CSEA Sponsors Protest Over Drug Agency Firings

ALBANY—Nearly 1,000 employees and clients of the State Office of Drug Abuse Services converged in Albany last week for a rally and lobbying effort protesting proposed cutbacks in the agency’s budget that would eliminate two-thirds of its employees.

The Civil Service Employees Assn.Airessed a group of workers and clients in the Legislative Office Building and again on the Capitol steps.

"CSEA will fight with you for the restoration of the $23 million in cuts proposed by the governor in the ODAS budget,” Dr. Wenzl pledged. “We cannot stand by while thousands of career civil servants are forced onto the unemployment line, and thousands of drug addicts lose their only chance for rehabilitation.”

Less than a year ago, there were 15 ODAS facilities throughout the state offering counseling and rehabilitation services to drug abusers. Today, there are eight.

If the proposed cuts are made, thousands of former drug abusers would be left with nothing more than a terrible farce. If that is, indeed, the State’s plan, we will protest by every means available to us.

CSEA Board Assails Thruway Challenge

ALBANY—The Civil Service Employees Assn.’s Board of Directors denounced a Service Employees International Union bid to unseat CSEA as the Thruway Authority employees’ union.

The Board cited previous fraudulent challenge efforts by SEIU in making the determination.

At a recent board meeting, the group noted that previous SEIU efforts to raid CSEA’s Thruway Authority chapters had ended “in disgrace for the challengers, and a delay in negotiations for the employees involved.”

In May 1975, SEIU presented designation cards purportedly signed by Thruway Authority employees.

State Political Group Outlines Top Projects, Past Victories

ALBANY—The statewide political action committee of the Civil Service Employees Assn. last week published a list of some of its top-priority projects and recent accomplishments.

Chairman Martin Langer said one of the most important issues facing the union today is the "Last-Off-Binding-Arbitration" bill (S8620), introduced by Senator Richard E. Schmerhorn (R-C. Orange, Ulster, Rockland).

"We urge CSEA members in both the county and state divisions to write their legislators in support of this bill,” Mr. Langer said. "It would replace the current legislative hearing with an arbitrator’s binding award as the last step when negotiations hit an impasse. The arbitrator would choose either the union’s last offer, or the state’s last offer. This would make the negotiating process both faster and more successful.”
Union Officials Rip Pension Revision Plan.

By HARRY BERKOWITZ

MANHATTAN—Union leaders assailed a special state commission's recommendations which would provide a uniform statewide pension plan. The plan would require those given under current plans for inflation. In effect, this means that an employee retiring at age 65 would not be entitled to the benefits equal to those given under current plans for inflation at the beginning in April, these employees would be able to use their own annual contribution to a "qualified retirement plan" (QPTRP) contributions would be halved by the city to 2% of pay, depending on their pension plans now and so they would pay more under the Kinzel plan.

CSEA Opposition

Bernard Ryan, president of the largest public employee union, refuted some of the figures given in the report and said that CSEA is not interested in a revision of the pension plan.

The report also states that the Kinzel plan would be a "universal action taking away benefits that were negotiated over many years. CSEA will not stand for it.

The report also recommends that the New York City administration should be given the authority to negotiate pension benefits with the state government. The report further recommends that the amount of money that is invested in the pension fund should be increased to 10% of payroll.

The report also suggests that the pension fund should be increased to 10% of payroll and that the pension fund should be increased to 10% of payroll.

THE Most Precious Gift

Wanna be a good guy? Give a pint of blood. But are you dying to get it? You may be trying to give blood, but some day you may be dying to get it.

USE YOUR FINGERS TO GET AHEAD:

Learn to be a Stenotype Reporter. Work for an office near you.

FOR FREE

CSE&RA

CIVIL SERVICE LEADER

Tuesday, March 16, 1976

C.S.E.& R.A.
FROM CIVIL SERVICE EDUCATION AND RECREATION ASSOCIATION FOR YOU AND MEMBERS OF YOUR FAMILY

Summer Charter Program

CIVIL SERVICE LEADER Tuesday, March 16, 1976

FD Films On TV

Four Fire Department films, shown to officers undergoing in-service training, will be broadcast March 20, 22, and 24. The films will be broadcast on WNYT-CTV, Channel 13. Each program will be shown four times, Saturdays, Mondays, Wednesdays, and Fridays, at 7 p.m. and 3:30 p.m.

New Technology No. 5 will be scheduled March 20, 22, and 24. The film will be broadcast on WNYT-CTV, Channel 13. Each program will be shown four times, Saturdays, Mondays, Wednesdays, and Fridays, at 7 p.m. and 3:30 p.m.

Transportation of Injured will be aired April 10, 12, 14 and 16.

AUDIT ASSISTANT

ALBANY—A printing audit assistant eligible list, resulting from a competitive exam 24-196, was established Feb. 11 by the State Civil Service Department. The list contains five names.
The capital area in Albany was thronged last week as employees and clients of the Office of Drug Abuse Services held a demonstration to show anger over planned cutbacks in their agency. Following the demonstration, lobbying efforts among legislators were carried on in efforts to enlist support to stop the firings. Above, an overhead view of the demonstration.

The Joint CSEA/Stein Committee listened as James Mayo, right, told of conditions at Newark Developmental Center, said that when director Margarette Rogler arrived in 1971, she brought along five horses. She said at first the horses were quartered privately but later, state employees and equipment were brought in to work refurbishing the plumbing storage barn for the animals.

Mr. Mayo also said that state employees built stalls on their own time and using state materials, repaired gates, dug a waterline, and the horses were then put in the hands of state workers.

Mr. Mayo also said that at various times Dr. Rogler had three of her four daughters on the center's payroll and that cars owned by them were repaired at the state garage on numerous occasions.

CSEA regularly supports the Public Employment Relations Board and would have a staff representative on board to work with employees.
ALBANY—The State Civil Service Department is preparing to advertise for senior clerks and secretaries. Applicants must have five years' technical or supervisory experience. A bachelor's degree and two years' experience or a combination of training and experience will also be accepted. Applications and full information may be obtained from the State Civil Service Department, Two World Trade Center, New York, N.Y., State Office Building, Albany, N.Y. or Suite 700, 1 W. Genesee St., Buffalo, N.Y.

