Why CSEA Board Declined Affiliation Bid

(Editor's Note: To clarify the current situation in which the American Federation of State, County and Municipal Employees seeks to affiliate with the Civil Service Employees Assn. of Syracuse. Theodore C. Wensl and Joseph Lawrence, a Syracuse area news media as they announce plans for heart in Syracuse of CSEA/Stein Joint协商 of Theodore C. Wensl and Assemblyman Andrew Stein (D-L, Manhattan) face representation of State, County and Municipal Employees. The CSEA president Theodore C. Wensl and Assemblyman Andrew Stein (D-L, Manhattan) face representatives of Syracuse-area news media as they announce plans for hearing in Syracuse of CSEA/Stein Joint Committee to Investigate Waste and Inefficiency in Government.

Get Public Angry, Says Stein

SYRACUSE—Citing the value of the eyes and ears of Civil Service Employees Assn. members, Assemblyman Andrew Stein (D-L, Manhattan) took advantage of a recent CSEA Syracuse Region V conference of waste in government.

Mr. Stein, speaking at a press conference at the Hotel Syracuse prior to a luncheon banquet, attacked the examples set by some legislators and attacked Senate Majority Leader Warren Anderson (R-Binghamton) and Assembly Speaker Stanley Steinquist (D-Brooklyn) for fighting to retain "theu" that already have been ruled unconstitutional by the courts.

"Speaker Anderson's 'arrogance' in fighting to keep the "jilts, or paybacks in lieu of expenses, is hard to believe," Mr. Stein said.

Theodore C. Wensl, CSEA president, vowed that CSEA would relentlessly pursue the battle against waste "In order to insure that taxpayers' dollars provide for better and more efficient government." Dr. Wensl added that leadership "Should show us what austerity is."

Mr. Stein said, "We've got to lower the boundaries of the last step after an impasse has been reached.

In this procedure, the arbitrator would have to choose between either the union's last offer or that of the state."

Mr. Ryan urged CSEA members to Get Public Angry, Says Stein.

A 'Last Binding Arbitration' Bill in State Hopper

ALBANY—A bill that would provide "last binding arbitration" on contracts between the state and unions representing state workers has been introduced in the Senate.

The measure, S-8200, was referred to the Senate Civil Service and Pension Committee, according to Bernard J. Ryan, state program administrator for the Civil Service Employees Assn.

If passed, the measure would change procedures for dealing with stalled contract negotiations.

Presently, after an impasse has been declared in negotiations and the mediation and fact-finding steps have run their course, the last resort for the union is to have a "legislative hearing" at which the legislature decides what raises and benefits union members are to have.

This was the case last year, when the legislature voted no raise for 150,000 state workers represented by CSEA, even though a fact-finding team found that 6 percent was equitable and the Legislature gave the workers a one-shot, taxable $250 "bonus."

Since then, CSEA has been lobbying for passage of a "last-offer-binding arbitration" bill, which would substitute a binding arbitration procedure for the hearing as the last step after an impasse has been reached.

In this procedure, the arbitrator would have to choose between either the union's last offer or that of the state.

Mr. Ryan urged CSEA members to Get Public Angry, Says Stein. Let's repeat this!

Bendet Urges Suit To Halt Bond Buys With Pension Funds

MANHATTAN—The president of New York City Region II, Civil Service Employees Assn., said last week the union should bring legal action to prevent Comptroller Levitt from spending any more employee pension funds for moral obligations bonds.

"The gentry of the suit," said Solomon Bendet in a letter to CSEA attorney James Roemer Jr., "should be that retirement funds should not be used to bail out bad investments by the banks, thereby replacing good investments in the Retirement System now holds with a very doubtful investment. Such action by the Comptroller Levitt would be an encroachment on the pension fund."

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L.L. Region Officers Urge Employee Voice In Use Of Pensions

(Special to The Leader)

HEMPSTEAD—Two ranking officers of Long Island Region I, Civil Service Employees Assn., testified before a State Assembly Task Force here to urge employee participation in pension management to help retain state worker confidence in the state's retirement system.

Nicholas Abbatiello, Region II president, urged the creation of a state board with public employee representation to oversee retirement investments. He also voiced CSEA opposition to a state attempt to use pension monies to purchase moral obligation bonds and other unsecured loans.

The Assembly Task Force on the Security of Public Pension Funds heard Mr. Abbatiello, testifying in behalf of Irving Flammuharn, president of the Region, declare "the use of pension money for buying moral obligation bonds of different municipalities does not give the retiree the constitutional guarantee that money from the pension fund will be available when he is ready to retire."

Mr. Abbatiello also restated a CSEA position that a board of trustees should be established for the management of retirement funds.

"This board would include public employees who are members of the retirement system. It is their money and they should have some say as to how the money is used," he said.

James Corbin, president of the CSEA Suffolk County chapter, testified about creation of confidence in the state pension system among public employees.

"When I became a public employee, 19 years ago, everyone was envious of the retirement plan and the security that civil service jobs offered. Despite low wage scale. Security and the retirement plan were the drawing cards to public employment. That is not the case any longer. My members' pensions is one of my most pressing concerns," Mr. Corbin said.

