LEADERS TRAIN IN SYRACUSE REGION V

SYRACUSE — Sixty-five hardy souls braved severe upstate weather conditions recently to attend the second part of a Civil Service Employees Assn. Syracuse Region V leadership training program at the Motel Motor Inn here.

The program is sponsored by a CSEA advisory committee headed by Richard E. Cleary, Region V president.

Mark Fligishbon and Fligishbon Associates training consultant, said the two-day program was the continuation of an earlier session in which 25 persons trained as program leaders.

These leaders were in turn put in charge of their own groups so that they could pass on their knowledge of leadership, training and education, morale and commitment, communications and public communications.

The first day of the training session was concerned with attitude development and practice in working groups.

This included the use of basic communications as practiced in group sessions, brainstorming in problem sessions, group interaction and utilization and control of time in which activities are planned.

The program's second day was concerned with theory and practice training as related to problem solving and later moved on to recruiting and motivating CSEA workers.

The program is set up as a continuing one, with those trained expected to go on and train others.

(Continued on Page 14)

WENZL ELATED BY REACTION ON WASTE INVESTIGATION

ALBANY — Civil Service Employees Assn. president Theodore C. Wenzl last week was advised New York State's chief negotiator Donald Wollett that the union stands ready to begin negotiations for its Professional, Scientific and Technical Bargaining Unit of state employees on Feb. 3.

In a letter to Mr. Wollett, Dr. Wenzl said: "We think it is important that you be notified that members of our team have been designated for some time now and have met on a number of occasions to prepare demands in behalf of the employees in this unit and stand ready to begin negotiations on Tuesday, Feb. 3, 1976."

The P&T Unit has been delayed in presenting its demands to the state. However, it is a challenge of CSEA's right to represent it. A coalition of labor groups, whose number has dropped from five to two, has challenged CSEA. Mail ballots in the representation election will be counted by the Public Employment Relations Board Feb. 2.

The 40,069 state employees in CSEA's PS&T Unit are working under a contract which expires April 1. CSEA also represents three other state Bargaining Units whose contracts expire April 1.

The negotiating teams for the Operational, Institutional and Administrative Services Units have already submitted all of their data, according to John M. Carey, CSEA's associate director.

(Continued on Page 14)

PST MEMBERS HAVE YOU VOTED YET?

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(Continued on Page 14)
Benedict To Legislators, Defend The Pension Fund

MANHATTAN—In testimony here last week before the State Assembly Minority Task Force on Security of State Pension Funds, Solomon Benedict suggested that the funds might be better administered by a body composed of state government and state employee representatives. Presently, the State Comptroller has sole discretionary power in the use of the funds. Citing Municipal Assistant Comptroller Michael Ryan, Mr. Benedict declared that such investments in "areas that cannot reasonably be considered safe" are depriving employees of the confidence that they have had in their retirement plan.

Mr. Ryan expressed confidence in Comptroller Levy’s fiscal acumen, however, Mr. Levy will not be Comptroller forever,” Mr. Benedict told the task force that the proposed Assembly Bill 8811, which would obligate employees who joined or rejoined a public retirement system after July 1, 1973, to contribute 8 percent of their gross annual salary toward the fund, is probably unconstitutional.

Mr. Benedict, in his testimony, noted that the principal reason for the change in the operation of state retirement funds is the recent financial difficulties in the fund which has been \$13,-

what they paid for and the promise of the future. Mr. Ryan, at this stage, desires to make sure that Levy buy moral obligations of the fund in order that they should be going into pension checks.

Benedict wrote off the retiree. Mr. Benedict impressed: "Well, most of them are deceased and they paid for this in the first place. They didn’t solve other social problems using the backs of the people.”

The chairman of the task force is Assemblyman L. B. Berman. Dr. Berman has said that he will introduce a measure for patients, his lead, and Mr. Benedict, other testifying before the group last week included: Former State Comptroller Arthur Levitt, who no longer is a civic problem of shareholders for the New York City brokerage firm of Loeb, Rhoades & Co.; Barbara Dillon, vice-president of the Queens County Civil Service Employees Association; and Jack Theobald, the association’s honorary chairman and consultant.

C.S.E.R.A.

PRESERVATION AND USE OF COMMUNITY EDUCATION AND RECREATION ASSOCIATION FOR YOU AND MEMBERS OF YOUR FAMILY

CIVIL SERVICE LEADER

WINTER PROGRAM

CAIRO—In a telegram to Peter Goldmark, director of the budget, Irving Flaimbmann last week urged the hiring of additional personnel at Kings Park Hospital.