### Federal Job Calendar

**Agriculture**

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<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
<th>Exam No.</th>
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<tbody>
<tr>
<td>Wheat Grower</td>
<td>GS-3 to 5</td>
<td>WA-5.00</td>
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<tr>
<td>Grain Grower</td>
<td>GS-8 to 10</td>
<td>WA-8.01</td>
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<tr>
<td>Farmers' Education</td>
<td>GS-6 to 10</td>
<td>WA-6.01</td>
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**Engineering and Scientific**

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<th>Title</th>
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<tr>
<td>Engineering Technician (Designing)</td>
<td>GS-5 to 7</td>
<td>WA-5.00</td>
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<tr>
<td>Engineering Technician (Structural)</td>
<td>GS-5 to 7</td>
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**Business**

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<th>Title</th>
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<tr>
<td>Computer Operator and Software</td>
<td>GS-5 to 7</td>
<td>NS-4-15</td>
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<tr>
<td>Computer Programmer</td>
<td>GS-5 to 7</td>
<td>NS-4-15</td>
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**Medical**

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<th>Title</th>
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<tr>
<td>Registered Nurses</td>
<td>GS-9, 11</td>
<td>NY-9.00</td>
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<tr>
<td>Licensed Practical Nurses</td>
<td>GS-8 to 10</td>
<td>NY-9.00</td>
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**Military**

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<tr>
<td>Air Force Officer</td>
<td>GS-9 to 11</td>
<td>AT-9-26</td>
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<tr>
<td>Army Officer</td>
<td>GS-9 to 11</td>
<td>AT-9-26</td>
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**Agriculture**

- **Wheat Grower**: GS-3 to 5, Exam WA-5.00
- **Grain Grower**: GS-8 to 10, Exam WA-8.01
- **Farmers' Education**: GS-6 to 10, Exam WA-6.01

**Engineering and Scientific**

- **Engineering Technician (Designing)**: GS-5 to 7, Exam WA-5.00
- **Engineering Technician (Structural)**: GS-5 to 7, Exam WA-5.00

**Business**

- **Computer Operator and Software**: GS-5 to 7, Exam NS-4-15
- **Computer Programmer**: GS-5 to 7, Exam NS-4-15

**Medical**

- **Registered Nurses**: GS-9, 11, Exam NY-9.00
- **Licensed Practical Nurses**: GS-8 to 10, Exam NY-9.00

**Military**

- **Air Force Officer**: GS-9 to 11, Exam AT-9-26
- **Army Officer**: GS-9 to 11, Exam AT-9-26

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**Pension Fund Investments**

To Purchase State Bonds Are Attacked By Lennon

ELMSFORD—James J. Lennon, president of Southern Region III, Civil Service Employees Assn., in testimony before the Select Committee on Retirement Systems, charged that the State Civil Service Commission was not fully backed by the state.

In remarks to the New York State Assembly Minority Task

JAMES LENNON

Force on the Security of State Pension Funds, the Southern Region leader also declared that the Retirement System should be provided with a board which would control investments on the funds.

"This board must include a majority representation of Civil Service members who are in the Retirement System," noted Mr. Lennon.

The Assembly took force, which is seeking testimony on the issue from concerned parties around the state, met here at the Greenwich Town Hall.

"I would like to make crystal clear that our union, its members and myself as an individual have the utmost confidence in Comptroller Arthur Levitt," Mr. Lennon commented. "We, however, understand the realities of politics and the pressures that elected officials can be subjected to. Our members have voted concern over the investment of our futures in bonds or notes that do not have the full financial backing of the state."

"An employee wants to be sure that when he or she retires, funds will be available to give the security that is constitutionally guaranteed under the retirement law."

The Comptroller offered his own experience as a Civil Service worker.

"When I came to work as a Civil Service employee 28 years ago, I took the job for the security that Civil Service status provided and, I might say, at very low salary of $1,500 a year. This amounted to about $93.00 per week—before deductions. Security and retirement benefits were the reasons for my entrance into Civil Service. I am sorry to say that today, the main concern of our members is the possibility that their pension funds could be jeopardized, or at least subjected to investment of pension funds."

Mr. Lennon pointed out.

"We hope that the Comptroller realizes the full impact of investing our retirement money in notes and bonds if he is questionable whether or not these bonds or notes can ever be redeemed."

"Your money is in this fund, too," he said, "because you as legislators are part of the New York State Retirement System. Our fear is that if the Retirement System is permitted to be invested in bonds that would not be considered sound, it would take away the confidence that we employees have in the system."

**LICENSE SPEC**

ALBANY — A bidding operation, licensing specialists, eligible candidates must have five years' experience in insurance tax auditing, Elmira College, an additional two years' experience preparing testimonial and custody records, graduates with two years' experience in electrical, aeronautical, civil, chemical, or mechanical engineering or environmental health or quality work. Subject engineering technician (plant testing), EXAM 24-392, applicants must be high school graduates, 27-567, applicants must have additional two years' experience in electrical, accounting and finance, and one year's experience. Applicants for the $9,546-a-year position must have a bachelor's degree including two years' experience in general science degree in mortuary science plus four years' experience in mortuary science, graduates with two years' experience in mortuary science, EXAM 27-567.

To qualify for unemployment insurance tax auditor, EXAM 24-367, applicants must have a bachelor's degree including 30 semester hours in accounting and one year's experience in mortuary science, EXAM 27-567. Applicants must have additional two years' experience preparing microscopic cell smears to detect cancer, are eligible for senior cytotechnologist, EXAM 27-567.

For supervising funeral director, EXAM 24-402, candidates must have a bachelor's degree including 30 semester hours in accounting and one year's experience in mortuary science, EXAM 27-567. Applicants must have additional two years' experience preparing microscopic cell smears to detect cancer, are eligible for senior cytotechnologist, EXAM 27-567.
Options Comparisons

Comparison of the options available to members of the New York State Employees' Retirement System with that of the New York City Employees' Retirement System. In many respects the options are similar, such as Option 1, II and III. There is one option available to members of the New York City Employees' Retirement System that is an advantage for many of its members. This is Option 4, which contains additional benefits.

Option 4 does not contain a certain cost per thousand. This would now get $13,883.75 per thousand. For $25,000 of property taxes.

Approval for the purchase of New York City bonds by the pension funds has been passed by the House of Representatives in the form of a bill, requiring the funds of their tax-exempt status. The plan is to purchase $2 billion in city bonds to threaten the tax-exempt status because the city's possessions are prohibited from becoming the financing agents for the employer.

As a public service, The Leader continues to publish the names of individuals who are beneficiaries of the insurance program. The Railroad Retirement Act of 1935, which provides a method whereby a definite sum of money can be left to one's children by those who have died, will provide better protection through an insurance company. The cost at the present time is $1,118.25 ($44.65 x 25). If the individual is a member of the city's workers' union, the City would charge $44.60 per thousand. For $25,000 of protection, the City would charge $1,118.25 ($44.65 x 25).

If he were entitled to a pension of $10,000 per year, we would deduct $1,118.25 and he would see he would now get $13,883.75 per year. Upon his death, his family would get the sum of $41,025. This would be reduced somewhat by Federal income taxes and property taxes, Federal and State estate taxes.

This option is similar to a life insurance policy, but it provides a method whereby a definite sum of money can be left to one's children by those who have died. The cost per thousand would be $1,118.25 ($44.65 x 25). If the individual is a member of the city's workers' union, the City would charge $44.60 per thousand. For $25,000 of protection, the City would charge $1,118.25 ($44.65 x 25).

This is also the reason that the city is in financial straits. What do you think of the idea?

Karen Ledder, Law Student: I think it's important to get the people working together, but not through other people's jobs. The jobs of people who have been laid off by having people come in and do this volunteer work, they're removing the feeling of responsibility these people who have been laid off. The city always pulls out of a crisis, but in some situations and in theory it's a good idea. But if we were an unemployed city worker, I think it's a very ambivalent feeling about the whole thing.

Jim McNamar, City Officer of Contract Compliance: I think the program is great. I think the city is very bad in the sense of people stepping forward and volunteer their time and services. They bring in a lot of experience, and you need a lot of zeal and I think they're very very welcome addition. They're doing a fine job and I'd like to see the program expanded. I think the state ought to do the same. I think it would do very well to evaluate what the city is doing now in mobilizing volunteers.