Under study by the Assembly committee is Assembly Bill 801A, which would require employees who joined or retained a public retirement system after July 1, 1973, to contribute 8 percent of gross annual salary toward the cost of membership to the system. Also under consideration is Assembly Bill 815, which would require prospective members of the state retirement system to contribute in the same manner.

Joseph G. Metz, executive director of the Permanent Commission on Public Employee Pension and Retirement Systems, appointed by Gov. Hugh L. Carey, testified at the hearings that the pension commission will submit a major report on pension benefits to the Governor and the Legislature during the first week in March. It will recommend a new uniform public employee pension plan to cover all employees in all counties, cities, towns, villages, and school districts in the state.

According to Dr. Metz, the new retirement plan will "result in savings to every unit of government in the state." Observers say that the Metz Report will recommend drastically cutting back pension benefits for those employees who joined after 1973.

In earlier hearings in Albany, CSEA's state programs administrator Bernard J. Ryan appeared to spell out the union's "unsurmountable opposition" to the indiscriminate investment of pension funds.

Citing Municipal Assistance Corporation bonds, Mr. Ryan declared that such investments "in areas that cannot reasonably be considered sound is to deprive employees of the confidence that they have had in their retirement plan."

In January, testifying before the State Senate Finance Committee, Solomon Bendel, New York City Region II president, hammered away at the use of pension monies to purchase moral obligation bonds.

"If those moral obligation bonds are good now, why do we (Continued on Page 15)
LAZARONY: We found no solid support at all for affiliation. In those instances, I think that the more knowledgeable people were about it, the less likely they were to favor affiliation.

LEADER: Dr. Wenil, have you heard from any rank and file AFSCME members about the possibility of affiliation? What would they have to gain by affiliation?

WENIL: I've met with Jerry Wurf, the AFL-CIO President, and he says that the more knowledgeable people are about it, the less likely they want to affiliate with. Of course, this would make a lot of sense to take $6.6 million a year and start a new kind of spoils system, but it would be a 60 percent increase.

LAZARONY: Well, you've heard thousands of dollars behind in payments of dues to the department. That makes it clearer than a razor.

LEADER: What's the major reason, CSEA members, and I wouldn't expect to hear from any AFSCME members, who haven't heard from any AFSCME members, and I wouldn't expect to hear from any AFSCME members, whether they affiliate or not. On the question of what they would do with the AFSCME offer of affiliation, if the mereger with CSEA would give AFSCME a tremendous shot in the arm. In this state alone, it would be $6.6 million a year. So lavishly—not that they could spend $6.6 million a year. But in that four years, if we had been affiliated with AFSCME, there's going to be a $25 million in increased dues alone—so we saved ourselves $25 million plus four years' worth, by not affiliating with AFSCME. And that's a real tragedy.

LEADER: You don't vote to affiliate with them at the state level?

LAZARONY: That's another case, where you can think of anything. Over the last four years, we've spent about $2.5 million in fighting off challenges by outside unions. We've spent about $2.5 million in fighting off challenges by outside unions. How could affiliating with them stop the recent election. Meanwhile, CSEA, the more knowledgeable people were about it, the less likely they were to favor affiliation. Meanwhile, I think that the more knowledgeable people were about it, the less likely they were to favor affiliation. Meanwhile, I think that the more knowledgeable people were about it, the less likely they were to favor affiliation.

LAZARONY: We're talking about all the more knowledgeable people are about it, the less likely they were to favor affiliation. Meanwhile, I think that the more knowledgeable people were about it, the less likely they were to favor affiliation. Meanwhile, I think that the more knowledgeable people were about it, the less likely they were to favor affiliation. Meanwhile, I think that the more knowledgeable people were about it, the less likely they were to favor affiliation. Meanwhile, I think that the more knowledgeable people were about it, the less likely they were to favor affiliation. Meanwhile, I think that the more knowledgeable people were about it, the less likely they were to favor affiliation. Meanwhile, I think that the more knowledgeable people were about it, the less likely they were to favor affiliation. Meanwhile, I think that the more knowledgeable people were about it, the less likely they were to favor affiliation. Meanwhile, I think that the more knowledgeable people were about it, the less likely they were to favor affiliation. Meanwhile, I think that the more knowledgeable people were about it, the less likely they were to favor affiliation. Meanwhile, I think that the more knowledgeable people were about it, the less likely they were to favor affiliation. Meanwhile, I think that the more knowledgeable people were about it, the less likely they were to favor affiliation.
ALBANY—The State Civil Service Department is recruiting senior clerk surrogates, engineering technicians, cytotechnologists, unemployment insurance tax auditors, funeral directing investigators, senior sanitarians and bank examiners for posts in state agencies. Starting salaries range between $7,204 and $13,604 a year.

Exams for laborers may be obtained at the Civil Service Department by March 22. Applicants must have a high school diploma, two years' experience in construction work requiring public contact, and a valid state driver's license. Exams are scheduled for March 22 at 9:30 a.m. in New York City and Rochester.

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; 2100 Vermont Avenue, NW, Washington, DC; 888 Third Avenue, New York, N.Y.; State Office Building, Albany, N.Y.; or 750 1st West Genesee, Buffalo, N.Y. Applications are available at the nearest federal agency throughout the country.

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**LETTERS TO THE EDITOR**

**Smaller Checks**

(Writer's Note: The following letter was sent to Donald Welles, chief of the New York State Office of Employee Relations, and a copy provided to The Leader.)