The telegram from the director of the Nassau County chapter, Civil Service Employees Assn., who is also chief of CSEA’s Long Island Region 1, said: “All of these employees are in the Health and Environmental Department and are being paid at the highest levels in the State.”

“This can be accomplished by budgeting an additional $16,000-$9,000 for the next biennium which, incidentally, would assure accreditation for Kings Park Hospital. If the hospital does not receive accreditation, as you well know, it will lose $125,000 per year for the next two years for a total of $250,000 in Federal grants.

We feel it is in the best interest of the State of New York, the patients of Kings Park Hospital, and the employees that this Mental Hygiene Department plan is approved.”

New Rochelle Seeks Community Official

NEW ROCHELLE—An assistant community development administrator is currently being sought by the New Rochelle Civil Service Commission.

Information is available from the Municipal Civil Service Commission, City Hall, 315 North Ave., New Rochelle, N.Y.

URGE MORE KINGS PARK STAFF

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CREEDMORE, Pressed By CSEA, Rescinds Employee Evictions

QUEENS VILLAGE—The 100 low-salaried employees of Creedmoor Psychiatric Center have been saved through the efforts of the Civil Service Employees Assn.

Around the turn of the year, an order was issued by the Creedmoor administration that the employees—porters, food servers, janitors, etc.—were to be driven out of the building within a year. Following a meeting last week between Creedmoor described by President of the CSEA chapter, Mr. Ryan, the order was rescinded and the employees’ homes saved.

Ms. Dawn was, head of the 3,000-member chapter, noted that most of the employees who have on-ground residences earn between $4,000 and $8,000 a year. The two-bedroom apartments at the Long Island facility rent for $53 a month, and this relatively low rental helps to make up for the low wages of the workers. It was estimated that similar accommodations near Creedmoor would cost in the neighborhood of $300.

Doctors attached to the Creedmore Psychiatric Center, are also paid low wages, just as the on-ground apartments. Ms. Dawn earlier posed the question: "If the workers have to go, why not the doctors, too?" They were not included in the evictions.

The rescinded order was thought to be prompted by Creedmore’s loss of accreditation last October by the Joint Commission on Accreditation of Hospitals. The Chicago-based JCAH pulled its accreditation of the institution as a result of the workers’ living conditions and behavioral problems in washroom areas.

"Creedmoor’s loss of accreditation last October by the Joint Commission on Accreditation of Hospitals (JCAH) pulled its accreditation of the institution as a result of the workers’ living conditions and behavioral problems in washroom areas."
LIVERPOOL—About 100 persons braved snow and freezing weather to attend a debate between representatives from the Civil Service Employees Assn., and Fred Lambert, regional director for the Public Employees Federation, the coalition challenging CSEA as representative for the more than 40,000 state Public Employees Federation, the coalition challenging CSEA as representative for the more than 40,000 state Public Employees Federation viewpoint was presented by Fred Lambert, regional director for PEF. In background, from right, are Robert Latimer, CSEA and CSEA debate team member, and Frank Dougerty, director of the Outreach Program at Hutchings Psychiatric Center.

Following introduction by Dr. Markowitz, Mr. Burch and Mr. Lambert opened with statements limited to 10 minutes. According to rules mutually agreed upon, both sides answered questions from presubmitted lists. Mr. Lambert questioned CSEA's ability to prevent layoffs and contended that the "PST contract should cover layoffs." He also questioned the CSEA "no contract until May 1971" rule.

In remarks directed to Mr. Lambert, Mr. Burch repeatedly called attention to the "evasiveness of Mr. Lambert when asked about PFT data structure and AFL-CIO mandatory assessment directives for locals in distress."

"In truth," Mr. Burch said, "PEF is a myth. It has no members, no officers, no structure or constitution."

(Continued on Page 14)

CSEA VS. PEF DEBATE

ARGUE FOR RIGHT TO REPRESENT PST UNIT

Civil Service Employees Assn. team members for the Syracuse debate were, left, CSEA vice-president Robert Lattimer, chairman of the union's PFT negotiating committee; CSEA collective bargaining specialist Paul Burch, chief PST negotiator, and Dr. Frank Dougerty. At right is Dr. Irving Markowitz, who served as moderator.

LIVINGSTON—Eighty blind people on Long Island will go without aid or help from either the state or federal governments because of the latest round of cuts made by Gov. Hugh L. Carey.

Michael Stefanic, a rehabilitation counselor who works for the State Department of Social Services on Long Island and who helps the visually handicapped, is the only person in his title being laid off by the State. That he was laid off at all, says Civil Service Employees Assn. experts and other watchdog groups, is an example of waste and inefficiency in state government.