Chris Slenski, Administrative Analyst: I think it's a good idea. I just think it's a shame that it was something like the layoffs that caused this kind of program to come into being. It's the kind of thing that should have been done a long time ago. I think it gives the city a feeling of community. Of course I can see the point of view of the laid-off city workers who must be threatened by such a program, but I still think it's a good idea.

RETIRED: Mrs. M. Greenwald, Poughkeepsie; Mrs. G. Ingrassia, Poughkeepsie; Mrs. A. W. Welch, New York City; Mrs. J. B. Luce, Buffalo; Mrs. E. A. White, New York City; Mrs. J. A. Newberry, New York City; Mrs. E. A. White, New York City; Mrs. J. B. Luce, Buffalo; Mrs. E. A. White, New York City; Mrs. J. A. Newberry, New York City; Mrs. E. A. White, New York City; Mrs. J. B. Luce, Buffalo; Mrs. E. A. White, New York City; Mrs. J. A. Newberry, New York City; Mrs. E. A. White, New York City; Mrs. J. A. Newberry, New York City.
Hard Choices For CSEA

DELEGATES gathering this week at the Civil Service Employees Association's spring meeting are going to have some hard choices to make in dealing with a number of crucial matters.

Foremost of these is the contract with the state for employees in the four Bargaining Units represented by CSEA.

The union's Institutional Services Unit has already called an impasse, gone through mediation and begun fact-finding. The other three Units are at the mediation stage.

However, reports at Leader press time indicate that a tentative agreement has been reached.

Knowing how far apart the two sides had been, it becomes obvious that the agreement is going to be difficult for the Delegates to digest.

It goes without saying that there are going to be some bitter debates on the agreement when it is presented to the Delegates for their consideration.

Although details are being guarded before the delegates have an opportunity to hear about it firsthand from the negotiators, there are some general leads about the agreement.

Paramount among these is that it is for more than one year and carries some guarantees against cutbacks, as well as a pledge for overall salary increases. Certain fringe benefits are also included.

While it may not be the 35 percent increase that the State said the union was asking, neither is it the "minus" contract that the State accused the Union of offering.

There are other items on the agenda, too, which will require the Delegates' consideration.

The Association, like the state and everyone else, is finding itself hard-pressed to maintain its current services and to provide the improvements that are necessary for it to keep pace with requirements of ever-more-complex problems in representing its members.

For example, the cost of legal fees has skyrocketed as more and more litigation has been necessary to keep the feet of the public off the doorstep of government.

CSEA has always been an organization in which dissent among members has been commonplace, but which has been appalled at a member working for "the other side" while still maintaining a CSEA office at all levels.

There may have to be some real soul-searching by the Delegates in determining a policy as to whether the CLOUD leaders have violated this unwritten rule. It may be the leader's role which will cause the union the most travail.

(Continued from Page 3)

System by "integrating" social security payments into employee pensions and deducting a 3 percent escrow, the tax base for employees' salaries were included in a report by the New York State Permanent Commission on Public Employee Pension Retirement Systems last week.

They would affect only those who began service after June 30, 1973, when legislation changed the law, giving employees the right to demand pension elections of government agencies.

Comparison Of Plans

The present plan provides substantially a basic 50 percent of salary after 20 years' service, plus social security.

The new plan would include half the social security in the retirement formula, but increase the vacation pay. The plan now pays 8.8 percent of salaries.

For a person earning approximately $7,500, this % of his salary would be $665.50. The plan now pays 8.8 percent of salaries.

Under the new plan, the basic pension would be $7,500, plus half of social security—about 8.8 percent of $9,000. To make up this difference, the plan offers a change in the plan for the employee in the plan. The plan provides for a 3 percent deduction in the plan, a provision that has been negotiated for a long time to offset or a percent or more in inflation rate.

The report cites an example of a member who has been in 35 years of service with a final average salary of $15,300. At age 65, he would receive $7,500 a year plus half of social security—total of $12,200.

The report also mentions the idea of a 3 percent increase in the salary for the plan, a provision that has been negotiated for a long time to offset or a percent or more in inflation rate.

Basic Formula

The basic formula that the plan proposes is a benefit of 3 percent for each year of service, minus one-half of social security deductions. In addition, the plan provides for a 3 percent per year escalation in the plan, a provision that has been negotiated for a long time to offset or a percent or more in inflation rate.

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Basic Formulas

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(Continued on Page 7)
Letters To The Editor

Schwartz Issue
Editor, The Leader:

I was surprised and concerned to read the news item headed "Senate Johnson Joins Opposition To Schwartz As Head Of Corrections" in the 2/17 issue of The Leader. I had been aware that the guard's union opposed Mr. Schwartz's confirmation, and learned from the article that the Civil Service Employees Assn., law enforcement committee opposed some of the standards for jail set forth by the commission. However, the tone of the article suggested a general opposition to Mr. Schwartz himself by CSEA. Such opposition seems very improper to me. We all have a citizen's interest in the administration of justice in our state.

Ellen Flanders-Morrison
East Chatfield

Cutbacks
Editor, The Leader:

I am writing to tell you that you do not need to worry about protecting the cutbacks in the New York State Labor Standards Division because they are too small and too late (Leader, Feb. 17).

The cuts in the department were enacted by the State Department for the State. Michael J. McCabe
Glens Falls

Don't Repeat This!
(Continued from Page 6)

Civil Service Law & You
(Continued from Page 6)

There are winners in this world.
And there are losers.

The Volkswagen Rabbit is a winner.
After considering hundreds of 1975 cars, the experts at Road & Track named it "the best car for under $3500."

Toytia didn't make it. The Datsun didn't make it. The Vega, Pinto, Honda, Fiat—did not make it.

Compare the Rabbit on performance. (From 0 to 50, a Datsun B-210 is 60% slower.)

Compare the Rabbit on roominess. (It has the head and leg room of some mid-size cars.)

Compare the Rabbit on gas mileage.
39 mpg on the highway, 25 in the city. These are EPA estimates of what the Rabbit with stick shift got in 1976 EPA tests. (The mileage you get can vary, depending on how and where you drive, optional equipment, and the condition of your car.)

No other car will give you the combination of performance, space, and economy that you'll find in a Rabbit.

You owe it to yourself to try the best before you settle for something less.

IT'S THE

RABBIT

"Suggested 1976 retail price $2,499 East Coast P.O.S., Transportation, local taxes, and dealer delivery charges additional. Source: Argus/Boband Associates test results.

Visit your local authorized Volkswagen dealer and find out why there are over 4½ million Volkswagens on the American road today.
New York City Region II chapter presidents pose for group photo with CSEA statewide president Theodore C. Wenzl, who spoke at regional meeting last month. Seated, from left, are James Grispe, Brooklyn DC chapter 447; Ronnie Smith, Willowbrook DC chapter 489; Jack Weisz, New York Parole 1st chapter 259; Solomon Bendet, New York City chapter 010; Dr. Wenzl; William Cunningham, Kingsborn PC chapter 482, and William DeMartino, Metro D of E chapter 356. Standing are Robert Keeler, Downstate Medical Center chapter 441; Roy Seabrook, Metropolitan Area Army Employees chapter 241; William Anderson, Bronx PC chapter 401; Terry Dawson, Creedmoor PC chapter 406; Ann Wadas, Institute for Research in Mental Retardation chapter 438; Vincent Rahana, State Insurance Fund chapter 351; Thomas DiNatale, Housing and Community Renewal chapter 238; Edmond Gagnon, Governor Hospital chapter 407; Cynthia Doyle, Public Service chapter 450; Marvin Nalick, Psychiatric Institute chapter 419, and James Fields, Manhattan Children’s PC chapter 413.