Just like most other state employees, I received my pay check yesterday, Feb. 8, 1976. With New York City residence find our checks a little smaller than the last one due to an increase in the New York City tax. My own check was $1.92 less which totals up to $668.40 for the year. I know this is not as big an amount to have taken out of a pay check but when you consider all the things that are being increased which have been imposed and proposed, you must admit that this is the straw that broke the back. In case you haven't already heard, Mr. Beame, our Mayor, has already prepared us for an increase in transportation fares and real estate taxes. The last but not least, is the President Ford veto of this bill is not going to help the situation as we know it. Because of the magnitude of the problem, New York City will probably feel more than any other city in the country.

Julius Wachs, student, court reporter: I don't think the economy is getting better. It's just barely stabilizing and needs a push to revitalize itself. A federal bill would put a lot of people to work and it definitely would have helped put back people that were laid off, especially in this city. New York is probably in worse shape than any other city in the country and needs the most help right now. With all the layoffs, the bill would definitely help to lower the unemployment rate.

Eileen McLoughlin, student, court reporter: I think the country is definitely getting better. There are more job openings around now. It seems like everyone who is out of work is getting a little bit lower. I have faith in the government and I think things will get much better this year. New York City could certainly use the bill to help stimulate the Fire Department and many other vital services, but I don't know if the city is going to pass it up to be. I think every city in the country will suffer. So many people are on unemployment.

**Zero Accidents**

Ladder Company 164 in Queens has won a safe driving award from the Fire Department for achieving an accident-free record from Sept. 17, 1973 to Jan. 4, 1976. During that period the company traveled over 200,000 miles.

**SENIOR CONSULTANT**

**ALBANY — A center hospital administration consultant eligible list, resulting from open-competitive examination, was established Feb. 9 by the State Civil Service Commission. The list has five names:**

- Veterans Administration Information Service
- Social Security Administration
- U.S. Postal Service
- U.S. Department of Agriculture
- U.S. Department of Commerce

**EXTENDED GOVERNOR**

The extended Governor think that the state employees are grossly overpaid that we should abandon those burdens gracefully and should also give up some of our wine and roses as they have been referred to. Why haven't you and Mr. Carey shown your loyalty and agreed to do service for the Empire State at your 1974 salary? I have, and I have almost had to steal in order to live. We all work as hard as you do, some of you politicians who have other means of income. We only want to help you if you're going to help us. It's a fair day's pay for a day's work. We cannot make 1976 payments on 1974 salaries. It just can't be done.
Time For Reason

FOLLOWING the capricious announcement last month by Donald Wollet, director of the State Office of Employee Relations, that the Civil Service Employees Assn. was asking salary and benefits that would amount to a 35 percent increase, a number of editorials were written chastising the union.

Besides the fact that Mr. Wollet’s statement violated the traditional “gentlemen’s agreement” against unilateral pronouncements by either side during the course of negotiations, there is a more fundamental defense of the CSEA demands.

We wonder why editorial writers are not just as indignant about the state’s minus negotiating proposals as they are about the union’s demands.

It must be remembered that employees are still living with the same salary that went into effect on April 1, 1974. Now, as everyone knows, inflation and taxes have cut drastically into the purchasing power of that 1974 salary. In terms of dollars, state employees are making less today than they did two years ago.

Nevertheless, the state is repeating its stance of last year when it refused to grant even a token cost-of-living increase. Moreover, the state negotiations are based on finding ways for state employees to pay for the increases that the union has won for members over a period of many years in place of monetary raises.

It is, of course, traditional in any negotiations that both sides start with rather outrageous proposals and then compromise to a position that both sides can live with.

Considering the degree of erosion that undermined the salaries of state employees, we do not find 35 percent to be all that outrageous.

Yet, obviously, the union will eventually agree to something less than what it does not want to do the state into a position where it will be off workers in order to pay the increases to the surviving employees.

But, if CSEA is expected to be reasonable, so, too, must the state be willing to negotiate in good faith.

It is an axiom among teachers that you establish discipline on the first day. Otherwise, the pupil acquires a new code during the first few weeks of a school term, and then you can relax control during the rest of the year since authority has been established.

In a similar manner, the Carey Administration might be forgiven its tough stand during its first months in office, but now, after a year of assuming, it is time for the governor and his aides to learn that the time has come for dealing with the state’s employees in human terms.
Senator Edward Kennedy to be an emotional issue outweighing the only true heir. This would this week will prove Interesting theory of moderation. After all, the state has been wracked by the Electoral votes to McGovern bussing controversy, which has was the only state to give Its It was Massachusetts In 1972 that any other northern metropolis.

Alabama Gov. George Wallace (Conlinned from Page 6)
CSEA Expansion Committee Reports To South Region III

(From Leader Correspondent)

NEWBURGH—A picture of what the Civil Service Employees Assn. and its members might have to gain or lose by affiliating with another union was presented to Southern Region III by three members of the CSEA expansion committee, at a Region board meeting here.

While CSEA might gain some benefits through national affiliation, and get some relief from challenges from some rival unions, it would have to pay about $6.75 million annually for that privilege. As additional, CSEA could wind up losing its identity and experience built up during the 75 years the union has been in existence, the speakers said.