Mr. Stefanic, who earns $15,000 a year, handles 65 clients. Eighty percent of his salary is federally funded and the state is saving practically nothing by laying him off. Here is a case that points up our dilemma for going to Supreme Court to stop the layoffs.

Assemblyman Andrew Stein, D-L. Manhattan, chairman of the Joint Committee on Waste and Inefficiency in Government, now investigating the case, commented, "It's because of this type of situation—where competent, skilled persons working in important areas dealing with the public are being laid off—that we are going into the whole question of re-show jobs."

Laying Around, president of CSEA Long Island Region 1, said, "The layoffs don't make sense. The job is 80 percent federally funded and the state is saving practically nothing by laying him off. Here is a case that points up our dilemma for going to Supreme Court to stop the layoffs."

Assembling Assemblyman Milton Jones (R-North Merrick), who represents the Westbury District, where Mr. Stefanic's social service office is located, said, "I intend to go to the Governor's office about this. It seems outrageous, an area so vital with people so helpless."

Mr. Stefanic's own Assemblyman, John C. Cochrane (R-Bay Shore), sent a letter at week's end to Stephen Berger, New York State Department of Social Services Commissioner, noting, "In view of the federal funding of 80 percent, it seems that the final effect upon the State for the services of a counselor are minimal as compared to the need which this position fills."

I would appreciate your comments as to whether Mr. Stefanic's position will be filled or whether these visually handicapped persons will be left unserved.

Ed Carey, Long Island Region 1 field supervisor, commented: "As the absurdity of these mindless cuts sinks in to the public, we may well see a groundswell of resentment toward Governor Carey."

"The cuts are the effects of a temper tantrum the Governor had because the Legislature won't give him the taxes he wants. Trying to take out his resentment on civil servants and on the essential services that people need and demand will backfire on Carey."

Binghamton School Pact Brings A Hike Of 8.5%

BINGHAMTON—The Binghamton School District and the Civil Service Employees Assn, have reached agreement on a one-year contract after eight months of negotiations. The contract is retroactive to July 1, and covers about 200 workers.

Carlos Gardi, president of the CSEA Broome County Educational chapter and Binghamton School District unit, said that the contract includes an 8.5 percent increase for on-step employees and an 8 percent increase for off-step salaried employees, those that have reached their top step. He said that all daily paid and hourly paid employees will receive a rate increase of 8 percent.

In addition, he said, prosthetic were added to the district's dental plan and there will be no loss of pay for jury duty.
MANHATTAN—The following is a simulated radio broadcast by the New York State Department of Labor's Job Bank.

ANNOUNCER: Are you looking for work? If so, you will want to check the job openings listed in the New York State Employment Service office. And remember, there is never a fee to you or to the employer who lists his job with us. Now the listing.

SPEAKER 1: A used car dealer in the Bronx is looking for an AUTO BODY REPAIRER with two-five years' experience. An applicant with a driver's license and some familiarity with mechanics, tune-ups and brake jobs is preferred. Tools are not required. The pay is $200-$500 a week, could go higher depending on experience.

SPEAKER 2: In Brooklyn, there is a hospital seeking a LICENSED PRACTICAL NURSE who has at least three years of operating room experience. A New York State license is also required. The job calls for rotating shifts and pays $221 a week.

SPEAKER 3: A SECRETARY is in demand at an office in mid-Manhattan. Must be able to type at 100 words a minute, type 65. The position pays up to $300 a week and also offers a 20 percent discount on clothing purchases.

SPEAKER 4: A CABINETMAKER is also on the demand list today. Will use woodworking machines and hand tools. No blueprints needed. The job is in Brooklyn and the pay is $450-550 an hour, depending on the job-seeker's ability and experience.

SPEAKER 5: An air conditioning firm in Queens has an opening for a MATERIAL HANDLING SUPERVISOR. Should have at least five years' experience as a parts department manager. Will supervise four workers, order stock, keep inventory. Must be able to use forklift. The salary is $12,000 a year.

There's a position available for a SALES REPRESENTATIVE to sell and motion picture presentations for use in the advertising and communications fields. Must have similar or related experience or a background in advertising sales. The position is in Manhattan and offers a salary of $175 a week.

Seek Nurse, Secretary, Sales Rep, Others

CIVIL SERVICE ACTIVITIES ASSOCIATION

VACATIONS '76 ARE HERE!

1. Easter: Many of these packages are available in February & March at similar low prices!

EUROPE

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All prices are per person, double occupancy and do not include tax and service charges, registration fee, U.S. and foreign departure taxes where applicable. Subject to change.

You don't have to go racing around town looking for us, you know.