NYC Seeks Unanimity On Pacts

By MARVIN BAXLEY

NEW HYDE PARK—A resolution favoring unanimity among the four bargaining units before a contract is signed was passed by delegates of the Civil Service Employees Assn.’s New York City Region II.

The resolution, presented by Barry Markman, third vice-president of South Beach Psychiatric Center chapter 446, also called for coalition bargaining wherever possible.

Providing over the regional meeting at the New Hyde Park Inn, CSSEA vice-president Solomon Bendet, who serves as regional president, also warned delegates to be alert to efforts to change pension.

"After July 1973, it’s a wide-open ballgame on pensions," he said, referring to the fact that the Legislature had passed temporary pension provisions for employees hired after June 30, 1973, and that these plans must be renewed or changed this year.

He also warned that Comptroller Arthur Levitt is under pressure to allow further investment of state pension funds to back certain moral obligation bonds of state agencies. Mr. Bendet has recommended a lawsuit to prevent this from happening.

CSEA president Theodore C. Wenzl commended Brooklyn Developmental Center chapter 447 president James Gripper for bringing out the point that union dues are tax deductible.

Mr. Gripper had reminded the delegates of this fact during discussion of a one-dollar-a-pay-check dues increase that will be (Continued on Page 9)
Canute Bernard, delegate from New York City chapter 010, declares that “You have got to fight to preserve what you have.” To his left in photo are NYC chapter first vice-president Martha Owens, and, to the right, delegate Gilles Speedhauser.

New York City chapter 010’s Samuel Emmett seeks clarification on status of negotiations for state bargaining units.

Region president Solomon Bendet updates delegates on vital issues they will have to vote on at statewide Convention this week. Identifiable at table in background are Willowbrook DC chapter 429’s Irene Hillis, Edna Pecoco Aponte and Anne Perecco; State Insurance Fund chapter 151’s Frank Reilly, and CSEA public relations specialist Randolph V. Jacobs.

NYC Region Meeting
(Continued from Page 8)

presented for delegate vote at CSEA's statewide convention this week.

State Insurance Fund chapter 151 delegate Frank Reilly was among those who offered support for the dues increase. He noted that many members gripe about where their dues money goes, "but I always point out CSEA's efforts in protecting their pensions."

Regional first vice-president Vincent Rubano, president of the State Insurance Fund chapter, advised chapters to activate their political action groups. Mr. Rubano, who has served on the statewide political action committee, noted that "Unity is the important thing. Let the public know that you are civil servants, and that you are the good guys."

Second vice-president William DeMartino, president of Metropolitan Division of Employment chapter 550, said, "We are going to obliterate the politicians, because so many of them are going to be in jail soon."

He also noted that these are austere times, and called for an example to be set at the top in the state administration. "If you see examples from the top, maybe you can learn to live with these things," he said in discussing the difficulties being faced in arriving at agreement on a contract for state employees.

There was, of course, much discussion of the contract situation, but most of this conversation is dated in light of the reported understanding reached by CSEA and the State at Leader prelate.

Kingsboro PC chapter 402 delegation included, from left, Mental Hygiene Employees Asm., representative Joseph Romano, institutional rep Robert Sage, second vice-president Gertrude Huttley, therapist aides rep Sally Jones, treasurer Gertrude Naughton, first vice-president James Wood, Rose Keeler, president Robert Keeler, second vice-president Frances Dubose and A. Carmen.

It's now Mrs. Angelo Aponte for Edna Pecoco, three-term secretary of the Region during the administration of Randolph V. Jacobs. The newlyweds attended the meeting, where she served as temporary secretary during absence of Gloria Kanfer.
Fed Computer Jobs Available

Computer operators and technicians are being recruited by the U.S. Civil Service Commission for federal service posts in New York City and Northern New Jersey. The GS-5, 6 and 7 posts have starting salaries ranging from $8,930 to $11,046 a year.

No written test is required. Candidates will be rated on training and experience.

For GS-8 positions, applicants must have two years' general experience and one year of specialized work. General experience for both posts means experience operating common computing machines, sorters, tabulators, calculators, card punch and other equipment.

Specialized experience for computer operators means experience operating a computer system or peripheral devices used in support of computer operations. Working in translanguaging and interpreting programs requires comparable knowledge of computer techniques which qualify for technician specialized experience.

GS-6 candidates must have two years' general experience and two years' specialized experience. While GS-7 candidates should have two years' general and three years' specialized experience.

Two years of study above high school may be substituted for the two years' general experience. Four years' study past high school including 12 semester hours in data processing may be accepted for all GS-8 requirements.

Additional information and applications are available at federal job information centers in all 50 states. In New York, the telephone number is (212) 233-8100. In New Jersey, the number is (201) 772-3118.

STENO LIST

ALBANY—A senior stenographer eligible list, resulting from open-competitive exam 24-218, was established Feb. 3 by the State Civil Service Department. The list contains 58 names.
### Promos Set For Investigators, Sanitarians & Consumer Supers

**ALBANY**—The State Department of Civil Service is accepting applications until Mar. 22 for promotional exams of motor vehicle investigator, beverage control investigator, sanitarian, and consumer service investigator and gas consumer service examiner. For all posts will be held May 1.

Employees of the Motor Vehicle Department who have served three years as a vehicle inspector for one year, may apply for senior motor vehicle investigator. Exams for all posts will be held May 1.

One year's experience as a beverage control investigator, executive officer, or assistant sanitary supervisor will qualify applicants for chief beverage control investigator, exam 35-931. A year as a senior investigator or executive officer also is good for supervising beverage exam, exam 35-931. Ten months' experience as a senior investigator will qualify applicants for chief beverage control investigator, exam 35-931.

Six months' experience as a LTV or M2 operator will qualify applicants for senior Law Department investigator, exam 35-933. Two years' experience as chief investigator will qualify applicants for chief beverage control investigator, exam 35-931.

### State And County Eligible Lists

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### DEBT GUARANTEE ACT

Senior John E. Flinn (R-C, Brentwood) has introduced legislation which would require the Municipal Investment Guaranty fund to assure payment of obligations of municipalities throughout the state. Under the proposed act, the Comptroller would establish a fund from which municipalities may obtain a loan for the payment of any debt obligations. The cost of issuing these bonds would be paid from the Municipal Investment Guaranty fund.

### PRISON INSTRUCTIONS

Three state correctional and two Albany area school districts are participating in a program aimed at restructuring and improving levels of academic instruction in the state's prisons. With a $265,000 grant, from the State Education Department, State University at Albany and the Albany and Schenectady Adult Learning Centers are working with the State Department of Correctional Services to standardize prison instruction and improve methods to help individuals in instruction. Sixty Correctional Department teachers representing 14 prisons around the state have been undergoing training in the program.

### EQUAL OPPORTUNITY COUNCIL

A 24-member advisory council on equal opportunity for women has been named by Michael Goldmark, Commissioner. Among its goals, the Commissioner said, is an attempt to eliminate sex stereotyping in schools.