The case for and against affiliation was outlined by Victor Pesci, chairman, and Victor Costa and Joseph Lazarony, members of the expansion committee. The committee members have been traveling around the state speaking at CSEA meetings. This was the first time all three members were able to attend a Region board meeting together, Mr. Pesci said.

Recently, the committee was dissolved by the union's Board of Directors which noted that it has completed its work in exploring affiliation possibilities and that no affiliation is planned at this time. The committee was subsequently reorganized and given a mission of advising CSEA in possible representation challenges.

Southern Region III treasurer Patricia Comerford checks figures as CSEA field representative John Deyo, left, and Terri Bush and Powell vice-president Richard K. Merkel are available to answer questions.

"I'll tell you what's wrong. It's like a trial marriage between a man and woman for two years. If the couple stay together, fine, but suppose they break up? Then each of them is going to have a very hard time getting back into circulation again..."

VICTOR PESCI

"We are going to have to pay $6.75 million and we get absolutely nothing back for that."

JOSEPH LAZARONY

Raymond Cassidy, newly re-elect ed president of Westchester local 865, speaks out forcefully during debate.
Robert Thompson, left, president of Harlem Valley Psychiatric Center Developmental Center chapter 409, discusses Mental Hygiene problems with Wassaic De-

(Related to Page 8)

comitees, the board members heard a plea from Ella Adams, president of the Dutchess County chapter who asked all Region members to contribute 25 cents each to help pay off a $52,000 debt the chapter incurred during a successful strike it conducted last summer. The board unanimously approved a resolution endorsing the contribution. Region president James J. Lennon an-
nounced that members throughout the state be asked to make similar contributions.

Mr. Pesci said if affiliation was viable, the easiest way would be for CSEA to get a charter from the AFL-CIO and receive status as a member union in that national group. This does not seem likely to happen, however, as the AFL-CIO has a clause in its constitution that a new union cannot be accepted if there is a present member union covering the same group of workers. The AFL-CIO has a member union, the American Federation of State, County and Municipal Employees. AFSCME has been trying to link up with CSEA for a long time. Several representatives of AFSCME were present during this meeting.

AFSCME has proposed a two-year trial "marriage." CSEA members would, for that period, be excused from paying the $2.40 per month required for AFL-CIO national dues.

"What's wrong with a trial marriage with AFSCME?" a member asked Mr. Pesci.

"It's like a trial marriage between a man and woman for two years. If the couple stays together, fine. Then each of them is going to have a very hard time getting back into circulation again and finding new mates."

"It's the same with CSEA. It's going to be very tough after two years to go out into the cold cruel world of Independent unionism again. If we do stay with AFSCME, chances are, according to past performance, that one or the other union eventually fades out of the picture."

A plus for affiliation would be that CSEA could save money, time and effort fighting challenges from AFSCME. Mr. Pesci pointed out.

Mr. Lazarony said CSEA might save money on challenges, but members are going to have to spend a total of $6.75 million annually to belong to the AFL-CIO when the two-year trial period is over.

"We are going to have to pay $6.75 million and we get absolutely nothing back for that," he said.

Other questions included whether AFSCME has more political "clout" in Albany than CSEA. Mr. Pesci said he thought not as they too have troubles with the Carey Administration.

Mr. Pesci said the question of affiliation right now has been put in abeyance but it could be brought up by a delegate or delegates at the State CSEA Convention at the Concord Hotel on March 14.

"Whatever happens, any decision in this question will be made by all of the members of CSEA," Mr. Pesci said.

Paul Levine, left, of Woodbourne Narcotics Rehabilitation Center chapter 166, seeks information from regional research analyst Frank Martorana.

Question Posed To Chapter Delegates:

Would Affiliation Be Worth The Cost?

(Continued from Page 8)

Rita Comeau, of Eastern Correctional Facility chapter 159, has her say during discussion.

Letchworth Village Developmental Center chapter 412 delegation included, from left, Manny Ramires and John Clark, while Helen Hayes Hospital chapter 267 was represented by Ben Ree. Behind them is retiree Clarence Lakey. Mr. Clark is also a CSEA director (Mental Hygiene, Southern Region).

Barton Bloom, regional attorney for Sullivan and Orange Counties, offers advice to Orange chapter 836 president Carol Dubovick prior to start of regional business meeting.

Judy Morrison, secretary in the Southern Region III headquarters at Fishkill, confers here with CSEA field representative Joseph O'Connor.

Eastern Correctional Facility chapter 159's George Schreiber participates in debate on critical issues.
MANHATTAN — The following is a simulated radio broadcast by the New York State Department of Labor's Manpower Program. The jobs noted, however, are real ones.

ANNOUNCER: Are you looking for work? If so, you want to check these openings listed with the New York State Employment Service offices. Make a note of the number to call if a job interests you. If the position is in New York City call (212) 488-7330. For jobs outside of New York City in nearby New York communities call the nearest Brooklyn and Westchester telephone directories. Look under New York State Department of Labor—Job Bank.

If you find that today's openings aren't suitable for you keep in mind that there are many other kinds of work available at our New York State Employment Service offices. And remember, there is never a fee to you or to the employer with whom you make a job with us. Now the listings.

1. Today's first opening is for a GOLDFLEAF STAMPSTER with a Manhattan bindery. Work on albums. Applicant must be experienced on Kipling-Cribb or Keesling equipment. There's a 30-day trial period after which applicant will be expected to join union.

