Delegates Bite Bullet On Dues Increase

Strike Orange County

GOSHEN—Orange County employees, armed with support from fellow Civil Service Employees Assn. members from other chapters, began picketing county offices last week after the union membership approved strike action.

Braving sub-zero weather conditions, demonstrators marched at entrances to several county offices in Goshen in order to protect the County Legislature's vote to freeze salaries and to reduce increments. As the week progressed, locations in other cities were added.

Although a temporary restraining order has been issued, the New York State Appellate Division, Second Department, reaffirmed the employees right to peaceful picketing. The right to strike, of course, is prohibited by the Taylor Law.

The employees, members of Orange chapter 862's county unit, are in the second year of a three-year contract.

The pact provides for negotiation of salary schedules only. Increments were established when the contract was signed and, as such, were regarded as final.

CSEA Still Cheapest Despite 50-Cent Pay Period Hike

BY MARVIN BAXLEY

KIAMESHA LAKE—A fifty-cents per pay period dues increase was approved by Civil Service Employees Assn. delegates after tumultuous debate that dominated the union's spring convention here last week.

The vote was a sharp rejection of the union leadership's plea for a one-dollar a week dues increase to meet mounting expenses since the last increase four years ago. The current dues of $1.75 a pay period has been in effect since October 1972, when it was increased by 25 cents.

The new 50-cent increase will push the dues to $2.25 a pay period, effective as of April 1. The yearly total goes

Rank And File Voting On State Pact Terms

ALBANY—Moving swiftly to implement a decision by delegates at last week's convention of the Civil Service Employees Assn., the union has mailed out ballots to its state employee members, returnable by March 30, for voting on a tentative three-year work agreement worked out with state negotiators.

The proposed pact, which generally extends the present contract due to expire on March 31, also includes a guarantee of annual and longevity increments for two years, a reopening of negotiations next November for a guaranteed pay raise effective April 1977, work protection for non-comparable and labor class employees, a one-year of service equal to that enjoyed by competitive employees and other significant job protection features.

Along with the ballot, which goes to CSEA members in all four state negotiating units represented by the union, is a complete verbatim copy of the memorandum of understanding signed by CSEA and state negotiating units.

CSEA vice-president James Lennon demonstrates solidarity of statewide union in backing employees on strike against Orange County. Employees on picket lines were joined last week by volunteers from numerous other CSEA chapters from throughout the region and the state. Mr. Lennon heads Southern Region III, which includes the 1,700-member unit.

File A Suit To Block Pension Fund Buys Of Bail-Out Bonds

ALBANY—As a result of a resolution passed by delegates at the statewide Civil Service Employees Assn.'s delegates convention in Kiamesha Lake last week, union attorneys are preparing a lawsuit to block the investment of $450 million in public pension funds in so-called "moral-obligation bonds" intended to bail out several floundering state agencies.

CSEA vice-president James Lennon demonstrates solidarity of statewide union in backing employees on strike against Orange County. Employees on picket lines were joined last week by volunteers from numerous other CSEA chapters from throughout the region and the state. Mr. Lennon heads Southern Region III, which includes the 1,700-member unit.

Affirm Independence

By ALAN BERNSTEIN

KIAMESHA LAKE—Affiliating with another union at this time was overwhelming-ly rejected by Civil Service Employees Assn. delegates last week.

Although one union, the American Federation of State, County and Municipal Employees, had been actively campaigning for affiliation with CSEA by sending propaganda to rank-and-file members, there was no contest when the vote was taken.

The delegates, recorded an approximately 82 percent in favor of retaining CSEA's independent status, thereby reducing the APSCME claim that affiliation would be a major issue at the convention.
CSEA Officials Term Kinzel Plan A 'Blueprint For Degradation'

BY HARRY BERKOWITZ

MANHATTAN—A representative of the Civil Service Employees Assn. was the only person to offer testimony against the recommendations of the Kinzel pension-reform commission at hearings last week in New York City.

CSEA programs administrator Bernard Ryan was the sole defender of the public employees viewpoint after New York City unions boycotted the hearings to protest their opposition.

Proponents of the Kinzel plan were primarily officials from many labor-union councils. Those included New York City Council President Paul O'Dwyer and Yonkers Mayor Albert R. Mantinelli, who testified that the commission recommendations, if adopted, would lower initial retirement benefits for civil service workers hired after June 30, 1973.

Mr. Ryan criticized the plan and called for the extension of the temporary state pension cuts adopted in 1973 and which will expire June 30. The state legislature must pass some kind of pension law by then.

Leaders of New York City labor unions boycotted the hearings at the World Trade Center in protest of the plan produced by the five-member commission, which is headed by Otto Kinzel.

The Kinzel plan would eliminate the reduction of a retiree's pension total by one-half of his pension fund's money to be invested in city and state bonds.

Mr. Kinzel, however, believed that when state civil servants voted for Social Security coverage in a 1956 referendum they were assured it would not be integrated with their pension plans. As for the 3 percent contribution requirement under the plan, Mr. Ryan said his union had won amandement of that plan by 1 percent, which he said would save Nassau County $50 million in the next five years.

Larchmont Mayor Kenneth Wanderer praised the plan except for the 3 percent contribution which, he said, would increase pressure for salary raises.

State Senator John R. Dunne (R-Nassau) also testified at the hearings held in Albany. Additional hearings will be held in Rochester this week.

At further hearings held in Albany, business and civic organization representatives said pension costs and benefits should be cut even more than the plan suggests. They included: The New York State Retired Teachers and the New York State Permanent Firemen's Association. The plan did not say it disregards "the human dignity of working people."