### INFO ACT LANDMARK

Rolling in a suit brought by the New York Public Interest Research Group, Albany Supreme Court Justice Edward S. Conway has ruled that the State Education Department is required to publish a list of all private schools operating in the state. The decision could be a landmark in the application of the state's Freedom of Information Act. The suit was brought by NYPER who named the Director Peter-Preiss, and two educational organizations access to the budget figures. An appeal is expected. Justice Conway ruled that the state “totally failed” to show that the public well-being would be jeopardized by opening the Department's files. Mr. Goldmark had contended that the public interest organization was not entitled to the information because “in its request was not for identifiable records.”

### ANTI-FRAUD EFFORTS

The State Social Services Department plans to spend about $4 million to locate and recover frauds. This is more than the Department to ferret out incorrect welfare and Medicaid payments. The unit will probably duplicate some of the former functions of the Office of Welfare Inspector General, which last year saw many of the offices closed. Gov. Hugh L. Carey's austerity drive.

### 'LULU' CUTBACKS

State Senator Howard Nolan (D-Albany) said plans to be the Senate sponsor of an Assembly Republican's bill which would eliminate payments in lieu of expenses, or ‘lulu’s,” to 154 legislators and cut the $8.5 million in allowances now drawn by top legislative leaders. The proposal was launched in the Assembly by Gerald Solomon (R-C, Queensbury). It was co-sponsored by Republicans Charles D. Biddle, Senator William F. Maines, and Democrat Clarence D. Lane, Windham, and Clark C. Wemple, Schenectady.

### LEGISLATIVE LOGJAM LOOMS

The State Coalition for Legislative Reform issued a warning to Albany lawmakers that they appear to be heading into another “massive logjam of bills at the end of the 1976 session.” The group noted that from 30 to 150 new bills were introduced in the Assembly, and that unless immediate steps are taken, hundreds of bills will close Assembly and Senate calendars at the close of this session. The situation would be “a most certain travesty,” the Coalition said.

### CAMPUS OFFICERS

**ALBANY**—A senior compensation and office training eligibility list, recommended by the Civil Service Department, was recommended in a report by the Department of Audit and Control. Included in the report's criticisms is the Health Department's policies of making high wages with no salary cuts for refusals. The state auditor said in 1974, the report said, there were 5,721 refund checks issued of which 1,459 were for sums less than $1. The cost of issuing these high checks is estimated at $1.50 each. In addition, registration certificates issued by the Bureau of X-ray Technology were not completely recorded, including about 16,000 certificates the Bureau was not able to account for.

### SHORT TAKES

**BETTER ACCOUNTING**

Tighter administrative procedures to improve accountability of revenues and expenses of the State Department of Health have been recommended to the Comptroller. In the report's criticisms is the Health Department's policies of making high wages with no salary cuts for refusals. The state auditor said in 1974, the report said, there were 5,721 refund checks issued of which 1,459 were for sums less than $1. The cost of issuing these high checks is estimated at $1.50 each. In addition, registration certificates issued by the Bureau of X-ray Technology were not completely recorded, including about 16,000 certificates the Bureau was not able to account for.

### EXAMINER LIST

**TUESDAY, March 16, 1976**

**BONDS**

Speak Up For America! Buy U.S. Bonds!
Flaumebarn Cites Productivity Hikes

MINOLEA — Testimony by Irving Flaumebarn, president of Long Island Region I, Civil Service Employees Assn., dominited a recent hearing here by the State Commission on Management and Productivity in the Public Sector. Testimony was invited by commission witnesses at a Minesoba hearing.

Mr. Flaumebarn told the panel that 14 test programs produced a gain in productivity rates of 38 percent, and the project resulted in overall gains throughout Nassau County and its three townships of 1.1 percent. He pictured a properly managed productivity effort as a key to solving the fiscal problems of the county.

South Beach Workers Win Off Time For A Storm Day

STATEN ISLAND — A recent demonstration at South Beach Psychiatric Center here was seen as the catalyst which moved the facility's administration to give employees four hours of non-chargeable leave. The workers previously were denied a non-chargeable day off following a Feb. 2 snowstorm.

Following the demonstration, employees met with South Beach Director Arthur Winston and the four hours leave time was agreed upon. The South Beach chapter, Civil Service Employees Assn., then withdrew a grievance filed on this issue with the Public Employees Assn. Board.

However, both the chapter and CSEA Headquarters plan to pursue what both feel would be unfair treatment for employees in the wake of the Feb. 2 snowstorm, Department of Civil Service Chief Victor S. Bahou and Agency heads to grant compensatory time off for those employees who did not report for duty. Access to be necessary and conditions may be relaxed when time off is needed and weather or road conditions.

In its withdrawn grievance, the South Beach chapter noted that the Bahou memo is in violation of Article 2 of the CSEA contract. It was agreed that the Bahou memo is in violation of Article 2 of the CSEA contract and has no basis since it penalizes those dedicated employees who at the risk of their lives and health arrived at their work stations.

REAL ESTATE VALUES

Published's Notice:
All real estate advertised in this newspaper is subject to the Federal Fair Housing Act of 1968 which makes it illegal to advertise "any preference, limitation, or discrimination" on the basis of race, color, religion, sex, or national origin.

SCHOOL DIRECTORY

MONROE INSTITUTE — IBM COURSES Approved for Vets and Foreign Students. Accred. N.Y. State Dept. of Education.

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BROTHERTOWN — Louis Manetinelli, center, displays Employees Brotherhood Award that he received in ceremonies last month at 23rd Annual Brotherhood Observation at Roosevelt Hall in Madison. Here Dr. Manetinelli, a senior employment interviewer, shows plaque to William DeMartino, left, president of his Civil Service Employees Assn. chapter, and the Metropolitan Division of Employment chapter $50, and to CSEA vice-president Solomon Bendel, head of the union's New York City Region II. Dr. Manetinelli's award is made annually to a career employee. Also honored was G. Douglas Pugh, executive deputy industrial commissioner, who received award given to an elective or appointive official.

SECURITY SPECIALIST

ALBANY — A campus security specialist eligible list, resulting from open-competitive exam 24-137, was established Feb. 17 by the State Civil Service Department. The list has 53 names.

———

SOUTH BEACH WORKERS WIN OFF TIME FOR A STORM DAY

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Carey Cities Social Work

ALBANY — Gov. Hugh L. Carey has proclaimed March as Social Work Month.

In his proclamation, the Governor noted: "With few exceptions, the social service is a profession created in response to public need and public request, to fill a vital role in America's heritage by carrying forth the social justice principles of the Constitution.

"Social services is a profession of the problems of our country and community today demands the formal training and skill of social work professionals."

Court Clerk Promo Is Set

ALBANY — The Office of Court Administration has opened new positions for the Court Clerk exam, 55-498, with the New York State Court of Claims. Applications for the post will be accepted until May 2, with a written test scheduled for May 15.

To qualify for the test, applicants must be court office assistants, deputy clerks, court secretaries, court clerks, stenographers, maids, bookkeepers, typists, and court dictating machine operators.

Rensselaer Seeking Speech Pathologist

TROY — Applications are being accepted until May 6 for the position of speech pathologist at the Rensselaer County Civil Service Commission for the open-competitive position of speech pathologist. One vacancy exists for the $9,000 to $13,000 per year, which is open on a competitive exam basis.