OTB can be very exciting, especially when you think you've got a winner. So we can understand why you might feel the urge to go racing around town looking for us. But all that running isn't really necessary. Because there are about 150 OTB offices throughout the city. In Queens and Brooklyn, Manhattan and the Bronx. And over on Staten Island, too. Wherever you find an OTB office, you're liable to discover that it's a very friendly place. The manager and his staff will be happy to serve you as best they can. They'll provide you with a wide range of bets on some of the finest thoroughbred and harness racing in the country. And they'll try very hard to handle your wager promptly and courteously. So, if you want to help in finding an OTB office, call (212) 221-5461. An OTB Customer Service representative will tell you the address of the office nearest you. That way, you can leave all the running around to the horses.

Civib Service Leader, Tuesday, January 27, 1976

OBT TELEPHONE BETTING ACCOUNT REQUEST

Dear OTB: I don't want to go racing around town looking for you anymore. I understand that the best way to avoid all that running is by having an OTB Telephone Betting Account. Because with a phone account all I have to do is pick up my telephone. So please open an OTB phone account in my name. I certify that I am 18 years of age or older and am not employed by the N.Y.C. Off-Track Betting Corp.

NAME: ____________________________

Last First Initial

N.Y.S. ADDRESS: ____________________________

Number & Street

CITY: _________________________

N.Y.S. TELEPHONE: ____________________________

Area Code Number

N.Y.S. ZIP: ________________________

NAME CODE NAME

Pick any name up to 10 letters. No numbers.

Enclosed is my personal check or money order in the amount of $100.00 ($10 minimum) payable to OTB as an initial deposit to my account.

SIGNATURE: ____________________________

(Mail coupon and deposit to OTB Telephone Betting, Box 5703, Church St., New York, N.Y. 10004. Allow 7-10 days for delivery of account kit.)

CSM
More Liberal Pensions?

There is a move resulting from the Government Account- ing Office report of inequities between pension levels of civil servants and comparable industry, which may result in more liberal pension plans for some employees. A Bureau of Labor Statistics survey shows that 75 percent of the pension plans, even with the liberal formulae, increased in vested values only 25 percent in the period from 1970 through 1974, less than the figure of 30 percent in the Consumer Price Index.

The problem with pension funds is that, although the move increases the cost of living, the value of the basic equity in the fund does not rise proportionately. Someone in service for 20 years may have his annual benefits increased but the reserve thereby decreases in value as a result of inflation. Thus, where the fund is not vested, the purchase can be substantially reduced.

The last day to set up a Keogh Plan was originally set up at Dec. 31, 1975. The law allows movement of earnings earned under self-employment to be used to set aside for a retirement plan under the tax law. This amount is a deduction from income on your 1975 return. Apparently, because of tax confusion, the time for setting this aside has extended to April 15, or later, if you applied for an extension of time to file your 1975 return.

There are now 655,000 men and women who work for gov- ernment and who earn about 18 percent of the total employed labor force. In the New York-New Jersey Metropoli- tan area, 1,100,000 work for a government agency. This is just one state and amounts to over 50 percent of the working population.

As a public service, the Leader continues to publish the names of people who are beneficiaries of unequitable--no, of unclaimed checks from the New York State Employee's Retirement System and the State Police's and Firemen's Fund. The Leader or the New York State Employee's Retirement System in Albany may be contacted for information as to how to obtain the funds.

Following is a listing of those individ- uals whose membership terminated prior to the period of the 1975 Retirement Law. On or before August 31, 1975, the retirement account was closed. Check the list and contact them if you are a beneficiary.

(Continued from last week)

More on Attica

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More on Attica

We hope you will consider these ideas before casting your ballot. Thank you. YOUR VOTE CAN MAKE A DIFFERENCE--PLEASE VOTE.

Letter to the Editor

More on Attica

Editor, The Leader:

I was quite distressed by a recent letter to the editor condemning the Civil Service Em- ployees Association for the deficit in the Attica defense fund for state troopers.

The people who signed their names to that letter seem to lose sight of the fact that the state troopers were sworn to protect innocent people who were being held hostage by murderers, rapists and racketeers on that farm. They do not seem to forget it was after all other avenues were explored in trying to end the rioting that the state troopers were called in to do a job. How many of them are going to do any good for the families who lost loved ones while performing their duties.

We are well aware of CSEA's shortcomings but do you really believe that PEF's promises are worth anything more than those of CSEA? Even if CSEA is better for his office? If you carefully examine CSEA's literature, you will see the same promises--elite and emphasize your differences from other state em- ployee unions. The important deter- mination of what professionalism really constitutes. True profes- sionals know the skills you have developed and re- fined and the manner in which you apply these skills. Different- ences between your abilities and those of a skilled electrician do exist and should be reflected in special provisions of the respective contracts, but our common human needs—for a decent wage, work, and recognition of our particular skills, etc.—these common needs must be vigorously argued for in each job.