80 Newly Hired Will Battle Cold

The Community Development Agency will hire and train 80 people to insulate homes against cold weather in 26 poverty neighborhoods.

Funded by a $1 million federal grant, the year-long experimental program will involve replacing windows, caulking doors, rewiring, removing baseboards, plastering, wrapping steam pipes and sealing roofs and skylights in selected low-income apartment buildings and buildings in receivership.

Operation Open Cities, Inc., an arm of the CDA, will employ a supervisor, senior and junior janitors and clerks at salaries from $4,150 to $4,600 a year.

USE YOUR FINGERS TO GET AHEAD!

Learn to be a Stenographer or Reporter. Make $1,500 or more a year. Get good pay. Accredited by N.Y. State Education Department.

Privacy.
A CSEA Strike Is Called In Orange County

(Continued from Page 1) Negotiations for the current year had reached impasse earlier this year, and went to fact-finding. Recommendation of the fact-finder was for a 4 percent salary boost.

County Executive Committee, together with the State Executive Committee and the statewide officers, form the CSEA Board of Directors. From left, in front of table, are Raymond Cassidy, Westchester; Martin Koenig, Monroe, and William Sohl, Fulton. Seated behind table are, from left, Geraldine McGraw, Cattaraugus; Marjorie Cogeshall, Cayuga; Donald Maloney, Chautauqua; Maureen Malver, Madison; Joseph Lazarow, Rensselaer, and CSEA vice-president Irving Flumenbaum, Nassau. Standing, from left, are Frances Bennett, Clinton; Carmine DiBattista, Westchester; Mary Batista, Bronx; Ellis Adams, Dutchess; Everett Remington, Orange; John Mauro, Rockland; Ralph Natale, Nassau; Nancy Roark, Chemung; County Division chairman Salvatore Mogavero; Eric A. Hambauer, Schuyler; Eugene Nicodema, Schenectady, and CSEA assistant executive director-counties Joseph Dolan.

The Committee meets monthly to discuss matters of concern to employees of local government units such as school districts, municipalities and social services.

ASh MEMBERS’ VIEWS ON SERVICES PROVIDED BY CSEA FIELD STAFF

ALBANY—The Civil Service Employees Assn.'s ad hoc committee studying field services is appealing to the membership of CSEA to respond to the following questions regarding the quality and availability of services delivered by the union's field staff.

WHAT SERVICES DOES CSEA’S FIELD STAFF PRESENTLY PROVIDE IN YOUR REGION, AND WHAT FUNCTIONS ARE THEY EXPECTED TO PERFORM?

WHAT SERVICES SHOULD THE FIELD STAFF PROVIDE THAT IT IS PRESENTLY NOT PROVIDING?

WULD ADDITIONAL STAFF BE NEEDED TO CARRY OUT THESE ADDITIONAL DUTIES?

WHAT RECOMMENDATIONS OR SUGGESTIONS DO YOU HAVE FOR IMPROVING THE LEVEL OF FIELD SERVICES IN YOUR REGION?

Committee chairman Martin Langar asks that all members send their responses to him c/o CSEA 33 Elk St., Albany, N.Y. 12207, by April 5. Responses may also be sent to any of the other committee members. They are: Andrew Plascio, 601 Low Bldg., Syracuse, N.Y. 13202; Genero Fischetti, 42 Rose Ct., Staten Island; Ramona Gallagher, 46 Reiftree Island, Tonawanda, N.Y. 14150; Thomas Donovan, 31 Iroquois Lane, Commack, L.I. 11775; or Anne Keaney, 57 Oakwood St., Albany, N.Y. 12208.

The members are being asked of CSEA administration and staff, Mr. Langar said. He stressed that the April 5 deadline is final.

CHECKING THE SCHEDULE — Civil Service Employees Assn. director of education Edward Diamond, left, reviews the schedule of events for the Schenectady Educational Secretaries Assn. chapter with Connie Colangelo, unit president, and Joseph E. McDermott, Albany Region IV, president.

ASK MEMBERS’ VIEWS ON SERVICES PROVIDED BY CSEA FIELD STAFF
The strictest politicking laws on public employees apply to federal workers who fall under Title 5 of the U.S. Code, or federal civil service employees. Some states also restrict political activities of municipal employees, who work for federally funded programs, for the same reasons. Employees in federal and state work have the same rights and duties under laws that apply to any small portion of employees.

Federal Hatch Act

The Hatch Act, which toughened the Civil Service Act of 1883, provides that federal civil servants cannot render political service as an indirect part of political management or in political campaigns. They may engage in activities of civic, community, so-called volunteer organizations. The Hatch Act was a measure of the political exigency of the day in which the political parties recognized that they could achieve their ends only through the cooperation of the federal civil service. It was passed in 1893. For other state and city workers, there are special laws prohibiting political activities on duty. But residential employees, who work for non-profit or charitable organizations, may engage in political activity for other state workers, said Joe Healey, an attorney for the State Civil Service Department. They may do whatever they wish as long as it doesn't interfere with the daytime routine of their work. State workers, however, who decide to seek a partisan elective office, must obtain a leave of absence from their job according to Mr. Healey. If they are elected they must resign their office. "Our rules are not as strict as the federal rules," he said.

Federal civil servants may:
- Register and vote.
- Assist in voter registration drives.
- Wear political badges or buttons.
- Not appointments to public office.
- Serve as an election clerk or judge to perform non-partisan duties prescribed by state or local laws.
- Join a political party or club.
- Campaign for or against referendum questions, constitutions, amendments and municipal ordinances.
- Participate in non-partisan activities of civic and voluntary organizations.
- Sign nominating petitions, but not initiate or canvass for them.
- Among the activities which federal, state and local employees under federal grants, cannot participate in are:
  - Accepting candidacy for nomination or election to public office
  - Soliciting others to become candidates for partisan office
  - Campaigning for or against a political party or candidates in elections.