There are no age or educational requirements for the job, however, Rensselaer County residents may be given preference in appointments.

If you want to know what's happening to you to your chances of promotion to your job to your next raise and similar matters!

FOLLOW THE LEADER REGULARLY!

Here is the newspaper that tells you about what is happening in civil service, what is happening to the job you have and the job you want.

Make sure you don't miss a single issue. Enter your subscription now.

The price is $9.00. That brings you 52 Issues of the Civil Service Leader. Make sure you don't miss a single issue. Enter your subscription now.

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Name:
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State:
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Evidence Of State Waste Revealed

Continued from Page 3) told him she would like to hear an investigation In January when they were told special auditors from the state Department of Mental Hygiene. He said that the findings were turned over to a grand jury. No results as yet have been handed down.

Mr. Pratich explained that a mental hygiene subcommittee, of which he is a member, was about to undertake an investigation in January, but they were told special auditors from the state Department of Mental Hygiene. He said that the subcommittees agreed to wait about a month until the state audit was complete before it began its investigation.

Mr. Stein then noted it appears all topics at the center were husband and wife. He said the situation was "a little bit odd" and promised an investigation would continue.

Another witness at the hearing was Thomas Pratich, a civil engineer with 24 years' experience, who cited "untold millions, hundreds of millions," wasted because the state refused to change its specifications for cement used in state projects such as bridges, roads and sub-

The Rochester-based Department of Mental Hygiene engineer said that since 1961, the state had failed to follow the advice of its own engineers and experts. He explained that by using inferior cement in its concrete, structures were subject to early deterioration and renovation, costing the state millions of dollars.

Mr. Pratich said that of three firms, one would be considered for the Thruway Authority's contract to a higher quality product.

"The New York taxpayers are subsidizing these people to the tune of $46 million a year," he claimed.

Rounding out the day's testimony was Louis Bell, who contacted the committee through the CSEA/Stein telephone "waste line."

Mr. Bell, an 18-year employee, is an assistant civil engineer with offices in Syracuse. He explained to the panel that the state could consistently save millions of dollars from the payroll. A short time later, it went looking for its savings from the same work at a higher cost.

Mr. Bell said that a complete study was determined by non-salary expenses, overhead and a fixed fee. He added that by using three categories, a $9 million contract could cost the taxpayers an extra $100,000.

Mr. Bell demonstrated that by using state employees and summer help—for the most part college engineering students—the state could consistently save money.

As for the quality of the cut-of-shop work, Mr. Pratich said that of three firms, one would be equal to state work, the other two would be inferior.

The investigation panel consisted of Mr. Stein, Mr. Ober, counsel Terry Moan, and CSEA Region V president Richard J. Cleary.

Mr. Lennon asked the delegation for their complete cooperation in helping to find and implement the right solutions for correcting the government worker.

The purpose of the meeting was to hear what issues the delegation with introduced and voted on at the special statewide meeting.

Some of the resolutions included: A proposal that each CSEA Region set a rebate of 20-cent-per-member dues; that the statewide legislative and political action committee issue a report at the convention; that there be increased educational, CSEA members; that each delegate receive state committee reports at least three weeks before each convention and that any report not received by that deadline not be considered at the convention, and that there be special departmental hearings at the convention.

To set up proper investigatory programs, Raymond Cassidy, leader of Westchester local 860, moved that the fall convention set the prerequisites for the annual legislative program and that these be included in the program for the coming year.

Evidence of State Waste Revealed

Continued from Page 3) told him she would like to hear an investigation. Mr. Orbaker said that he had made the 86-mile journey in a state car to tape the proceedings on a tape recorder normally used by the medical staff. Mr. Orbaker said that he was in charge of audiovisual equipment.

Mr. Orbaker said that in his investigation he had encountered in his research, three audits were husband and wife. He explained that by using inferior cement in its concrete, structures were subject to early deterioration and renovation, costing the state millions of dollars.

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Correction

A photo caption appearing in the March 2 issue of The Leader was incorrect. The photo was one of several of the meeting of Southern Region III, Civil Service Employees Association, should have read: "Mid-Hudson chapter 009 was represented by treasurer Gino Colavecchia, former president Ed Katz and president Derald Oaks."
FOR PUBLIC JOBS

NEW YORK STATE

Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York, 10013. Applications are received between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 3 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope. Applications received by the Department at least five days before the deadline may not be available for examination during the filing period.

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

Several City agencies do their own recruiting and hiring. They include the Personnel or business offices, or from the State Department of Civil Service offices, or from the State Department of Civil Service.

APPLICATIONS FOR PUBLIC JOBS

NEW YORK CITY — Persons requesting applications should file at 303 S. Manning Blvd., Albany, N.Y. 12209, or File Box 2201, Room 1209, Office of Court Administration, 270 Broadway, N.Y., 10007. Telephone 264-0422.

CIVIL SERVICE LEADER, Thursday, March 14, 1976

State Sets Five Promos

ALBANY — The State Department of Civil Service is accepting applications for five positions until April 12 for promotional exams of engineering technicians, for general parkway foreman, director of the division of supervision and personnel or business offices, or from the State Department of Civil Service offices.

Applications and information are available at department personnel or business offices, or from the State Department of Civil Service, State Office Building 250, Two World Trade Center, Manhattan; or Suite 750, 1 West Genesee St., Buffalo.

State Promotional Job Calendar

Title Salary Grade Exam No.

Filing Closes March 22

Senior Motor Vehicle Investigator G-18 35-498
Senior Sanitary Inspector G-18 35-935
Senior Beverage Control Investigator G-15 35-931
Supervising Beverage Control Investigator G-20 35-505
Chief Beverage Control Investigator G-24 35-779
Chief Civil Replacement Investigator G-38 35-781
Senior Law Department Investigator G-21 35-953
Gas Consumer Service Supervisor G-23 39-130

Filing Closes April 12

Principal Engineering Technician (Conservation) G-15 35-921
Principal Engineering Technician (Steam Improvement) G-15 35-923
Sewer Maintenance Supervisor G-18 35-530
General Parkway Foreman G-10 35-4714
Supervisor of Humans and Performing Arts Education G-38 39-138
Director, Division of Supervision Education of Handicapped Children G-33 39-135

Additional information and application may be obtained from department personnel or business offices or from the State Department of Civil Service, State Office Building 250, Two World Trade Center, New York 10047; or Suite 750, 1 West Genesee St., Buffalo.
This full page of text contains various articles and photos about a CSEA (Civil Service Employees Association) meeting. The text describes the attendance, speakers, and candidates for various positions. There are also photos of attendees, including a group photo of chapter representatives and a moment shared by CSEA secretary Dorothy MacTavish and Albany Region secretary Julia Braden. The attendees are seated around a table, and there are two Mental Hygiene chapters represented. The text concludes with a reference to the candidates for Audit and Control seat on the CSEA Board of Directors.
ALBANY—"Come April 1, we'll be ready to go the last mile, and I'm ready as your leader," Civil Service Employees Assn. president Theodore C. Wenzl told delegates to Albany Region IV's meeting at the Quality Inn here earlier this month.

Dr. Wenzl spoke on the stalemate in negotiations for state employees in the four bargaining units represented by CSEA. Region, reiterated that "There will be no more meetings with State, County and Municipal Employees. It seems clear to me that our policy has been laid down. If you don't like the policy, then change it."

