radials</td>
<td>Standard</td>
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<td>Interior Trim</td>
<td>Standard</td>
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<td>Stabilizer Bar</td>
<td>Standard</td>
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<td>Rear Window Defogger</td>
<td>Standard</td>
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<td>Undercoating</td>
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**CHEVETTE**

<table>
<thead>
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<tr>
<td>Rear seats</td>
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<tr>
<td>Engine 1.6 liter (60 hp)</td>
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<tr>
<td>Side Molding</td>
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<td>Undercoating</td>
<td>$66.00</td>
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</table>

**TOTAL PRICE $3,895.00**

**TOTAL PRICE $3,649.00**

*Manufacturer's suggested retail price; Chevette Scooter with above optional equipment includes title, license fees, and destination charges.*

Visit your local authorized Volkswagen dealer and find out why there are over 4 1/2 million Volkswagens on the American road today.
Father Blotta, pastor of St. Anthony's Church in Lackawanna, is introduced by Erie Educational Employees chapter president Salvatore Mogavero for the purpose of delivering blessing.

Father Blotta, pastor of St. Anthony's Church in Lackawanna, is introduced by Erie Educational Employees chapter president Salvatore Mogavero for the purpose of delivering blessing.

Erie Educational Employees...

Salvatore Mogavero, right, in his role as president of the host chapter as well as chairman of CSEA's County Executive Committee, welcomes leaders from four county chapters. Being greeted are, from left, Erie chapter 815 president Victor Mary, Niagara chapter 816 vice-president Neil Gruppo, Cattaraugus chapter 860 president Jean Freeman and Chautauqua chapter 897 president Donald Mahoney.

Thirteen school district units of Erie Educational Employees chapter 868 were represented at the holiday function. Salvatore Mogavero, count center, who heads the 1,755-member chapter, poses with presidents of the various units. In first row are, from left: Robert Bainbridge, Maryville; Mr. Mogavero, and Norman LeMire, West Seneca. Second row: Gene Karaszewski, Sloan; Thomas Menzino, Eden; Joanne Ripstein, Iroquois; James Burgoyne, Williamsville; Ruth Walker, Lancaster, and statewide delegate Harold Dobbs, top row: Ray Mamment, Clarence; Steve Krupski, Akron; Dolores Tomeheff, Lackawanna, and Gilbert Lawrence, Cleveland Hill.

Salvatore Mogavero, right, in his role as president of the host chapter as well as chairman of CSEA's County Executive Committee, welcomes leaders from four county chapters. Being greeted are, from left, Erie chapter 815 president Victor Mary, Niagara chapter 816 vice-president Neil Gruppo, Cattaraugus chapter 860 president Jean Freeman and Chautauqua chapter 897 president Donald Mahoney.

Erie Educational Employees officers, from left, are financial secretary Ruth Walker, secretary James Burgoyne, second vice-president Cecil Fluker, delegate Harold Dobbs, first vice-president Joanne Ripstein, president Salvatore Mogavero and treasurer Kaye Smailbuck.

This group of guests from Akron School District unit are, from left foreground, Robert Schnitzer, Donald and Joyce Karcher, Felicia Letta, Eunice Pohl, Gertrude, and Steve Krupski. Mr. Krupski is unit president. Largest delegation, however, was from West Seneca School District unit, which reserved 11 tables.

Among top-level guests at the function were these people at the head table. At left are CSEA assistant executive director Joseph Dolan and his wife, Mary Jane. From right are CSEA executive vice-president William McGowan and his wife, Jeanne; CSEA vice-president and Western Region VI president Robert Latimer; Region VI third vice-president Ramona Gallagher, and Claudia Mogavero, wife of the Erie Educational Employees chapter president.

Erie Educational Employees officers, from left, are financial secretary Ruth Walker, secretary James Burgoyne, second vice-president Cecil Fluker, delegate Harold Dobbs, first vice-president Joanne Ripstein, president Salvatore Mogavero and treasurer Kaye Smailbuck.