As an officer of a national, state, or local political party, or a member of a national, state or local political party.
- Participating in the organization of a political party.
- Managing a political candidate for public or party office.
- Working at the polls on behalf of a partisan candidate or political party by acting as a checker, challenger or watcher.
- Distributing campaign material.
- Serving as a delegate to a convention.
- Endorsing or opposing a candidate in a partisan election through newspaper, broadcasting or literature.

The restrictions apply to federal workers in the executive branch, whether they are in competitive or excepted service, full-time or part-time. A few exceptions are made, including employees paid from the appropriation for the office of the President, heads and assistant heads of the executive or military departments and officials determining national policy, and who are appointed by the President and subject to Senate confirmation.

Penalties for violations of politicking laws range from suspension without pay for 30 days to job dismissal. The Federal Civil Service Commission, which enforces the employee restrictions, investigates and holds hearings in cases involving violations. If removed, an employee cannot be re-employed in any post the salary of which is greater than the full-appropriation as the removal made.

New York state workers who are paid with state funds face similar restrictions under the Civil Service law, which permits state employees, in most cases, to engage in non-partisan activity. The "Little Hatch Act," a section of Civil Service law, prevents local commissioners from being involved in the political process. "There is no prohibition on political activity for other state workers," said Joe Healey, an attorney for the State Civil Service Department. "They can do whatever they wish as long as it doesn't interfere with the daytime routine of their work. State workers, however, who decide to seek a partisan elective office, must obtain a leave of absence from their job according to Mr. Healey. If they are elected they must resign their office.

"Our rules are not as strict as the federal rules," he said.

For municipal workers in New York City, politicking laws also apply only to police officers, firefighters, and members of the Personnel Department. Otherwise, there are no specific restrictions against engaging in a political contest or activity. Under sections of the city's charter, police officers are prohibited from joining a political organization, but may engage in political activity, according to Mr. Healey. If they sign from their post or the resignation is paid from the same appropriation.

Among the activities which municipal workers in New York City, political activities for other state workers, said Joe Healey, an attorney for the State Civil Service Department. They may do whatever they wish as long as it doesn't interfere with the daytime routine of their work. State workers, however, who decide to seek a partisan elective office, must obtain a leave of absence from their job according to Mr. Healey. If they are elected they must resign their office.

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ANNOUNCER: Are you looking for work? If so, you will want to check Career魅the 750 New York State jobs available now:

1. In Brooklyn, there's an opening for a PLEXO-FRAMES OPERATOR. The job pays $600 a week.

2. In Manhattan, there's a job for a COMPUTER PROGRAMMER. The salary is $900 a week.

3. In Rochester, there's a position for a MACHINE OPERATOR. The salary is $800 a week.

4. In Buffalo, there's a job for a CHEMICAL ENGINEER. The salary is $1,200 a week.

5. In Albany, there's a position for a MECHANICAL ENGINEER. The salary is $1,500 a week.

For more information on these and other New York State job opportunities, please contact the New York State Employment Service Office in your area.

CIVIL SERVICE LEADER: May 23, 1976
DOUBLE-EDGED SWORD

YOU SHOULD feel right at home here," Civil Service Employees Asn. president Theodore C. Wendi said when|he introduced state delegate Andrew Stein to delegates at the union's convention last week.

The point of Dr. Wendi's remark is that Mr. Stein had just left the grueling budget debate in the Legislature and was about to address the delegates right after they had finished their tumultuous battle over a dues increase.

The plott of both CBSE and the state is basically the same: the need to finance soaring expenses for operation.

According to those in the know, the state is trying to hold the line on costs by delaying salary increases for state employees, who are irate because of the wage situation.

Indeed, one of the principal arguments against the dues increase—made by state delegate after state delegate during the stormy debate—was the anger they would incur from their members by asking for dues increase on one hand, while offering for approval a contract proposal without salary improvements. (The agreement does renew salary improvements. The agreement does renew salary improvements.)

and its members by asking for a dues increase on one hand, while offering for approval a contract proposal without salary improvements. (The agreement does renew salary improvements. The agreement does renew salary improvements.)

The members are deeply concerned about any money coming in to speak of. Is this true?

A. Possibly. But you should check with your social security office and let them determine if your countable resources exceed the limit. If you exceed the limit by a small amount you may still quality for payments if you agree to pay the taxes and any other charges within a specified period of time.
RETIREMENT
NEWS & FACTS

What's Your Opinion

By ALAN BERNESTIN

QUESTION

What do you think of Last-Offer-Binding-Arbitration (LOBA)?

THE PLACE

Civil Service Employees Association Delegates Meeting, Kirkwood Lake.

OPINIONS

Fran DeLeone, Ulica Office of General Services: "I think it is a good idea. Binding arbitration is all that really helps. It would help state workers because the arbitrator could be held to his word. We had to go back to the legislature last year as to the $2,200 lump payment. It's definitely much better than point for point through the legislature and it's, of course, much fonder to have the binding arbitration. It has to be kept out of politics. State workers have been called second-class citizens and the legislature seems to feel the same way. A binding arbitration, state employees will get what they have coming to them."