"As of now, though," he continued, "our president, the expansion committee and the statewide Board of Directors have recommended against any further affiliation talks with AFSCME. Individual chapters that go against this policy only weaken the unity of our union."

Expansion chairman Victor Pesce was also a speaker at the meeting. He reminded delegates that despite the volumes of publicity sent out by AFSCME, "It is the CSEA delegates who will decide what they wish to do at our convention."

Mr. Pesce took the rival union to task for its misleading assertions in the AFSCME mailings to CSEA members, and said, "I am at a loss to explain how they got our membership list."

In other business, the proposed one-dollar-per-paycheck dues increase was discussed, but no regional directive was given to the chapters as to how they should vote at the statewide convention this week.

Mr. McDermott told delegates that members' health insurance will continue in effect even if the contract for state employees runs out.

Regional political action chairman Howard Croczyk, president of Albany chapter 811, requested all chapters to forward to him names, addresses and phone numbers of each chapter's political action committee designees. This information shall be sent to the CSEA Albany Region Office, 10 Colvin Ave., Albany, N.Y. 12206.

Correction Services chapter 656 was represented by, from left, president Alicia Fisher, delegate Sue Crawford and delegate Robert Fitz-James.

SUNY Central Administration chapter 653 president Gerald Toomey, left, engages in moment of conversation with Civil Service chapter 653 president Richard Barre.

Members of regional social and activities committees sat together during meeting. From left are activities chairman Mary Moore, of Criminal Justice chapter 655; social chairman Nonie Kenyon Johnson, of Law chapter 671; social committee member Jane Perry, of Ag and Markets chapter 656; activities committee member Mary Keegan, of Education chapter 657; Marianne Herkenham, and Susie Pfaffenbach, both of Rensselaer chapter 842.
BUFFALO—A resolution supporting a proposed dues increase for Civil Service Employees Association (CSEA) members was passed at a recent Western Region VI meeting after CSEA treasurer Jack Gallagher told the delegates the union's legal costs quadrupled in the past four years.

"Last year we operated at a huge loss," said Mr. Gallagher, pointing out the proposed $1-a-paycheck dues hike was "the minimum amount required to put us on safe financial footing."

Mr. Gallagher, addressing more than 100 delegates in the Hotel Statler Hilton in downtown Buffalo, said CSEA legal costs in the past four years have gone from $200,000 to $800,000.

"CSEA is badly in need of a dues increase," he said, adding union officials plan to increase the current $800,000 contingency fund by an additional $800,000 per year.

The delegates also passed a resolution at the meeting to follow strict parliamentary procedures at the special statewide delegates' convention at the Concord Hotel, Kiamesha Lake, March 14-18.

Peter Blauboer, president of the host Buffalo chapter, was appointed by Region VI president Robert Lattimer "to ride herd" on speakers at the convention who take more than the allotted three minutes to discuss a matter.

"They stole the state convention from us last September," Mr. Blauboer told the delegates. "Don't let the blabbermouths take over. I won't stand for it anymore and I don't think we should. We know what's right but we sit back and let them get away with it."

Mr. Lattimer made a strong appeal to delegates to carry news of CSEA matters back to the chapters.

"It's important to share ideas." (Continued on Page 19)
Urge Crackdown On ‘Blabbermouths’

(Continued from Page 18)

he said. "Realistically, we all know that our membership has a habit of copping out. Let's take one of those examples—I didn't know—away.

In his report, Mr. Latimer stressed that whenever challenged by a rival union, CSEA has succeeded in breaking the threat. "We can do the job," he said. "All we have to do is really want to do it."

By sticking together in combat against challenging unions, Mr. Latimer declared: "We're going to make out; I don't care where the carpetbaggers come from."

The region president reported that challenges from the American Federation of State, County and Municipal Employees "are not going to go away overnight," simply because the CSEA Board of Directors rejected a bid to affiliate with the AFL-CIO union.

"We're going to have to be alert," Mr. Latimer said. "We're going to have to give ourselves good and adequate reasons why we don't want to affiliate with this group."

His personal method of rejecting AFL-CIO advicement, he said, was to avoid the group's representatives.

"My secretary just says I'm not in," he said. "As far as they're concerned I haven't been in the office for six weeks."

Once, he said, he was offered a drink in a Syracuse hotel by an AFL-CIO representative. "I told him I didn't partake," he added.

"The moral is," he explained, "that we've got to stay away from them. Our officials should not be seen with these people in meetings or in any other place, because they will misconstrue it like they did with Vic Costa."

Ellis Adams of the CSEA's Dutchess County chapter told the delegates he needed no encouragement to stay away from AFL-CIO representatives.

He said his chapter received "fantastic support" from CSEA during the chapter's unprecedented strike last summer. "We're such a small chapter, it's heart-warming to know a union can stand behind its membership as CSEA has stood behind Dutchc."

Barbara L. Gallager, Region's third vice-president, explained to the delegates the significance of the CSEA-supported State Senate bill to amend the Taylor Law.

The bill, she noted, sets up a three-person binding arbitration committee to choose between the final bargaining offers of both employer and employee.

"It's one or the other," she explained. "The mechanism as 'unilateral-type bargaining' and told the delegates the bill was the number one priority for CSEA—I can't stress how important it is to us."

She urged the delegates to carry the bill back to their members and suggested contacting local state legislators for support for the measure.

Political action funds was another topic of the third vice-president. "It means digging into your pocket and coming up with the money," she said. "Let's just don't talk about it, let's come up with the money."

She urged delegates to develop fund-raising programs to benefit CSEA and cautioned them against donating campaign funds to candidates in chapter names. The money, she said, must be a personal donation.

The general afternoon meeting was preceded by state and county workshops in the morning. Between 40 and 60 delegates attended the county workshop sessions; Chairman George Clark said grievances were discussed.

Buffalo Sets Meet

BUFFALO—The Buffalo chapter, Civil Service Employees Assn., will hold a dinner meeting Wednesday, March 26. The meeting, according to corresponding secretary Sue Porpiglia, will begin at 5:30 p.m. at the Plaza Suite Restaurant, 1 M&T Plaza, Buffalo.

Aids Teachers

BUFFALO—State University of Buffalo chapter 602 of the Civil Service Employees Assn. has voted to donate $25 to the families of each of the eight teachers who were jailed for participation in the recent Orchard Park teachers' strike action.

Speaking, at left, is Victor Mary, president of Erie chapter 815, second largest in the region and 11th in the state. Listening to background is Thomas Christy, CSEA field representative.

Ellis Adams, president of Dutchess chapter 614, explains need for contributions to his chapter's Welfare Fund to provide aid to members who were penalized for participation in successful strike action last summer. Identifiable in audience, at left, is Lloyd Tipton, president of SUNY at Brockport chapter 601.
here's Unit Status If Agreement Hits Snag

Administrative Unit Declares Impasse

By THOMAS MCDONOUGH

Administrative Services Unit
Bargaining Team

Serving on the committee with Mr. McDonough are Mary Inman, Loreta Rodwell, Stella Hagg, Linby Larbo, Sylvia Weinstein, Ethel Todd, Nancy Argera, Rose Mastinowski and Marie Romanelli.