2. A psychiatric hospital in Manhattan is recruiting for an ORIENTATION THERAPIST. Must be registered. Employer prefers experienced person but will accept recent college grad who can assume responsibility for program and supervise staff. Salary $11,500 a year.

3. In Queens, a firm making surgical instruments wants a person to work for two people in its materials management department. Job involves extensive phone work. Applicant must have good skills and be able to pass a typing test. The position pays $700 a month and also offers good fringe benefits. A driver's license is also required. The job is in Brooklyn and pays $700 a month, depending on experience.

4. A FENCE ERECTOR with two-years' experience is needed today to install chain link, iron and wooden fences. Must be able to use hand and power tools; do some are welding. A driver's license is also required. The job is in Brooklyn and pays $700 a month, depending on experience.

5. A Manhattan firm is looking for an ENGINE LATHE SET-UP OPERATOR who can work to close tolerances and read blueprints. Must have own tools. Two to five years of experience is required. The salary is $175 a week, but is negotiable upward. A driver's license is also required. In the appraiser line, a HAND UNDERPRINTER is needed to do proofing around armholes. The job is in Brooklyn and pays about $125 a week, depending on the job-seeker's experience.

6. Taking a look at the Long Island job scene, an employer there is calling for a FENCE ERECTOR, NEAR QUALIFIER, who has at least a year of experience, preferably in furl oil. Must be familiar with Naucal and Queens. The pay is $800 a week, with periodic raises and good company benefits.

7. Also on Long Island, a CABINETMAKER with at least five years experience is being sought to work on kitchen cabinets. Will use machines; do assembly. The job pays $85 an hour and up, depending on experience.

8. Back in the City, a direct mail house in Manhattan wants to hire a DATA TYPIST who is experienced on an IBM memory typewriter. Will also do general office work. The salary is $200 a week.

9. Also in Manhattan, a GILDER is needed to work on metal picture frames. The offered wage is about $160 a week, could go somewhat higher or lower, depending on applicant's experience.

10. A MOTEL MANAGER with two-years' experience is in demand in the Bronx. Will supervise personnel, make deposits, purchase supplies. The position pays $250 a week.

11. A Brooklyn department store is seeking a SALESPERSON for its men's department. Must have experience in top quality specialty store. Be familiar with styles, fabrics and design. Excellent commission on sales is expected. There's also a commission arrangement and a 25 percent employee discount on purchases. The position carries with it a salary of $2,350 a month.

12. Engineers seem to be popular people in Westchester. A CHEMICAL ENGINEER is also on the wanted list there today. Will supervise process development engineers, prepare programs and budgets. Five years of job experience is required as well as advanced degree in chemical engineering. The position carries with it a salary of $2,350 a month.

ANNOUNCER: The phone number again for New York City jobs is (212) 488-7330. For the jobs we've noted outside the City, check the Nassau and Westchester telephone directories. Look for the Job Bank listing under New York State Department of Labor.

Set Rockland Aide, Clerical Promotions

NEW CITY — Applications are being accepted until March 10 for promotional examinations for clerk-typist and medical aid post.

The senior clerk-typist/senior typist is open to employees of the county's Health and Hospital Department, Sheriff's Department and Nanack School District. Rockland County Health Department employees may apply for the health aide post. Applications and information may be obtained from the Rockland County Personnel Office, County Office Building, New City, N.Y. 10956.

Law Library Clerk Positions Opening

MANHATTAN—The Office of Court Administration, on behalf of the Administrative Board of the Judicial Conference, is accepting applications until Mar. 5 for senior law library clerk posts in Rensselaer and Oneida Counties. Written tests will be held on April 16.

The Rensselaer post has a starting salary of $7,485 a year and the Oneida position pays $5,080 to $8,196 a year. Applicants for both posts must be high school graduates with three years' experience in a library clerical position.

Applications may be obtained from the Examination Unit, Judicial Conference, Room 1200, 270 Broadway, New York, N.Y. 10007.

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"THE BROADWAY MUSICAL AT ITS BEST."

They'll Drive Soon
Six New York City firefighters are learning to become marine company chauffeurs at the Fire Department's Division of Training on Roosevelt Island. Training classes will run through Mar. 8.

Attending classes are Charles Willers Jr., Engine 5; Anthony Oriolo, Engine 88; Peter Calicicione, Engine 203; Donald Hinton, Engine 241; Thomas Strauch, Engine 261; and James O'Boyle Jr., Engine 309.

Seek Lab Techs

RBQ—The Rensselaer County Civil Service Commission is accepting applications until Mar. 10 for open-competitive positions of laboratory technician. Starting salary for the post ranges from $6,881 to $7,139 a year.

All candidates for the posts must be residents of Rensselaer County for at least four months. A written test is scheduled for Apr. 10. Applicants and complete information may be obtained from the Rensselaer County Civil Service Commission, Third Floor, Court House, Troy, N.Y.

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CIVIL SERVICE LEADER. Tuesday, March 2, 1976
Suggestions Stem From Study For Improving Fire Protection

ALBANY—Following an analysis of a statewide study to formulate a program enabling fire officials to provide improved protection, Secretary of State Mario M. Cuomo will make several recommendations in areas of priority submitted to his office.

The survey was conducted by the Division of Fire Prevention and Control in the Department of State.