Fran Goodwin, SUNY at Binghamton: "I think state workers are definitely in need of something like LOBA. It would be a way of binding the state so we don't have to go down the same road that happened last year as to the $2,200 lump payment. It's definitely much better than point for point through the legislature and it's, of course, much fonder to have the binding arbitration. It's a fair way. Any other way, I would be the arbitrator and could only usually just state employees." Pat Spiegel, Rockland County: "From what I know about Last-Offe,Binding-Arbitration, I am in favor of it because any arbitration really helps. It would bring the retirement and social security payments. It is the best legal way for all parties to be satisfied. Each side would have to be realistic and not make ridiculous offers and nothing good can ever come from that." Walter Turner, Thomas Central Square: "I think the binding arbitration is a fair way. Any other way, I would be the arbitrator and could only usually just state employees."

Editor, The Leader: Your front page article in the Feb. 17 Leader entitled "CIGA, Ansaile DOT Men Only Outside Firms Hire After Full-Time New Works" could very well apply to the layoff of 394 State Inspectors last May, with a subsequent take-over by the U.S. Civil Service. There were two understandings at that time: One was that the U.S. Civil Service would take care of safety inspections the N.Y. State inspectors did not have to cover; the other was that the U.S. Civil Service would consider hiring as many as possible of the laid-off N.Y. State inspectors. A survey of how many N.Y. State inspectors were re-employed by the U.S. Civil Service could give us a good case for pressing the return of State labor to provide some public service jobs for the unemployed in the state. Sam Griswold, speaking on Rochester TV Channel 10, asked the question: "Where are the federal inspectors? They're nowhere around." Does this mean the public is not being protected as effectively as in the past? Doesn't the public care whether they are protected or not?" Richard W. Fletcher, Williamson

LETTERS TO THE EDITOR

Save Center

Editor, The Leader:
The senior citizens of Orange County wish to go on record as being opposed to the demolition of some of the surplus buildings at the Middletown Psychiatric Center.

We feel that these buildings should be renovated and put to use as housing for the needy elderly of Orange County.

The advantages of this move are many, and the LCDA is on record as favoring this. These buildings are located in the City of Middletown on a line between Middletown and the center of Orange County.

While the cost of new construction being so prohibitive, serious thought should be given to the renovation of these buildings. This would be to the advantage of the elderly and also to Orange County. John M. VanDusen Middletown

Pension Delay

Editor, The Leader:
I realize that letters of this type are becoming a great embarrassment to you. No one seems to want to answer them.

Why are your statistics so scanty and incomplete regarding the employees of the N.Y. Civil Service?

Oh, you give out the week's totals all the right, and the total op- eness for the 30-day waiting period can be seen in the payroll stub.

But you don't indicate how long a retiree waited for this and have a lengthy period of months or years? Embarrassing to give this kind of information, I know.

Next month will be a year for me. When completed this chapter is introduced between the official date of retirement, and the official approval by the Retirement Board?

What are your thoughts about this letter?"
Delegates Bite The Bullet On Dues

(Continued from Page 1)
from $45 to $57, still lower than the dues charged by rival unions.

By contrast, the Service Employees International Union and the American Federation of State, County and Municipal Employees have dues structures based on one to two percent of salary, varying from local to local. Based on the smaller unions.

from $45 to $57, still lower than the dues charged by rival

would pay SEIU or AFSCME $58, while someone in the $25,000 bracket would pay $250. This, of course, would be double ($116 and $80) respectively if the deduction is 2 percent.

Although emotions were intense during the dues debate, it was not the last time the labor dispute would be

and they, as delegates, would have to shoulder responsibility for their decision.

Printed below is Mr. Gallagher's report to the delegates:

"This fiscal year, which began on October 1, 1974, proved to be one of the most difficult in the Civil Service Employees Association's 65-year history. The effect of an uncertain economy and the prospect of additional layoffs put it at the heart of every household and business in the state—and CSEA was no exception. The cost of serving our membership in the face of rising expenses resulted in a deficit of $682,856 for the fiscal year ended September 30, 1975."

"In an effort to serve its members as fully and efficiently as possible, CSEA expanded various programs significantly during the past year. For example, CSEA's legal assistance program costs $203,175 this year as compared to less than $100,000 in 1973. The Association's staff also has increased by 33 percent during the past year, and the 113-member professional staff hired for field service, collective bargaining and headquarter functions. The re-


**Statement of INCOME, EXPENSE and CHANGE in FUND BALANCE for the years ended September 30, 1973 and 1974.**

<p>| ASSETS: |</p>
<table>
<thead>
<tr>
<th>Year</th>
<th>1975</th>
<th>1974</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash, including interest bearing accounts and certificates of deposit</td>
<td>$1,077,512</td>
<td>$1,019,925</td>
</tr>
<tr>
<td>Available assets &amp; receivables (market 1975 — $7,182,865)</td>
<td>$7,182,219</td>
<td>$6,497,921</td>
</tr>
<tr>
<td>Dues receivable</td>
<td>444,831</td>
<td>329,222</td>
</tr>
<tr>
<td>Other receivables, deposits and prepayments</td>
<td>79,087</td>
<td>58,559</td>
</tr>
<tr>
<td>Note receivable</td>
<td>1,975,000</td>
<td>2,075,000</td>
</tr>
<tr>
<td>Total Assets</td>
<td>$11,979,099</td>
<td>$11,766,864</td>
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</tbody>
</table>

**LIABILITIES: |
<table>
<thead>
<tr>
<th>Year</th>
<th>1975</th>
<th>1974</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable, taxes withheld and accrued items — Note 5</td>
<td>$336,481</td>
<td>$291,412</td>
</tr>
<tr>
<td>Dues collected in advance</td>
<td>1,103,584</td>
<td>1,310,310</td>
</tr>
<tr>
<td>Mortgage payable</td>
<td>415,706</td>
<td>475,356</td>
</tr>
<tr>
<td>Total Liabilities</td>
<td>$1,759,791</td>
<td>$2,087,067</td>
</tr>
</tbody>
</table>