In front of Ruth Walker, center, of Lancaster, was chairman of committee that arranged the successful event. Committee members, from left, were Mary Jane Menzino, Lancaster; Gene Karaszewski, Sloan; Dolores Tomeheff, Lackawanna; Agnes Schnitzer, Akron, and Robert Bainbridge, Maryville.

Dick Keane, Chairman of the Erie County Legislature, is greeted by Joanne Ripstein, chapter first vice-president. They were among the 500 CSEA members and guests at the chapter dinner-dance at John's Flaming Hearth, Lackawanna.
Motor Vehicles Party

Motor Vehicles Party

CSEA, Stein Join Forces
To Uncover Gov't Waste

(Continued from Page 1)

filled by persons whose only qualification is their political affiliations; the excessive luxuries for a few at the public's expense; the programs where money is lost through fraud, negligence or oversight.

"The ultimate purpose of the committee is first to show the extent of governmental waste and then to suggest ways of eliminating it. We are in the midst of a continuing fiscal crisis and are caught between an over-taxed population and an under-served public. It is obvious that before essential services are cut, before career government employees are laid off, and before taxes are again incurred, government must be stripped of those people and programs which do not serve the public good.

"We expect to document tens of millions of dollars in no-shows and other forms of waste. We have the cooperation and support of the more than 300,000 government employees statewide represented by CSEA, who work for their pay and see hundreds of instances of waste every day.

With this cooperation, we can be assured of the ultimate success of this joint venture, with the resultant savings to the people of millions of dollars and thousands of jobs in this state."

The joint committee has planned public hearings chaired by Assemblyman Stein in New York City, Albany, Binghamton, Syracuse, Rochester, and Buffalo during January and February.

Heck Exec Meeting

SCHENECTADY — The executive council of the Oswald D. Heck Developmental Center chapter, Civil Service Employees Assn., will meet Wednesday, Jan. 13, at the Center's Building Four, Consaul at Belltown Roads, Schenectady. The meeting will begin at 5:30 p.m., according to chapter corresponding secretary James D. Greenblatt.

Among the guests at the affair were Motor Vehicles Party retiree Mildred Rodriguez and her husband, Frank. In background are Rosemary DeSanta and Linda Milstrey, both employees of the state Health Department.

Motor Vehicles Party

WAMPsville — A spokesman for the Civil Service Employees Assn. announced last week that the negotiating team for the Madison County White-Collar unit of CSEA voted to accept recommendations by a Public Employment Relations Board fact-finder in their entirety.

According to Roger Kane, CSEA collective bargaining specialist, the recommendations include a two-year agreement, plus the addition of the 10-year longevity step.

"Although we were not happy with the fact-finder's report," Mr. Kane added, "we feel that due to the current fiscal problems in Madison County, this settlement is something that we would recommend to our membership."

If the Madison County Board of Supervisors accepts the two-year agreement, the county and union negotiating teams will meet to finalize the terms and conditions for the new contract.

"If the two-year agreement is rejected by the Board of Supervisors, the next step is to immediately call for a Legislative hearing," Mr. Kane concluded.

DOT Suit

(Continued from Page 1)

right-of-way agents who were laid off were qualified to do the work which the state had contracted out to paid consultants. However, the volume of work being done by the consultants permits the rehiring of only four of the eight, he determined.

The four retained will receive back pay from the date of their layoff to the present. The back pay will be the difference between what each employee's salary would have been had he remained on the job, and the salary, or unemployment benefits, he actually received during that period.

Mr. Benewitz stated that since only four of the eight qualified employees can be rehired, the eight would be rated according to their qualifications and jobs would be offered to the top four.

If any of them do not want the job, it will be offered to the employee with the next-highest qualifications, and so on.

A CSEA spokesman called the arbitrating award "a significant decision" for the union in that it establishes a precedent for state employees.