Composite ratings of priorities of proposed fire and municipal officials reflected five areas of concern. Mr. Cuomo listed these as apparatus and equipment; fire training and education; investment of fires; planning for fire protection, and emergency medical and rescue.

Mr. Cuomo said he would recommend dissemination of standards and specifications for apparatus and equipment. He noted that the New York State Office for General Services has standards specifications, and all municipalities in the state are eligible to purchase under state contracts awarded by OGS. While.

many departments utilize these contracts for the purchase of firefighting equipment, very few municipalities have taken advantage of this service for the purchase of apparatus.

Programs at the state level for public fire protection education are virtually non-existent, Mr. Cuomo said. "While comments regarding the programs at the Fire Academy at Montour Falls were essentially requests for expansion, our response can only be in terms of additional resources and these we have requested in our proposed budget for 1976-77. Meanwhile, the portion of our field training courses is already underway."...

Mr. Cuomo said that a major statewide media campaign recommending the purchase of early warning detection equipment in private homes and residences.

In the area of fire investigation, Mr. Cuomo said his office is recommending a three-phase program to combat the increasing incidence of arson. The first phase would be a broad scope training program for local fire and police officials. The second phase would establish several teams of investigators who would provide technical expertise to local fire and police agencies required to obtain state provisions. The third phase would upgrade arson evidence analysis.

Changes in the federal program dealing with master planning are not yet effective, Mr. Cuomo stated, but he indicated his office had already initiated and as stated with the draft of the State Fire Prevention Code which it is expected will be promulgated in May.

"Members of my staff intend to assume an active role in providing assistance to local fire agencies to secure adoption of that code at the local level. The Health Department has primary responsibility for emergency medical and rescue functions in the state. However, the fire services are deeply involved in this activity at the local level, but faces problems with the enactment of a new Article 30 of the Public Health Law. We intend to assist the fire service in their negotiations to secure reasonable provisions and amendments to Article 30 to enable the fire services to comply with the intent of the statute," Mr. Cuomo said.

Labor Department Honors Bianstock

Herbert Bianstock, the U.S. Department of Labor’s Regional Commissioner of Labor Statistics, is this year’s winner of the Commissioner’s Award for Emblazoned Achievement. The presentation took place Feb. 24 at the bureau’s regional office in Manhattan.

The award is the highest honor the agency gives its employees.

This award was presented in recognition of Mr. Bianstock’s outstanding accomplishments in the development, utilization and understanding of labor statistics in the state and local level of government and the state and local level of government. Said Labor Statistics Commissioner Julius Saltz.

Mr. Bianstock, a career civil servant and life-long New York resident, joined the New York regional office in 1940. He has been head of the Middle Atlantic regional office since 1962.

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ALBANY — The New York State Department of Civil Service has established a layout and preferred list information center in Albany to provide information to people who, because of budget cuts, are laid off from State positions. The center is in Room 411 of the Department of Civil Service Building (Building 1), State Office Campus, Albany, N.Y. 12226. Information may be obtained from 8 a.m. to 4:45 p.m. Monday through Friday by visiting the center or phoning (518) 477-2690 or 477-2691. The center has been set up to answer general questions about preferred list rights and other layoff provisions of the Civil Service Law.

Four Rockland Positions Open

NEW CITY. — The Rockland County Personnel Office is accepting applications until March 20 for open competitive and non-competitive positions of deputy director of parks and recreation, environmental health aide, public health nurse and senior clerk-typist. Examinations for all posts, except deputy director, will be held Apr. 10. The deputy director test is scheduled for March 20. Applications, complete announcements and further information may be obtained through the Rockland County Personnel Office, County Office Building, New City, N.Y. 10956.

LEGAL NOTICE

PONCA CITY DEVELOPMENT

P.O. Box 1195, Ponca City, Okla. 74602. Telephone: (405) 762-3930.

Applicant's Agreement.

For a period of twenty years from the date of recording, the record of this declaration is prima facie evidence of the facts stated therein. Any person disposing or attempting to dispose of the property described, such as by sale, lease or gift, shall be bound by the terms and covenants recited in the declaration and shall be deemed to have notice of those terms and covenants.

STATEMENTS REQUIRED TO BE MADE BY THE SELLER OR DONOR OF PROPERTY

The seller or donor of property described in this declaration is the state of Oklahoma, and the declaration is a conveyance by the state.

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the state Department of Civil Service: State Office Building Campus, Albany, N.Y. 12226. Applicants can file in person only at Two World Trade Center, New York 10047, or Suite 750, 1 West Genesee Street, Buffalo, N.Y. 14220. Specify by the name and city and state that you have a preference for civil service. An additional form must be completed by the state Department of Civil Service, State Office Building Campus, Albany, N.Y. 12226.

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EVERHART RETIRES — Long-time CSEA activist Lerner Everhart, of the South Colonic unit of Albany County chapter, was honored for his many years of service at a retirement party recently at Vallye's Steak House in Colonic. In the above photo, from left, are Don Longale, South Colonic unit president and Albany County chapter vice-president; Harry Brown, South Colonic unit treasurer and master of ceremonies; Mr. and Mrs. Everhart, and Don McDonald, assistant superintendent of schools for the South Colonic School District.