**GENERAL FUNDS: |
<table>
<thead>
<tr>
<th>Year</th>
<th>1975</th>
<th>1974</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fund for general operations and working capital</td>
<td>$1,118,469</td>
<td>$2,089,582</td>
</tr>
<tr>
<td>Fund for welfare payments</td>
<td>370,944</td>
<td>273,095</td>
</tr>
<tr>
<td>Fund for contingency</td>
<td>614,634</td>
<td>371,314</td>
</tr>
<tr>
<td>Fund for building and equipment investment</td>
<td>1,341,772</td>
<td>1,007,445</td>
</tr>
<tr>
<td>Fund for additions to building and equipment</td>
<td>173,287</td>
<td>147,388</td>
</tr>
<tr>
<td>Fund for replacement of building — Note 1</td>
<td>215,707</td>
<td>175,057</td>
</tr>
<tr>
<td>Total General Fund Balances</td>
<td>$3,318,598</td>
<td>$3,915,564</td>
</tr>
</tbody>
</table>

**Statement of Income, Expense and Change in Fund Balance**

**INCOME:**

Dues — net after refunds to Chapters and State | $4,243,210 | $3,921,705 |
County | 3,071,667 | 2,832,244 |
Interest earned from investments | 370,884 | 406,090 |
Income from other sources | 190,431 | 201,435 |
**Total Income** | $5,085,052 | $5,562,260 |

**EXPENSES:**

Salaries, payroll taxes and other personal services | $3,370,982 | $3,298,580 |
Employees' group life insurance costs | 450,287 | 414,265 |
Administrative travel, lodging and meals | 421,413 | 350,745 |
**Total Expenses** | $4,242,683 | $4,064,570 |

**Additional Additions to Fund for building and equipment investment**

representing purchases of equipment during year | $62,199 | 70,675 |

**Excess of Expenses Over Income or Income Over Expenses Transferred to General Operations** | $6,530,093 | $6,336,044 |

**Total Expenditures** | $5,177,097 | $5,632,428 |
CSEA's Rank & File Voting On Terms

(Continued from Page 1)

Teams.

Tentative Pact Agreement

Those provisions of the collective agreement between the State and CSEA relating to this unit for the period April 1, 1973 to March 31, 1976 will be extended until March 31, 1978. Only changes in the agreement which are necessary to delete obsolete references or to reflect the following are provided:

1. Commencing with the beginning of the payroll period of which is nearest to April 1, 1976, the State agrees to pay annual and longevity increments at the rate in effect on April 1, 1977 to those employees eligible to receive such incremental payments pursuant to the provisions of Civil Service Law § 130 and 131.

2. Commencing April 1, 1976 permanent non-competitive and labor class employees within this negotiating unit with one year or more of permanent continuous State service who are laid off shall have such layoff governed by the provisions applicable to competitive class employees for the purpose of re-employment to future vacancies.

3. Effective April 1, 1978 a continuity-of-employment fund administered by a committee will be created in order to:

   a) study worker displacement problems arising from economy cuts, programmatic reductions, and curtailments, lead time for, the closing, relocations, consolidations, technological developments, and contracting out; and

   b) make recommendations for the solution of these problems, including but not limited to the use of normal and induced attrition (e.g., early retirements), sharing of available State job opportunities (e.g., transfers), indemnification (e.g., severance pay), and transition to work in the labor market beyond State employment (e.g., retraining).

Recommendations made by the Committee will not be binding on either the State or CSEA, although they may form the basis for negotiations and such agreements as the parties may enter into.

The Committee shall be instructed as follows: there shall be four representatives from the State, one each from the CSEA and the Capital Chapter, and one impartial person who shall serve as Chairman.

The State shall cause to be placed in the continuity-of-employment fund for expenditure pursuant to this memorandum of agreement the amount of $1 million.

The Committee shall continue in existence for a period of one year unless the parties by mutual agreement agree to extend the life of such committee.

4. Effective April 1, 1976, labor and non-competitive class employees within the negotiating unit represented by CSEA if laid off, will be laid off within thirty days of the close of the current contract and who is scheduled for layoff as a result of such notice shall be covered by the provisions of the Civil Service Law, Sections 80 and 81, and provided, further, however, that this proposal does not extend to these employees' coverage under Civil Service Law, Section 75 or Article 33 of the collective bargaining agreements with CSEA.

5. Commencing April 1, 1976 and continuing until March 31, 1977, the State will give written notice to CSEA of the closing of an agency, a facility, or a division or major department of an agency at least six full calendar months prior to the closing.

6. Each of the parties shall have the right by giving notice to the other prior to October 31, 1976 to reopen negotiations in order to amend the provisions of the 1973-1976 collective agreements. Each party will be limited to present for reopened negotiations two articles in the 1973-1976 collective agreements (in addition to the general wage reopen provisions set forth in paragraph 7).

7. Commencing with the beginning of the payroll period of which is nearest to April 1, 1977 the State agrees to pay annual and longevity increments to those employees eligible to receive incremental payments pursuant to the Civil Service Law, § 130 and 131.

8. The State agrees to conduct the present share of the cost of health and dental insurance during the term of this extension agreement. Any increase in the costs of such plans will be borne by the State and the employees represented by CSEA in the same proportions as are presently in effect.

The agreements set forth in this Memorandum of Understanding shall be subject to ratification by the membership of the Civil Service Employees Association, Inc.

Dated: March 12, 1976

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.