"Our lawyers are already looking at additional areas where the same principle might apply," he said. "The decision that the state can't lay off qualified, permanent civil servants while paying consultants to do the same work is a victory for all union members."

CSEA had also tried to help more than 280 employees in the Operational Services Bargaining Unit who were laid off by DOT. However, Mr. Benewitz found that in their case, "The State did not violate the CSEA contract by entering into snow and ice agreements with municipalities and counties. Most of the Operational employees laid off were involved in snow removal jobs, and it was found that the consultants hired by the state to do their work are paid on a per-storm basis.
Civil Service Law & You

(Continued from Page 4)

of the collective bargaining agreement and concluded that it did not prevent job assignment, but merely established a county policy to reassign a displaced employee in a comparable position if possible, and that such effort was made for petitioner, but no comparable position was found. Two Judges dissented in this 3-2 decision of the Appellate Division and found the collective bargaining agreement provision on reductions in force to be valid and binding on Westchester County. The dissenting Judges recognized the broad scope of collective bargaining under the Taylor Law and submitted that the matter of saving positions in a governmental reorganization constituted a legitimate subject of bargaining.

Buy U.S. Bonds!

Levitt Reports Social Services $ Distributions

ALBANY—State Comptroller Arthur Levitt announced the distribution of $86,741,-- 865.46 for January 1976, to 57 Social Service Districts in the state.

These monies represent approximately 0.2 per cent of the federal and state share of the anticipated welfare expenditures for January for the locality, as well as a settlement of claims for the month of October 1975. The federal share amounts to $65,296,686.22.

In addition, the Comptroller announced the distribution of $97,077,105.13 to federal monies to the City of New York for anticipated welfare expenditures for the period Jan. 1 to Jan. 15, as well as a settlement of claims for the months of September and October 1975. New York City was previously advanced about $67 million in state funds for the month of January 1974. A payment of only federal monies will be made to New York City on Jan. 15, for anticipated expenditures for the last half of January.

Federal regulation requires semi-monthly payments to New York City.

PICK DIRECTOR

ALBANY — Lou Glaas, of Poughkeepsie, founder of the Dutchess County Office of the Aging in 1973 and director of the organization, has been named by Gov. Hugh L. Carey as head of the State Office of the Aging.

Two School Workers Win Court Victories With CSEA Backing

ALBANY — In two separate court actions, the Civil Service Employees' Assn. won reinstatement for one school district employee and reversal of a lower court ruling suspending another school worker.

Reinstatement for William Cox, a senior custodian in the City School District of Peekskill, was won in State Supreme Court.

Mr. Cox had been placed on an involuntary leave of absence for violation of Section 72 of the Civil Service Law, to undergo a medical examination. Subsequently, the superintendent of schools in Peekskill refused to comply with a psychiatrist's recommendation that Mr. Cox be returned to work as soon as practicable, contingent upon regular monthly visits for psychiatric care.

Justice Anthony J. Cerrato, sitting a prior case where Section 72 had been held unconstitutional, directed that Mr. Cox be reinstated to his former job, "with full back pay and benefits retroactive to the date upon which he was involuntarily placed upon leave of absence."

An Appellate Division proceeding involving John Souder, a janitor in the City School of Yonkers, who had been suspended, a lower court had ruled that Mr. Souder had not acted in a timely way in commencing an action after his formal demand for reinstatement had been denied. The law provides for a four-month statute of limitations.

The union's representative, in acting for Mr. Souder's behalf, had made several demands for charges, and, when refused by the City of Yonkers, demanded that he be reinstated to his job. This demand was denied on Oct. 17, 1975. The last day for commencing action for reinstatement was Feb. 17, 1976.

The Appellate Division, however, ruled that CSEA's commencing action on Feb. 19 was timely, since Feb. 17 was a Sunday and Feb. 18 was Washington's Birthday, a national holiday.