Moreover, on a very prac- tical level, only seven weeks re- main after the election in which PEF were to win, would have to elect officers and a negotia- ting team, prepare demands for a new contract, and begin nego- tiations. If PEF were really concerned with your interests, they would not have chosen this time to challenge CSEA. With so many other problems to solve, including the labor union and with every private and public admin- istration, what are you going to do in the only existing benefits, PEF's challenge can only be viewed as a bureau- cracy's way to keep you in the same situation as before. We must give National Organiza- tion.

France John, secretary: "I think it is a pretty miserable time for the Governor to start cutting anyone's aid, especially to the city. His economy is in terrible shape. There are tens of thousands of people out of work. This is just a pretty rotten deal he's pulling off. I'm sure Gov. Carey doesn't mean to cut down on city aid, but I can't imagine anyone raising people's taxes and not be doing something that can be done to help the city out of its financial plight."

Louis Badele, unemployed: "I think the new budget is a plan that has to be done because of the economic climate of the country. I don't think Gov. Carey had very many choices. Services certainly will have to suffer, and unfortunately, until the federal government can come up with more assistance, it is going to be a tough road for all of us in New York City to trade. Nobody realizes that the Gov- ernor is having his own problems running state government and that he could very well have raised taxes, but since they are already terribly high, that isn't the answer."

Edith Mathews, state Personnel Department: "My feeling is that with the mon- ies cutaway in the budget, it is not going to do any good for either the city or the state. The people who have to lose their jobs will have to go on welfare or get other supplemental assistance. I don't think it is a fair division of the budget. It does not balance the budget at all. Instead of cutting money, the government, both city and state, should be restructured. In this way they would do more to get more services from the money they have to spend and this would make government more efficient."

Dorothy H. King

Credmoor Psychiatric Center

Chapter, CSEA

Queens Village

Letters to the Leader should be less than 200 words.

The Leader reserves the right to condense pertinent sections of letters and/or shorten any letter to a reasonable length. Meaning or intent of a letter is never changed.

Lengthy letters that cannot be edited to a reasonable length will not be considered.

Letters to the Editor should be signed and bear the writer's address and telephone number. Names will be withheld upon request.

Veterans Administration Information Service

Call (202) 289-2741
Washington, D. C. 20420

**The Indian Sign**

A YES—sunny New Delhi! The pearl city of the Indian subcontinent! The spicy curry! The wonderful, exotic vistas! The vibrant panorama of the constantly changing second city!

Now what, you might ask, has New Delhi, India, got to do with public sector employees? Good question.

According to a recent story in The New York Times, the state of New York maintains an office in the city.

No kidding.

The office, according to Budget Director Peter Goldmark, is used from time to time by the traveling staff from Albany. The Times story does say that the New Delhi office director Ward Morhouse spends about half his time in the Indian capital "preparing curriculum materials about India for institutions in New York State."

Whether these materials include information about the interesting... experiments Indira Ghandi is conducting in the democratic process was not disclosed. What the Times story does say is that the New Delhi office director—the post pays $33,000 a year—plus an assistant director and three staffers who are paid from state funds.

Gov. Hugh L. Carey is firing state employees left and right. Thirty-three grand, plus the salaries for the other staffers and office rent plus miscellaneous charges would life insurance is just about gone to get payments?

Income will depend on whether your resources, including your savings account to get payments?

Q. I am 70 years old and have no income at all. My neighbors told me I could possibly get supplemental security income payments but that they'd be reduced in case I live with my son. What does my living arrangement have to do with my eligibility for supplemental security income payments?

A. Under the supplemental security income program, the basic payment amount may be reduced depending on a person's income and living arrangements. If an individual, for example, is living in an apartment, the basic payment amount is reduced by one-third. The reduction takes into account the dollar value of support and maintenance and considering it In the Senate in the history of the State.

There are six women members Assemblywomen Jean Amstutz, Elizabeth Coughlin, Estelle B. Diog, Mary Goodie, Rosemary Coombs, and Mari Ryan. This is a good number of Assemblywomen serving simultaneously.

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A. Under the supplemental security income program, the basic payment amount may be reduced depending on a person's income and living arrangements. If an individual, for example, is living in an apartment, the basic payment amount is reduced by one-third. The reduction takes into account the dollar value of support and maintenance and considering it In the Senate in the history of the State.