THE STATE OF NEW YORK
Save Evers Rally Hits Budget Cuts

In yet another attempt to save City University of New York from severe cutouts, students and community leaders staged a rally in Brooklyn last week.

This time, demonstrators came to support Medgar Evers College, which would be reduced from a four- to a two-year college under School Chancellor Robert Ribbe's proposal to save money.

Congresswoman Shirley Chisholm, Brooklyn Borough President Seabright Leontu, and James E. Greenfield, chairman of the New York City Council Against Poverty addressed the rally.

Charles Joshua, executive director of the Central Brooklyn Coordinating Council, said the move would turn Medgar Evers into a "vocational school."

"The Brooklyn community fought and struggled for many years to establish a senior college to meet its educational needs," Mr. Joshua said. "Now the life of that senior college is in jeopardy."

Veterans Administration Information Service
Call (202) 389-3741
Washington, D. C. 20420
Someone Needs You — Blood is meant to circulate.
Keep it moving, by donating
Give a pint of blood.
ALBANY—Licensed practical nurses, psychiatrists and medical specialists are continuously being recruited by the State Civil Service Department for posts in state agencies. Salaries range from $8,051 to $33,704 a year.

For all posts no written examinations are necessary. Applicants will be rated according to their education, training and experience.

For licensed practical nurses, No. 20-190, candidates must have a license to practice as a practical nurse or have applied for a limited permit to practice as a practical nurse or have completed a training program approved by the certifying board of the candidates specialty. Individuals with two years post-residency experience may apply for medical specialist II, No. 20-408.

Application forms may be obtained in person or by mail from the State Civil Service Department at Two World Trade Center, Manhattan; State Office Building Campus, Albany; or Suite 750, 1 West Genesee St., Buffalo.

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(Pronounce it GAY-KEE-KAN)

2 City Workers Praised For Tips

New York City, which seeks assistance from wherever it can, last week handed out Municipal Service Administration awards to two employees for money-saving suggestions. They received citations and cash.

Lillian D'Aguilari, a Municipal Archives senior clerk won $50 for her suggestion to place the daily death records and the Board of Health's mortality data into colors of each month's calendar, which saves time in keeping the files current.

Both centers are charter-managed by the Civil Service and the Board of Health. The Civil Service, which administers the records management program of the city and serves as archival depository for New York.
There will be no written test.

Applications may be obtained from the State Civil Service Department, World Trade Center, New York, N.Y.; Suite 750, 1 West Geneve St., Buffalo, found in that office or at that location with a wait that is registration as an occupational Distribution of New York. Starting opportunity to make any such preference

A group he helped found 25 years ago.

He will be succeeded by Roger C. Thompson, former secretary to

through the employee's grade. Employees receive payment

There is no assignment of $10 be provided for each up to three dependents. Speaker Stanley

A new assistant

He plans to work for a 10-state legislative energy program funded

while, according to the employee's grade. Employees receive payment

for an intention to make any such preference, limitation, or disqualification.

all tenants that are available on an equal opportunity basis.

formed into a flat rate for all employers. Comptroller Arthur

the written part of open-complement, or on request. Commodities, none

The NYPIRG suit states that the annuities are illegal because of a

New York City to make payments to nine uniformed sets or officers. The payments, known as annuity funds, were begun in 1964 and total about $10 million annually. Under the payment schedule, the city gives money to the unions for each full-time worker. Amounts vary according to the employee’s grade. Employees receive payment upon retirement, usually in monthly installments over a 15-year period, equivalent to the amount of the payments included in the legislation. Persons now receiving such payments would not have their payments increased.

The New York State Public Interest Research Group, a public interest organization, has filed a suit against New York City to hal

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Maintenance Helper Group D
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Management and Administration Quin
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Mechanical Engineer
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Mechanical Engineer
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Motor Vehicle License Examiner
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Notary Public
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Nurse (Practical and Public Health)
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$18,369 20-416
Supervising Actuary (Cassy)
$25,516 20-418
Senior Actuary (Life)
$22,694 20-417
Clinical Physician II
$31,074 20-411
Dental Hygienist
$27,942 20-420
Dietitian
$21,760 20-417
Supervising Dietitian
$21,760 20-417
Electroencephalograph Technician
$7,431 20-532
Food Service Worker
$7,431 20-532
Hearing Examiner
$7,431 20-532
Histology Technicians
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Manhattan PC Holding Dinner
BROOKLYN — The dinner meeting of Manhattan PC chapter 413 will be held Tuesday evening, Friday evening, March 26, at 8:30 p.m. at Mary’s Restaurant, 619 E. 33rd St., Brooklyn. The event will be from 7:30 to 11 p.m. and several recent chapter reports will be honored.

Manhattan PC Planning Two Info Post
MANHATTAN — George Banham, supervisor of Civil Service Employees A.A. New York City Region II, announced that the union has set up a information desk in Building 2 of the World Trade Center and in the Harlem State Office Building at 125th Street, Manhattan.

Mr. Banham said that thousands of supervisors are located in those buildings and the information desks will be extended to CSR members.

"We want to make our staff more accessible to our members and to help them in their problems and to learn how we can better service them. We want to make more about CSR, will want to join our ranks," Mr. Banham added.

The program began on Tuesday, March 16, on a bi-weekly basis of first and third Tuesdays at the World Trade Center and second and fourth Tuesdays at the Harlem State Office Building.

Court Clerk Promo Is Set
ALBANY — The Office of Court Administration has opened filling for the promotional post of a court clerk, exam 55-488, with the New York State Court of Claims. Applications for the post will be accepted until April 2, with a written test scheduled for May 1.