When the Administrative Services Unit CSEA negotiating team recently declared a formal impasse in contract talks with the State, it marked the end of two phases of negotiations and the start of another. The first phase, head-to-head talks across the table, proved fruitless as talks faltered. The second phase, mediation, I believe will prove to be equally futile.

With the State's rigid, uncompromising posture firmly established at the bargaining table, it is unrealistic to expect that mediation efforts by one of the state's own agencies, the Public Employment Relations Board (PERB), will be helpful. Mediation efforts have already proved valuable in the Institutional Services Unit impasse, and I see no reason to believe that it will be any different in the Administrative Services Unit, either. In other words, I am certainly not optimistic that mediation will help the situation. As we could not move into and out of it quickly and move on to fact-finding.

I have been through tough negotiations before, but none as frustrating as this one. When the State took a public position that its objective was to freeze wages and reduce existing employee benefits, it put us in a position to do no more than talk. We tried to change their minds by showing that our demands were reasonable and that a mediator was needed. Again, we petitioned PERB, as we were required to do under the Taylor Law. The week of March 2 we met with representatives of PERB, as well as the state team, in selecting the procedure we will use in securing a panel, or a single impartial third party, to hear our disagreement. In addition, we will be participating in our presentation before the fact-finding hearings. Because of the large number of demands, the report likely will take some time.

The State team would agree to a news blackout during negotiations. Every day we were faced with the threat of having our demands and statements at the bargaining table heard in the Albany papers on the following morning.

Discussion and explanation of our demands took place at the March meetings throughout November and December. The state team, never, in all of those weeks, moved off their demands of: two less personal leave days, — a charge for employee parking, — no salary increase, — and on, and on, and on!

They were insisting on all types of reductions to our current contract, without any additional increases in our benefits. As we could not accept their position we declared an impasse existing as of the second week in February. By this action we were attempting to utilize the legal procedures under the Taylor Law. We hoped it would aid us in securing a contract. We met with the mediator appointed by PERB, and in fact-finding we were through the negotiations, and were at the bargaining table for over six times. After it became evident that the state team would not respond to the demands of the fact-finder, we asked for a mediator.

The week of March 4, 1976, following 24 formal meetings, negotiations, and representatives of the State administration, when it became clear that a mediator could not move on no movement on any concrete contract agreement. The TAG committee of impasse, which means that a mediator appointed by the State Public Employment Relations Board tries to bring both sides together in some kind of compromise, was accompanied by CSEA filing an improper practice charge against the State on the ground of bad-faith bargaining. In this charge we pointed out that, from the attitude and responses from the State representatives obviously did not discuss or offer counter-proposals, as these, however, the state team wants to eliminate dental insurance, that the State representatives intended that the State employees retain the Taylor Law in order to reach an agreement at the negotiating table. Both sides have met and are continuing to meet at the front line, but the State was willing to remove its unrealistic position, but that move never came. Sure, we talked about language changes, but issues were never resolved in any way.

In a calm and cool manner, let us return to the facts. The CSEA Convention and that we alone will control the proper- ties of a 4 percent increase will be corrected otherwise. Democratic- ally, we will establish the organizational directions in which the Taylor Law and PERB will do the work for the will of the total membership. If changes are to be made, we will make them according to our own choice. We shall resolutely control our own destiny at all times.

Thomas McDonough

Institutional Unit Is Now In Fact-Finding

By JAMES MOORE

Chancellor

Institutional Services Unit
Bargaining Team

Serving on the committee with Mr. Moore are Dorothy King, Secretary-General Rob Clark and other staff representatives: Ben Hagg, Ben Koderowski, Harold McKinney, Elaine Mostow, Jone Samson, David Strader, Greg Butero, James Gripper, James Lemo, James Stanton, Salvatore Hull, Arthur Hennessy, Joseph Long, Jr., Robert Comeau and James Stanford.

Our team met soon after our appointments and started reviewing the hundreds of demands that were sent in from our chapters throughout the state. Our efforts culminated in a package of over 145 demands. After our initial meeting with the state representatives, it was evident we were going to have a very tough time. The state team would not agree to a news blackout during negotiations. Every day we were faced with the threat of having our demands and statements at the bargaining table heard in the Albany papers on the following morning.

Discussion and explanation of our demands took place at many, many meetings throughout November and December. The state team, never, in all of those weeks, moved off their demands of: two less personal leave days, — a charge for employee parking, — no salary increase, — and on, and on, and on!

They were insisting on all types of reductions to our current contract, without any additional increases in our benefits. As we could not accept their position we declared an impasse existing as of the second week in February. By this action we were attempting to utilize the legal procedures under the Taylor Law. We hoped it would aid us in securing a contract. We met with the mediator appointed by PERB, and in fact-finding we were through the negotiations, and were at the bargaining table for over six times. After it became evident that the state team would not respond to the demands of the fact-finder, we asked for a mediator.

The week of March 4, 1976, following 24 formal meetings, negotiations, and representatives of the State administration, when it became clear that a mediator could not move on no movement on any concrete contract agreement. The TAG committee of impasse, which means that a mediator appointed by the State Public Employment Relations Board tries to bring both sides together in some kind of compromise, was accompanied by CSEA filing an improper practice charge against the State on the ground of bad-faith bargaining. In this charge we pointed out that, from the attitude and responses from the State representatives obviously did not discuss or offer counter-proposals, as these, however, the state team wants to eliminate dental insurance, that the State representatives intended that the State employees retain the Taylor Law in order to reach an agreement at the negotiating table. Both sides have met and are continuing to meet at the front line, but the State was willing to remove its unrealistic position, but that move never came. Sure, we talked about language changes, but issues were never resolved in any way.

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JAMES MOORE

Operational Unit Declares Impasse, Starts Mediation

By ED McGREEVEY

Chancellor

Operational Services Unit
Bargaining Team

Serving on the committee with Mr. McGreevey are Francis De Lemos, James Stanton, Salutare Bonanno, David Strader, Charles Thompson, and Arthur Hennessy.

The Operational Services Unit negotiating team of the Civil Service Employees Association (CSEA) held two informal talks with the State on March 4, 1976, following 24 formal meetings, negotiations, and representatives of the State administration, when it became clear that a mediator could not move on no movement on any concrete contract agreement. The TAG committee of impasse, which means that a mediator appointed by the State Public Employment Relations Board tries to bring both sides together in some kind of compromise, was accompanied by CSEA filing an improper practice charge against the State on the ground of bad-faith bargaining. In this charge we pointed out that, from the attitude and responses from the State representatives obviously did not have any authority to negotiate on behalf of New York State. These representatives insisted on discussing only their proposals to the State and refused to discuss or offer counter-proposals as these, however, the state team wants to eliminate dental insurance, that the State representatives intended that the State employees retain the Taylor Law in order to reach an agreement at the negotiating table. Both sides have met and are continuing to meet at the front line, but the State was willing to remove its unrealistic position, but that move never came. Sure, we talked about language changes, but issues were never resolved in any way.

In a calm and cool manner, let us return to the facts. The CSEA Convention and that we alone will control the proper- properties of a 4 percent increase will be corrected otherwise. Democratic- ally, we will establish the organizational directions in which the Taylor Law and PERB will do the work for the will of the total membership. If changes are to be made, we will make them according to our own choice. We shall resolutely control our own destiny at all times.

JAMES MOORE