There are six women members Assemblywomen Jean Amstutz, Elizabeth Coughlin, Estelle B. Diog, Mary Goodie, Rosemary Coombs, and Mari Ryan. This is a good number of Assemblywomen serving simultaneously.

Whether these materials include information about the interesting... experiments Indira Ghandi is conducting in the democratic process was not disclosed. What the Times story does say is that the New Delhi office director—the post pays $33,000 a year—plus an assistant director and three staffers who are paid from state funds.

Gov. Hugh L. Carey is firing state employees left and right. Thirty-three grand, plus the salaries for the other staffers and office rent plus miscellaneous charges would life insurance is just about gone to get payments?

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Syracuse Region V Leadership Training Session

Dale Dusharm and Jim Moore list the plusses of CSEA representation put forth by their group at the leadership training conference. The group next decided what means the most.

Loretta Rodwell, Canton ATC State University chapter president, makes a point with Richard Cheary, Region V president.

Mary Lauzon, of Potsdam SUNY chapter president, has caught the attention of her group in this session.

Here enjoying lunch at the conference are, from left, Mary Battista, Broome County chapter president; Harold Stupp, Cayuga County canals steward; Anne Maywalt, Broome County Educational chapter secretary; Jennie Pomesato, Broome County chapter treasurer, and Carlo Guardi, Broome County Educational chapter president.

Sitting in a circle, awaiting the small group discussions here are Claire McGrath, Syracuse chapter educational representative; Helen Hambon, corresponding secretary of Region V; Mary Clary, SUNY of Oswego chapter secretary, and Richard Ortego, president of the City of Watertown unit of Jefferson chapter.

Mark Fitzgibbones explains what's up for the afternoon session of a roomful of Central New York CSEA leaders.

Glancing at the program for the day are Vic Procopio of Syracuse Developmental Center; Audrey Snyder of Hutchings Psychiatric Center; Helen Calahan, treasurer of Region V, and James Cawley, of the Syracuse chapter.
CSEA Law Suits To Be Pursued

ALBANY — The CSEA Law Suits, which are being handled by the New York State Bar Foundation, have been filed against the State Education Department and the State Department of Health.

The suits are being handled by the CSEA's Legal Department and are seeking to prevent the State Education Department from implementing a new policy that would affect the rights of CSEA members.

CSEA President Theodore C. Wendl, in a statement, said, "We are determined to protect the rights of our members and will continue to fight against any actions that would diminish their rights."
LAYOFF CONFERENCES — Deep concern was apparent in conferences held to discuss the layoffs of more than 100 City of Yonkers school crossing guards. Children have been crossing streets near their schools without the protection of the guards since the first of the year. The layoffs are part of the city’s fiscal restructure. Top photo shows CSEA field representative Joe O’Connor in conference with Detects Nysby, president of the Civil Service Employee Association, Yonkers School Crossing Guard unit. The lower photo shows another conference between CSEAers Priscilla Royman, Mike Moravsky and Kathleen McDonnell.
A proposal to limit the powers of all state agencies to create rules and regulations without legislative approval has been introduced by State Senator Joseph R. Piskat (R-Westchester).

The bill, which would amend the Executive Law, provides that no rule or regulation promulgated by any state agency will take effect until it has been approved by a majority vote of both houses of the legislature. Exceptions would be made in cases of rules which are needed in order to implement a court decision, and to maintain uniformity of regulations.

The standards would apply to all local rules, polls, and projects and are intended to provide standards for local correctional facilities concerning visits, correspondence, religious practice, literature, and access to news media.

The newly reconstituted State Commission of Correction has proposed a widening of the minimum standards for local correctional facilities concerning visits, correspondence, religious practice, literature, and access to news media.

The standards would apply to local jails, police, and penitentiaries. The proposed standards would permit expanded visiting rights in general, and not be limited to court decisions, and to maintain uniformity of regulations.

The proposal was submitted to Gov. Hugh L. Carey by Speaker Stanley Steingut and Senate Majority Leader Warren Anderson as required by law. The standards, after examination and possible revision, will take effect May 1

**Federal Job Calendar**

**Agriculture**

**Business**

**Engineering And Scientific**

**General**

**Medical**

**Military**

**Social And Education**

**Stenography And Typing**

**Federal Job Calendar**

Detailed announcements and applications may be obtained by visiting the federal job information center of the U.S. Civil Service Commission. 2171 Cadyman Plaza, Easton Plaza, 271 Cadman Plaza East, 271 Cadman Plaza East, 271 Cadman Plaza East, 271 Cadman Plaza East, 271 Cadman Plaza East, 271 Cadman Plaza East, 271 Cadman Plaza East.