To qualify for the test, applicants must be court office assistants, court clerical machine transcribers and secretaries, court stenographers, typists, office tenants, court stenographers, typists, court secretaries, and similar positions. Applications for the post will be accepted until April 2, with a written test scheduled for May 1.

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Here is the newspaper that tells you 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.

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CITY Zip Code

Additional information on required qualifications and applications forms may be obtained by mail or in person at the State Department of Civil Service: State Office Building Campus, Albany 12226. Applicants can file in person only at the World Trade Center, New York 10047; or Suite 750, 1 West Genessee Street, Buffalo, New York 14202.

Specify the examination by its number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building Campus, Albany, New York 12226.
ROCHESTER—The first contract negotiated by the Civil Service Employees Assn., for 110 town employees in the suburban Town of Greece provides an average 33-cent-an-hour pay raise for each of its three years.

The contract, retroactive to Jan. 1, 1976, includes grievance procedures, binding arbitration, a fair dismissal clause and new pay scales that average about 24 cents an hour higher per hour worked from 45 to 40 hours over the three-year period.

The contract covers employees in the town's public works, sewer, water, landfill and recreation departments. Under the contract's terms, laborers, for example, will be earning $5.30 an hour starting Jan. 1, 1978.

Employees ratified the contract by a vote of 48-17.

Douglas Lynch, unit president, was in charge of negotiations, which took place in 21 sessions held over six months.

Field representative Thomas Pomidoro, who also assisted in negotiations, said the grievance procedure and a job security clause were the major contract gains.

Under the grievance procedure, an employee with a complaint will go first to Public Works Commissioner William Kinta. If Mr. Kinta cannot satisfy him, the employee then can have a hearing with Town Supervisor Donald Helfert or a third party assigned by him. Alternatively, the employee may seek a hearing before an outside arbitrator whose decision is binding.

Previously, the last step of the grievance procedure was a hearing before the Town Board.

"The Town Board would win and the employee would always lose, no matter if the town was wrong or right," Mr. Pomidoro said.

Under the job security clause, an employee who has worked for the town at least 18 months cannot be fired "just and sufficient cause is shown."

Mr. Pomidoro also said the new contract represented an "improvement in language."

Many provisions of the old, non-CSEA contract will remain, he said. "It was not a workable contract."

"I think the new pact is an excellent one," he added. Only public works employees in Percin and possibly Brighton have rates competitive than those in Greece in Monroe County, he said.

Negotiations began in August. After about a dozen meetings, CSEA declared an impasse and walked out of a Dec. 1 meeting.

A fact-finder was appointed by the State Public Employment Relations Board, but never met with the two sides.

Negotiations resumed in early January after CSEA and the town agreed to a month ago. The Greece Town Board approved the contract after it was ratified by the CSEA members.

VICTORY GESTURE — Kevin Belton, of Niagara, left, jumps with excitement upon learning of his win over Lawrence Hudson, of Rochester, in the Civil Service Employees Assn.-sponsored 115-pound novice boxing championship fight in Syracuse. The bout was one of 18 on a Golden Gloves championship card, generally regarded as the finest of its kind in a decade in Upstate New York. At right is CSEA chaplain, displaying the CSEA championship trophies, is Chuck Mc-Grady, Syracuse Region V public relations chief.

Watertown Seeks $ Hike & Grievance Arbitration

WATERTOWN—A set of contract proposals involving pay increases and binding arbitration for grievances has been adopted by the Watertown City unit of Jefferson charter, Civil Service Employees negotiating session with City Manager Donald G. Pobos, within the next two weeks.

Roger Kane, field representative and collective bargaining specialist for CSEA, said the proposals include a pay raise tied to the cost of living increase. He declined to specify the amount sought, indicating it compares "roughly" with the 6 percent pay raise in the current pact.

He said CSEA will propose binding arbitration for grievances and longevity payments similar to those won by city policemen and firefighters in their existing contracts. The latter item may be dropped higher in the public Employment Relations Board rules favorably on a pending CSEA charge that those benefits should be awarded general workers proactively because the payments were, in effect, promised the union during last year's negotiations.

A continuance of the current no-layoff clause, which expires when the present contract ends June 30, is not within the present CSEA proposal package. Instead, CSEA will propose a bumping procedure for non-competitive positions. The job guarantee provision, however, may be discussion during upcoming contract talks, said Mr. Kane.

Watertown's Work Transfer Draws CSEA Ire

WATERTOWN—The Civil Service Employees Assn.'s custodial—maintenance unit may take legal steps against the Watertown Board of Educa-

tion in the wake of a union member custodian's job transfer at a $400-a-year cut in salary.

Roger Kane, CSEA field repre- sentative, has indicated legal ac-

tion is in the offing, terming the transfer "an attempt to bust the union."

Involved in the case is Robert Whittaker, head custodian at West Seneca School, transferred to North Ju-

ner High School with his du-

tion as building manager: Kenneth Flory.

Mr. Whittaker, protesting the loss of pay, nevertheless has taken the transfer so that he has a job.

School officials said the tran-

fer was designed to save the City School District $11,497 by not hiring a new person through transfer of Mr. Whittaker as re-

placement for a retiree at North Junior High School with his duties of Mr. Flory at Watertown High School.

CSEA Affirms Independence

(Continued from Page 1)

the Board of Directors in rejecting the AFSCME bid.

AFSCME representatives im-

mediately said their AFL-CIO assn would challenge CSEA for representation rights in the futu-

re.