The justices said these circumstances extended the time to commence proceeding to the next business day, Feb. 19, when the proceeding was in fact commenced.

In awarding Mr. Souder costs and disbursements to cover the appeal, the justices stated that the lower court erred, and that any delay in making formal demands for reinstatement was not the result of Mr. Souder's neglect.

CSEA Attorney Arthur H. Gray appeared in behalf of both men.

Know your type? Join the mainstream of good guys, who donate blood. You may never be dying to give blood, but some day you may be dying to get it.
Three Copiague School Units Approve Fact Finder Report

COPIAGUE—Three different Civil Service Employees Assn. units representing non-teaching employees of the Copiague Public School District have accepted a fact-finder's report on their new contracts and now are awaiting acceptance of those reports by the school board.

The clerical, custodial, and supervisory-custodial units of CSEA, with a total membership of approximately 80 workers, each accepted separate fact-finding resolutions by voice vote, according to CSEA field representative John Cuneo, who acted as chief negotiator for the units.

The recommendations of Public Employees Relations Board fact-finder Nathan Cohen called for two-year contracts, retroactive to July 1, 1975, for all three groups of employees. The three units had been negotiating since March 1975.

The custodians in the district, assuming the school board accepts the fact-finder's report, will receive a 1 1/2 percent raise, plus increments, the first year of the agreement. In the second year, bonus re-openers will be held for talks on their second-year raise this March. Clerical employees will receive an 8 percent raise, plus increments, with the same provision for reopeners in the second year. The supervisory-custodial group, all of whom are at the top of their scale, will receive an 8 1/2 percent raise the first year, and will also have reopeners in March to determine their second-year raise.

Mr. Cuneo said that the most important improvement in the new contracts is that all three units received a new longevity-payment schedule. Non-teachers who work 10 years will receive $250 after 10 years, $500 after 20 years, $750 after 25 years, and $1,000 after 30 years of service.

Mr. Cuneo expressed the hope that the school board would ratify the three pacts, despite reservations about them held by some of the union members. "I know we didn't get everything we wanted, but I think we got pretty close. We will certainly represent a step in the right direction," he said.

The provisions of the clerical employee CSEA unit is Vicki Ragi, and the custodial-supervisory unit is Mike Rugo, and the supervisory-custodial president is Mike Rugo. Mr. Cuneo had high praise for Ms. Rago and all three bargaining teams for the CSEA units.

"They put in a lot of time and hours since negotiations began in 1975 to arrive at an agreement," he said. In addition, the custodians were given an increase to 20 days vacation after 12 years on the job.

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CIVIL SERVICE LEADER, Thursday, January 15, 1976

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


ACCOUNTANT for insurance firm. Leadership Personnel, Inc., 18 East 41st Street, Suite 104. (212) 753-8338.

ECONOMIST, 3 years experience in planning or sales or marketing. Young & Rubicam Personnel Inc., 19 East 44th St., Suite 104.

MANAGEMENT TRAINEE, for paid, 12 month training program in sales or management. Regis Corp., 130 Madison Ave., Suite 104. 212-620-1050.

Experienced in phone sales or in trading securities. Young & Rubicam Personnel Inc., 19 East 44th St., Suite 104.


INT. OFFICE SECRETARY—2 years experience. Rubicam Personnel Inc., 18 East 41st Street, Suite 104.


APPROVE FACT FINDER REPORT

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Nassau To Give Five Courses In Management

CARLE PLACE—The Nassau County Annual Education and Extension Board is offering several modular courses for individuals who have been recently promoted to supervisory positions or who have been serving in an administrative management job. The courses include:

1. The Manager’s Job, Personnel Management; Supervision, and Oral and Written Communications; 14 hours of instruction. The tuition is $150 per course or $85 per 12-hour course in four weeks of duration. The tuition is $150 per course or $85 per 12-hour course in four weeks of duration.