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

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**Computer Operator and Computer Technician**

**Engineering And Scientific**

**General**

**Medical**

**Military**

**Social And Education**

**Stenography And Typing**

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**Stenography And Typing**
COMMISSIONER CITED — Ersu Ponton, member of the New York State Civil Service Commission, holds a special citation to outstanding leadership as chairman of the Mayor's Advisory Council on Intergovernmental Personnel Policy. She is in the former chair of the state commission. At left is CSC Chairman Robert E. Hampton who presented the award. At right is CSC Commissioner Ludwig J. Androski.

REAL ESTATE VALUES

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All real estate advertised in this newspaper is subject to the Federal Fair Housing Act and the New York City Equal Housing Opportunity Law, or discrimination based on race, color, religion, sex, or national origin.

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SPRING VALLEY—Typists, stenographers and transcribers. Specialists are continuously being recruited by the Rockland County Personnel Office for positions in county offices.

Applicants should contact the New York State Employment Service Office, 20 Commerce St., Spring Valley, N.Y.

LEGAL NOTICE

MID-FLINES ASSOCIATES, 60 Park Ave., NYC. Subscribers and members of the Office of Limited Partnership and in New York County Clerk's Office December 1, 1974. Notice to Interested Parties: William T. Burtler, 99 Park Ave., NYC, has been appointed Liquidator for the above named Liquidation. All creditors are requested to file their claims with the Liquidator within 30 days. William T. Burtler, 99 Park Ave., NYC.

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Dietitian $10,714

Supervising Dietitian $12,760

Electroencephalograph Technician $7,616

Food Service Worker $8,857

Hearing Reporter $11,337

Histology Technician $8,051

Industrial Foreman $10,714

Laboratory Technician $8,051

Librarian $10,118

Licensed Practical Nurse $8,051

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Motor Equipment Repairmen (States except Albany) $7,242

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Nurse $11,337

Nurse II (Psychiatry) $11,337

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Practical Actuary (Casualty) $8,079

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Radiology Technician (T.B. Service) $8,797

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Senior Sanitary Engineer $17,429

Senior Sanitary Engineer $17,429

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Stationary Engineer $15,482

Steam Fireman $7,616

Stenographer-Typist $8,051

Varnish Operator $6,811

Addition to Information on required qualification and application forms may be obtained by mail or in person at the State Department of Civil Service: State Office Building Campus, Albany 2226. Applicants can file in person only at Two World Trade Center, New York (10047) or Suite 750, 1 West Genesee Street, Buffalo, New York 14202.
Wenzl Elated By Reaction On Waste Investigation

(Continued from Page 1) Blond and Region IV president Richard Carew of Rochester, with Region VI supervisor Lee Frank, and Buffalo, with Region VI president Robert J. Dailey, went to the press conferences, Mr. Roth reported to the CSEA Board of Directors via a letter addressed to Dr. Wenzl.

Contents of the letter are:

Bread Base Of Support

"I am very happy that our efforts to eliminate waste in government and no-show jobs has gotten off to such a fine start. I am sure that our continued hard work will produce the desired effect of saving millions of dollars for the state, providing the merit wages for state employees and defeat the corruption of no-show jobs."

"However, I would like to suggest at this time that you contact as many public officials and private citizens as possible to join our battle. It is important to have broad base support if we intend to propose and pass remedial legislation in this fight."

"Please don't hesitate to call on any other federal, state, county or city officials that can be helpful to our cause."

"I am delighted that you came to me first in this matter, but I have no pride of authorship and the more people that join this battle the better. Of course, my staff and myself will continue to give this cause the highest priority to ensure that the work we do and that we achieve the success we are looking for."

CSEA Is Set To Deal With Wenzl

(Continued from Page 1) executive assistant director for the State Division.

Dr. Wenzl admonished Mr. Welford: "As you know, time is short. We hope that representatives of the state will be ready to participate with us in this endeavor on Feb 3 and for a continuing term of time so that agreement can be reached on a contract."

The union, which represents over 147,000 state employees has already begun planning regular ongoing negotiation sessions for the Operational, Institutional and Administrative Services Units.

McGowan Rips Carey Links

(Continued from Page 1) hands ever since he became a candidate for Governor," Mr. McGowan asserted. "An AFL-CIO union, where state workers would be nothing more than a company union, and there would be no relationship between the Governor and the Legislature on behalf of the workers themselves."

"A Corrupt Relationship"

Mr. McGowan also charged that the Governor's announcement of layoffs of several thousand state workers immediately prior to the union representation election between CSEA and PEF "was influenced, at least in part, by the close relationship between Carey and the AFL-CIO. We see it as a political payoff to PEF in an attempt to influence their votes in favor of the forthcoming election."