Air W'Chester Senior Shows

WHITE PLAINS — A new public service program containing information helpful to Westchester area senior citizens will be broadcast weekends by Radio Stations WPSB and WWYD.

County Executive Alfred B. DeBello stated, “The program ‘Westchester 60 Plus’ which bears the same name as the county’s senior citizens’ publication, will keep seniors informed on such topics as health, housing, employment and special programs designed to aid the agers.”

The shows will be produced by the Westchester County Office for the Aging in cooperation with Station WPSB.

Broadcasts will be Sunday at 9:30 p.m. on WPSB. On FM station WWYD, the programs will take place Saturday at 7:00 a.m.

Mr. DeBello also announced that the county is starting a new service to help senior citizens find affordable good homes and to aid them to remain in homes where they have resided for many years.

The ‘Westchester Find and Share Housing Program’ is filling a need in Westchester County. Fixed incomes, which are what most senior citizens live on, make little or no provision for the higher cost of housing. For older homeowners, fuel costs, maintenance and repair costs and equipment replacement costs make it increasingly more difficult to keep their homes. Bringing those who need housing together with those who want to keep their homes going provides considerable benefit to both groups and helps curtail the loneliness which are frequently brings.”

Any senior wishing to participate in the Find and Share Program may obtain a copy of the brochure by contacting Assemblyman VanDuzer, (914) 834-6257 or (914) 698-9375.

Ready To Retire?

Protect your future with Retiree membership in CSEA.

Goals of your State Retiree Committee:

• Protect present retirement benefits.
• Provide permanent cost-of-living supplement.
• Federal income tax exemption of $2,000 for retirement income.
• Reduction on utilities and transportation for seniors.
• Attainment of potential $10,000 retirement membership.

Send the coupon below for membership information.

Join CSEA, VanDuzer Urges

MIDDLETOWN — John VanDuzer has issued a plea for all retired state employees to join Civil Service Employees Assn. retiree chapters in their efforts “To put a stop to the raiding of our pensions.”

Mr. VanDuzer, president of the CSEA’s Upton, Ulster and Sullivan Counties Retiree chapter, pointed out that the active and retiree union chapters, plus CSEA Headquarters, have been in the forefront of the fight to stop the state from dipping into pension funds in the fiscal rescue of New York City.

“I am asking that the 80,000 potential retiree members sign up with CSEA chapters,” Mr. VanDuzer said. “Don’t let the 30,000 current members shoulder all the burden in the fight alone. We need everyone’s help badly.

“CSEA has never let anybody down in the past and it won’t let anybody down in the future. We have got to stop the pension fund raids.”

MTA Booklet Now Available

ALBANY — Assemblyman Richard E. Mannix (R-C, Larchmont) announced he will make available copies of brochures on reduced fares for handicapped individuals and senior citizens on MTA commuter lines.

The booklet, which Assemblyman Mannix will distribute to local residents through his district offices, lists a number of questions and answers about the current measures shoulder all Authority’s Half-Price Program for the Handicapped.

“It is important that when opportunities are available to ease the financial burden of handicapped and senior citizens who use the public transportation systems that such information is readily obtainable to those concerned,” he said. Local residents may obtain a copy of the brochure by contacting Assemblyman Mannix’s district office at (914) 834-6257 or (914) 698-9375.

Institutional

(Continued from Page 1) In formally requesting federal finding, CSEA collective bargaining specialist Robert Bendet stated that mediation efforts “resulted in the two parties not being able to resolve their differences.”

Negotiations are continuing in the other three bargaining units that Employees represented by CSEA at the present time, with only the Institutional Unit talks in an impasse condition.

CENTURY PLUS — Those three Civil Service Employees Assn. members boast a combined total of 161 years of state service. From left are Tony Bocell, 28 years of service; Don Young, 5 years of service, and Cliff Crawford with 36 years. The three retirees are from State Department of Transportation Region 1 and were honored recently at a retirement party in Syracuse.
WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York, NY 10013, or by mail, Post Office Box 2660, Albany, N.Y. 12202, between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5 p.m.

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

By telephone, applicants can reach the city hall in the Boroughs, by dialing 518-438-3594 in Albany, 917-349-2510 in Buffalo, 212-632-6000 in New York City, 516-781-6000 in Long Island, and 518-373-9500 in the Capital District.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teacher and teacher-aides), 800 Third Ave., New York, N.Y. 10022; Brooklyn College, 2900 Bedford Ave., Brooklyn, N.Y. 11210; SUNY at Stony Brook, Stony Brook, N.Y. 11790; and several others.

The Board of Higher Education advises interested applicants to contact the individual school. Non-faculty jobs are filled through the Personnel Department directly.

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, Tower 2, 55th floor. New York 10048 (phone: 468-4428 10 a.m.-3 p.m.), State Office Campus, Albany, 12236; Suite 160, 1 W. Genesee St., Buffalo 14203; 9 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

Various State Employment Service offices can provide information and assistance in person, but not by mail.

For positions with the Unified Court System throughout New York State, applicants should contact the Staffing Services Unit, Office of Court Administration, 270 Broadway, New York, N.Y. 10007; phone 468-4141.

FEDERAL — The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 5 p.m., weekdays only. Telephone (212) 714-1510.

Federal employment includes positions (North of Dutchess County) should contact the Syracuse Area Office, 381 Erie Blvd. West, Syracuse 13202. Toll-free calls may be made to (800) 822-7407.