Information and registration forms are available from VEBZ, 300 Stonemont Lane, Carle Place, N.Y. 11514. The telephone number is (516) 735-4778.

Southold Unit Wins 8% Hike

SOUTHOLD—Under the terms of a contract between the Town of Southold and the town’s Civil Service Employees Association, employees there will receive a wage increase of 8 cents an hour, or about 8 percent, according to Suffolk County CSEA chapter president James Corbin.

The increase was effective Jan. 1 and the two-year contract will expire Dec. 31. The reopening negotiations were scheduled for Pet. 28. For complete details and application forms, candidates should contact the Rensselaer County Civil Service Commission for posts in the county’s Bureau of Property Tax Service. Contact the Commission for more information.

Rensselaer Seeking Tax Service Aides

TROY—Real property tax service aides at Grade 12 are currently being sought by the Rensselaer County Civil Service Commission for the county’s Bureau of Property Tax Service. Starting salary will range between $2,131 and $2,188 a year.

For more information on duties and the requirements for the job, applicants may call the Civil Service Commission at (518) 272-7114.

Civil Service Leader, Tuesday, January 12, 1976

If you want to know what’s happening to your job to your next raise and similar matters!

FOLLOW THE LEADER REGULARLY!

This is the newspaper that tells you about all that’s happening in Civil Service. What’s happening to your job and the job you want? Make sure you don’t miss a single issue. Enter your subscription now.

The price is $9.00. That brings you 52 issues of the Civil Service Leader filled with the governmental job news you want.

You can subscribe on the coupon below.
At Craig Developmental Center chapter 405 dancers recently, this table of Civil Service Employees Assn. members shared a good-humored moment. From left are council member Nick Rizzo, retiree Edna Carney, treasurer Evelyn Brown, president Charles Fertitta, retiree Frank Lopez, retiree Lucille Macker, corresponding secretary Joan Buchanan and Mental Hygiene Employees Assn. delegate Ellen Cole.

Among the high-powered guests at the Craig social event, from left, are chapter first vice-president Don Donnelly, president Robert Lattimer and CSEA executive vice-president William McGowan. CSEA State Executive Committee chairman Thomas McDonough and CSEA vice-president and Western Region VI president Robert Lattimer, Craig Developmental Center, located in Sonyea, employs nearly 1,300 CSEA members.

Mahopac District's Unit Contract Holds A 12.8% Hike, Variety Of Fringes

BUFFALO—Suggestions ranging from shutting down a penitentiary farm to using cost-cutting measures to Erie County government officials by the county's 5,400-member Civil Service Employees Assn.

The suggestions, compiled by CSEA in an effort to fend off threatened layoffs, were project-ed to save the county taxpayers millions of dollars, said Victor H. Marr, chapter president.

"We feel no one should be laid off," the counter-productive," a savings was given, but some the call for a 10 percent reduc-tions, adding employees imk>n, believed a first budget people may not bother the suggestions, no estimate of the proposals submitted to effect of the reductions, addinging welfare benefits, food stamps of the Civil Service Employees Assn. has won a contract to three, and cafeteria workers' of the proposals submitted to it out and waited until we had to the end of the year in which it do made on each employee's an-\n\nRoswell Park Experienced Busy 1975

BUFFALO — In the year just ended, Roswell Park Memorial Institute, that state's cancer research and treatment center here, received 281 grants totaling $12,019,680 to fund studies ranging from investi-gations of the disease at the cellular level to new methods of treatment.

The Institute's 329-bed hos-pital admitted 8,369 patients during 1975 for treatment of various types of cancer. There were also 10,461 outpatient visits to the Institute.

A cervical cancer screening program, funded by the National Cancer Institute's assistance program and focusing on pro-viding "Pap" tests for high-risk women in the county, resulted in about 20,600 individuals during the year, the State Department of Health reported.

When a three-year program ends in June 1977, the Institute will have screened in the neighborhood of 116,000 women.