A mail ballot representation election is presently being conducted between CSEA and PEF for representation rights to the 40,000-member Professional, Scientific and Technical Bargaining Unit of state workers, one of four bargaining units of state employees represented by CSEA. Ballots for the election, being conducted by the State Public Employment Relations Board, were mailed to the PEF-Bargaining Unit employees, and will be counted by PERB on Feb 2.

"PEF has remained silent on every major issue in this election because it is afraid to attack the Governor and the Legislature on the key areas of concern to state workers," Mr. McGowan said. "CSEA fought Carey, the most anti-public employees Governor this state has ever had, and stood him on such important issues as preventing the raid of public employee pension funds, halting the granting of illegal unions to favored legislators, and we've joined forces with Assemblyman Andrew Stein (D-L. Manhattan) to investigate waste, inefficiencies and fail in state government. PEF has stood mute on all of these matters."

Noting that the Governor had taken off on an extended vacation after ordering the layoff of thousands of employees, Mr. McGowan blasted Governor Carey for "basking in the Bahamas sunshine while thousands of state employees are prepping to line up in the unemployment lines."

CSEA this week will file a suit in State Supreme Court contending it is illegal for the state to lay off permanent and competitive civil service employees while retaining provisional and temporary workers. Governor Carey and the State Department of Civil Service will be named as defendants in the lawsuit."

Rensselaer Contract Talks Break Off

TROY—"If we didn't get out of there, we would have wound up owing the county money," said Joseph Lazarony, president of the Rensselaer County unit, Civil Service Employees Assn., after that tentative agreement for the break-up of contract talks between unit and county negotiators this month. The Public Employment Relations Board is now expected to name a fact-finder in this dispute.

"It was a nightmare, an absolute nightmare," said Mr. Lazarony in describing the contract talks. He said that County Executive William J. Murphy, at the most recent bargaining session, proposed that the PS&T Unit members, the Rensselaer County unit, Civil Service Employees Assn., give up the right to a run-off election between the unit and county negotiations this month. The Public Employment Relations Board is now expected to name a fact-finder in this dispute.

Mr. Lazarony noted that the county executive said the money would also be used to pay the county's share of Social Security increases resulting from any wage hikes, 1976 increment payments, health insurance increases and longevity benefits. Observing that the increment payments were supposed to be previously guaranteed, Mr. Lazarony said Mr. Murphy "told us that what is left of the $729,654 would have to be divided among 1,600 workers."

Mr. Murphy said that the unit is "ignoring reality" and that the county has only "a limited amount of money with which to work."

Any additional salary hikes, he added, would force the county to either borrow money or lay off workers. Both alternatives are unacceptable, he said.

CSEA 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: CSEA Service Center, 1 Warren St., New York, N.Y. 10007 Attn.: CSEA Calendar.

JANUARY

27—Tulsa chapter meeting: 6 p.m., 185 Ball Exchange St., Albany.
28—Nassau County Retirees chapter meeting: 12 p.m., American Legion Post 11, Freeport.
29—Orange County chapter directors meeting: 7:30 p.m., Elks Hall, New York, N.Y.
31—Chenango County unit dinner-dance: Elders Heights Legion Home.

FEBRUARY

2—Counting of ballots in CSEA-PEF PS&T Unit runoff representation election.
5—Rochester chapter meeting: 8 p.m., 40 & 8 Club, 933 University Ave., Rochester.
18—Buffalo chapter dinner meeting: 6 p.m., Statler Hilton, Buffalo.

MARCH

1—West Seneca DC chapter general meeting: 8 p.m., Veterans of Foreign Wars Post, 299 Leafyreek Road, West Seneca.

PST Debate

(Continued from Page 3) And, after the runoff election, its so-called staff will dissolve back into New York State United Teachers to reappear later in another disguise."

Throughout the two-hour session, questions and remarks from the audience were interrupted between the prepared questions and responses from the speakers' table. Dr. Markowitz closed the debate following closing statements by Mr. Burch and Mr. Lamberti. The debate is believed to be a first for this area involving two unions involved in an election. PEF is an amalgamation of several AFL-CIO unions, including NYBUT, and a Teamster local.

CSEA is the present representative of the PS&T Unit. Ballots are in the mail to Unit members in a runoff election between the two unions and are due to be mailed by the Public Employment Relations Board Feb. 2.
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CSEA went to court to stop illegal “lulus” for legislators. And won. Once again, the opposition was silent.

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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.

9. SOLID STRUCTURE

VOTE CSEA IN THIS ELECTION