Frances R. Matthewson's list has deadline unless otherwise indicated.

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ATTACK BY AFSCME

TO FRAGMENT COUNTY

CIVIL SERVICE LEADER

TUESDAY, MARCH 2, 1976

HUFFPAUKE — A hearing officer for the Suffolk County Public Employment Relations Board, a mini-PERB, denied a petition by the American Federation of State, County and Municipal Employees to decertify the Civil Service Employees Assembly, as bargaining agent for 1,100 Social Services Department workers.

The officer, Max M. Donner, recommended that CSCEA could continue to represent county workers. AFSCME, after failing to get enough county workers to sign union cards to qualify for a representation run-off election, attempted to carry out a special unit of social services worker in the county.

Mr. Donner's report to PERB concluded, "On the entire record, we recommend that AFSCME is not entitled to unit certification for collective negotiations in separate units be dismissed.

HUFFPAUKE, Suffolk chapter president James Corbin, "Mr. Donner's findings justify our position and we are going to appeal. We were without foundation when they filed for a unit and a challenge they tried to take a few workers from social services and a few from the professional ranks and make a bargaining unit out of it. It was a real mixed-menu approach. The dismissal of the challenge is interesting in light of AFSCME's sweet talk for af-ILIATES TO DECERTIFY THE CSCEA.

Here in Suffolk they showed their true colors," Mr. Corbin explained that during sensitive contract negotiations between the CSCEA and the county, the union was not upholding proper practices. "All they knew they had a lost battle, but they still insisted on trying to hold up negotiations to get some cheap publicity. They don't care about the welfare of workers, they're just trying to get their hands on some new dues money to replace what they lost in their New York City fiasco," Mr. Corbin said.

NYC EXEC MEETING

MANHATTAN — The executive committee of the New York City Civil Service Employees Association will meet Thursday, March 4, at 9 a.m. in the Woolworth Building, World Trade Center, Manhattan.

According to president William Bennett, the committee will hear a presentation by the American Federation of State, County and Municipal Employees asking for a hearing on the proposed dues increase.

SAVE A WATT
Rochester PC Understaffing Could Cause Loss Of Life: Chapter’s Head

(From Leader Correspondent)

ROCHESTER—Rochester Psychiatric Center is so short of staff “that the lives of employees are being jeopardized,” the president of the hospital’s Civil Service Employees Assn. charged yesterday.

William Crimm also said the center could lose its professional accreditation this year because of the understaffing.

“Where would all the employees and the patients go if the hospital had to close?” he asked.

Mr. Crimm said employees are required to work “on a much lower level” because about 200 more employees are needed.

“We’re actually afraid,” he said. “And when an employee is ill, he doesn’t want to stay home because he’s afraid of leaving a co-worker unprotected.”

During a recent flu epidemic in one center building, “staff members who were sick enough to be in bed still came to work,” he said.

Mr. Crimm said the chapter is readying a grievance to be filed with the state Department of Mental Hygiene in Albany.

CSEA Endorses SUNY Cutback Protest Effort

ALBANY—Efforts by State University of New York students to oppose the $31.8 million budget cuts for SUNY have received the endorsement of the Civil Service Employees Assn. Board of Directors.

The CSEA Board of Directors passed a motion at its recent meeting “that the Board fully supports the university students in regard to their present opposition to budget cuts.”

The Student Association of the State University of New York, Inc. will sponsor a rally opposing the budget crisis March 16 on the steps of the Capitol in Albany.

Although the CSEA Board endorses the students’ efforts to protest budget cuts, CSEA has not taken any stand relative to the opposition to tuition increases and has not endorsed the rally itself.

DUTCHESS APPEAL — Civil Service Employees Assn. vice-president James Lennox, right, looks over copy of certificate that will be given to contributors to Dutchess chapter $14 Welfare Fund. Dutchess chapter president Ellis Adams, left, is currently touring the state to appeal for donations, which are needed to repay loan chapter received to aid members who were penalized for participation in successful strike last year. Photo was taken at meeting last month of Southern Region III, which is headed by Mr. Lennox. (Coverage of the meeting begins on Page 8.)

The Constitution and By-Laws Committee is not recommending for or against the adoption of this amendment.

5. A new section under Article I to be numbered Section 6 and entitled “Honorary Members.” The Board of Directors may establish honorary memberships for each officer of the Association in an amount to be determined by the Board of Directors.

6. Several requests were received by the Committee to propose an amendment to the By-Laws which would allow members who had been laid off with relation to payment of dues. The proposed amendment would read as follows and would be included under Article IV, Dues, as follows:

"Section 2. COMPTUATION. (a) paid off employees. Any person who is laid off from public employment and placed on a temporary list shall be granted a grace period membership for a period of one year.”

7. Article VI, Section 2: 4. Election of AD HOC BOARD COMMITTEES. At the organizational meeting of the (State-wide) Board of Directors the following committees shall be elected: 1. Budget and Finance; 2. Charter; 3. Committee to study the Code of Operating Group Life Insurance; 4. Personnel; 5. Directors. (No officer shall serve on any working committees except the Directors Committee. No officer or non-voting member of the Board of Directors shall be eligible to serve on these committees. The committees shall decide their own chairmen.)

(Continued from Page 1)