"Pay special sick leave" provi-sion in the contract gives an em-ployee up to 30 days of sick leave if he uses all his accrued sick time. The district previously required 20 years' experience or 50 years of age, to be eligible for this benefit. The new require-ments are 15 years' experience or 40 years of age. The union members, who were paid for half of their unused sick leave upon death or retirement, if they have served at least five years, now have 15 years, and for 25 percent of their un-used sick leave if they have less than 15 years experience. This is a new section of the contract.

Promo Preference

The promotions procedure was changed to ensure that promo-ience must be given to the most senior employee who meets Civil Service qualifications. Seniority shall also be the deciding factor in transfer procedures under the new contract. In another clause, county-wide and labor-class employees are guaran-teed the same rights as compar-able private sector employees regarding layoffs and recall-procedures. Also, lab-or-class workers were given tenure after six months employ-ment.

The uniform allowances went from $25 to $45 and mileage jumped from 12 cents to 13 cents a mile and part-time clerical employees will receive pro-rated benefits under the new CSEA contract. Finally, time worked after 190 days will be guaranteed overtime.

The contract also calls for binding arbitration on all con-tract grievances. Additionally, any employees called upon to do out-of-title work will be paid at the higher rate from the first day of such work.

"All credit goes to the Maho-pac CSEA negotiating team for this contract," Mr. Frattoni said. "They made all the right deci-sions through many months of negotiations."

Mr. Tulpin pointed out that a fast-finder was called in, but his services were never required. The mediator went in and spoke to the board of education for an hour and a half, and he must have convinced them that the employees were in the right."

The board voted to end the contract shortly after that."
WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should fill at the Department of Personnel, Ext. 1400, 1401 Broadway, New York 10013; open weekdays between 9 a.m. and 5 p.m. Special hours are 1:30 to 5:30 p.m.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201; phone: 783-4506; NYC Transit Authority, 370 Jay St., Brooklyn 11201; phone: 252-5803.

The Board of Higher Education advises teaching staff applicants to contact their own school districts or colleges directly.

STATE — Regional offices of the Department of Civil Service are open only weekdays save the 1st of the month. For locations see the Source Book of State Employment. Estimated employment in New York State in November, the most recently reported, was 2,644,300; in October it was 2,642,400.

Top Suggestion Award Is Won by Staten Islander

ALBANY—Seventeen State employees won a total of $2,925 in cash awards in December for money-saving ideas submitted to the New York State Employee Suggestion Program. A total of 1,071 suggestions was submitted to the New York State Employee Suggestion Program.

CUSTODIANS, FIREFIGHTERS, STENOS & TYPISTS SOUGHT

WHITE PLAINS — Secretaries, typists, custodians, and firefighters among others will be competing for competitive posts by the Westchester County Personnel Office. Filing for the $10,275 to $13,135 a year jobs will close Jan. 14 with tests scheduled for Feb. 7.

For head custodian, applicants must have three years' building and cleaning maintenance experience or equivalent. Applicants must also be high school graduates. The minimum age is 18. Applicants must pass a physical examination and a test of general knowledge of building maintenance. Applicants must be physically capable of performing the duties of the job.

Principal typist with Westchester County Personnel Office, Room 100, County Office Building, White Plains, N. Y. 10601.

Employment Slips In State But NYC Posts Mild Gain

ALBANY — Industrial Commissioner Louis I. Levine, head of the State Labor Department, reported that total employment in New York State in November was 7,078,000, a decrease of about 51,000 from the October total. In November 1974, total employment was 7,078,000. The unemployment rate was 7.4 percent. In New York City, total employment was 2,797,706 in November as compared with 2,797,706 in October and 2,797,706 in November 1974. Total unemployment in New York City for the period was 365,000, down 2,500 from the October figure.

Top Suggestion Award Is Won by Staten Islander

ALBANY—Seventeen State employees won a total of $2,925 in cash awards in December for money-saving ideas submitted to the New York State Employee Suggestion Program. A total of 1,071 suggestions was submitted to the New York State Employee Suggestion Program.

CUSTODIANS, FIREFIGHTERS, STENOS & TYPISTS SOUGHT

WHITE PLAINS — Secretaries, typists, custodians, and firefighters among others will be competing for competitive posts by the Westchester County Personnel Office. Filing for the $10,275 to $13,135 a year jobs will close Jan. 14 with tests scheduled for Feb. 7.

For head custodian, applicants must have three years' building and cleaning maintenance experience or equivalent. Applicants must also be high school graduates. The minimum age is 18. Applicants must pass a physical examination and a test of general knowledge of building maintenance. Applicants must be physically capable of performing the duties of the job.

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Kolb Warned By McGowan On Shop Worker Layoffs

ALBANY—Civil Service Employees Assn. executive vice-president, William L. McGowan last week warned Mental Hygiene Department Commissioner Lawrence C. Kolb that any layoffs of industrial shop employees in various state institutions "will result in violations of Article 25 of our CSEA-State Institutional Services Unit contract.

Should such violations occur, Mr. McGowan told Dr. Kolb in a letter, the situation "will require our filing a grievance and demands arbitration to protect the interests of our members as guaranteed under the work contract referred to.

"The grievances are: "

- Insufficient staffing
- Insufficient grievance procedures
- Inadequate training
- Inadequate management response

Mr. McGowan reminded Mr. Kolb that "the state's budget deficit has caused the state to consider staffing cuts in many agencies." He added, "The layoffs are being made against the advice of the state's own behavioral science experts, who have determined that staffing cuts will result in decreased productivity and increased costs for the state in the long run."

Mr. Kolb has been under increasing pressure from the Civil Service Employees Assn. to address the issue of layoffs and to ensure that the state's actions are not in violation of its own policies and procedures. The Civil Service Employees Assn. has already filed a grievance against the state in this matter.

The Civil Service Employees Assn. is represented by G. Martin Whelan, Jr., counsel for the Assn., and David E. Eisenberg, Assn. staff attorney. The state's legal representatives are Eugene L. O'Sullivan, counsel for the state, and John F. Lyons, assistant counsel for the state.

Chenango Pact -- A two-year pact has been signed by Chenango County authorities and the county unit of the Civil Service Employees Assn. at Norwich. The contract, which allows discussion of wages only for 1977, generally grants employees one-and-one-half the amount of money for which they would have been eligible for under the 1975 unit-county contract. Workers earning the top rate in their job classifications were given increases averaging 5 percent.

Ag & Market Arbitration Is Set On Daily Report Filing Grievance

ALBANY—The Civil Service Employees Assn. will go to arbitration on a grievance filed against the State Department of Agriculture and Markets, according to CSEA Ag and Markets chapter president Franklin J. Hubbard.

The grievance, said Mr. Hubbard, will be filed by 18,000 PS&T members in the department to go about their daily tasks "without filling out department forms, each of which is filled out for the department's benefit.”

"Now the department is trying to require all field employees to fill out department forms, each of which is filled out for the department's benefit,” said Mr. Hubbard.

Mr. Hubbard said the issue was settled originally in May 1975, but the issue is now being decided in the courts of the state.

Past practice and precedent within the department had established that Ag and Markets employees do not file forms as required by the department. "The department employees immediately filled a grievance, and it was decertified by the state in the courts of the state,” said Mr. Hubbard.

Mr. Hubbard also said the department had not followed its own contracts and had not granted employees one-and-one-half the amount of money for which they would have been eligible for under the 1975 unit-county contract. Workers earning the top rate in their job classifications were given increases averaging 5 percent.

The grievance concerns the right of more than 450,000 Professional, Scientific and Technical employees to have their grievances heard. The grievance was filed against the state Department of Agriculture and Markets, according to CSEA Ag and Markets chapter president Franklin J. Hubbard.

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