Representatives of the Public Employees Federation also sur-

face at the convention after the affiliation rejection. PEF is the AFL-CIO organization that has been trying to find someone to represent. A collaboration be-

between the United Teachers and the Service Employees Interna-

tional Union, it was formed for the purpose of challenging for the Professional-Scientific-Tech-

nical Bargaining Unit rate, but was defeated by CSEA in an election earlier this year.
Fed Computer Jobs Available

Computer operators and technicians are being recruited by the U.S. Office of Civil Service. In New York City and Northern New York, the Department of Civil Service will accept applications May 17 through 23 for post positions ranging from $8,025 to $11,046 a year. No previous experience is required. Candidates will be rated on training and experience.

For OCS-4 positions, applicants should have at least a year's experience in operating computer systems and at least one year specialized work. General experience for both posts means experience in operating computer accounting machines, switchboard operators, and other electronic equipment.

Specialized experience for OCS-7 candidates means complete experience operating a computer system or peripheral devices used in computer operations. Some other work requirements include knowledge of computer operating systems, techniques, and languages.

OCS-7 candidates must have at least two years general experience and two years specialized experience, while OCS-1 candidates should have at least two years' general and three years' specialized experience.

Two years of study above high school may be considered for years' general experience. Four years' study past high school and 20 hours in data processing may be substituted for all OCS-1 requirements.

Additional information and applications are available at Civil Service Commissions in New York City and other Civil Service offices throughout New York State. Locations will be published in The New York Times.

The move, according to Oleh, is being made to improve the department's computer operation's self-sufficiency. The nine-hour, 7,300-yard course and 1,200-yard race will include three events to meet the Federal Reserve's 3 1/2 week days and 5 week requirements.

The fire Department, promoted 12 firemen to lieutenant and 12 captains to chief. The new captains are Henry P. Kittel, Joseph N. Brocco, Robert E. Canville, Francis J. Bejar, Frank R. Ruckel, John P. Tanunzio, Robert V. Kehoe, W. Brim worth, Salvatore D. Albimitan, Stanley A. Gerardi, John J. Rourke, and John P. Landry.


ALBANY — "An educated staff, which is totally aware of the ongoing changes in their professional field, is the mainstay of any modern organization," Civil Service Employees Assn. Albany Region president Joseph McDermott said in explaining the region's staff education program.

"Because of this need to keep the Albany regional staff abreast of the newest concepts in labor relations, bargaining techniques, arbitrations and grievance procedure changes, and other items, we have begun a videotape program. In this program, experts in various fields address regional field staff and undergo an intensive question and answer period by the fieldmen themselves.

"Since these programs are videotaped, they will be reviewed over again to various audiences so that the knowledge presented can be disseminated over a very large area without tying up the expert or the members of the staff," Mr. McDermott observed.

Recently the regional staff was addressed by the Rev. David C. Randles and William A. Toomey, concerning various aspects of arbitration. Reverend Randles presented a ninety minute program, and Mr. Toomey's lasts two hours; both are on half-inch black and white tape. Copies of each presentation can be made available to other CSEA regions for the cost of approximately $15 per half-hour reel.

"The Albany Region believes that this type of educational program, real presentations by experts in the field, questioned by professional practitioners, not a scripted, staged presentation by Hollywood-type actors, present current knowledge in the best way possible," Mr. McDermott said.

"So hope that other regions will utilize these tapes or, possibly, produce their own. This will act as an exclusive educational materials related to any situation at hand and the establishment of an up-to-date videotape library to help educate our members and the professional CSEA staff!"

Schenectady Secretaries Hold A Workshop Session

SCHENECTADY — A three-part workshop session has been concluded by the Schenectady Educational Secretaries chapter of the Civil Service Employees Assn. Chapter members who have remarried from Joseph McDermott, head of CSEA Albany Region IV.

The three workshops were Negotiating Your Field, conducted by CSEA collective bargaining specialist Deborah B. Beyer; How I Game About, conducted by CSEA field representative John D. Cisaro, and Job Service Testing, conducted by CSEA research analyst Walter Lembach.

The workshop was held at Central Park Junior High School. During lunch, chapter members viewed a fashion show with commentator Louise Boyka. A reading and a summary, given by CSEA regional field supervisor John D. Corsonan Jr. and director of education Edward C. Domino, concluded the workshop.

"Mix & Mingle Date Scheduled

ALBANY — Albany Region IV, Civil Service Employees Assn., will hold its "Mix and Mingle" party Friday evening, May 14, at Michael's Banquet House, Route 9, Albany. Those invited are members of the chapter, their spouses and guests.

The party will begin at 5:30 p.m. with a Dutch treat bar followed by dinner and dancing. Tickets are $8 each. They are available from chapter party chairman or Marianne Herkenrath, telephone number (518) 270-4444 and State Plaza, 10th floor.

No date has been set for further negotiations pending a scheduled hearing by PERB.

Amendment Spikes Effort To Staff State Lottery With Patronage Positions

ALBANY — An amendment to Assembly Bill 9558-A, proposed by Assemblyman Neil W. Kelleher (R-Troy), has stalled an attempt by the legislature to re-establish the New York State Lottery as a commission staffed exclusively with patronage type.

The bill, in its original form as sponsored by Assemblyman Andrew D. Virgilio (D-Brooklyn), would have denied more than 900 public employees the right to transfer into a new lottery division in the Department of Taxation after their jobs in the State Racing and Wagering Board were abolished by Gov. Hugh L. Carey when the old lottery commission was disbanded in December.

The Civil Service Employees Assn. is supporting Mr. Kelleher's amendment. It provides for the transfer of State Racing and Wagering Board employees into positions in the Department of Taxation's lottery division, without further examination or qualifications and these employees shall retain their respective civil service classifications and status.

Mr. Virgilio's bill places the appointment of lottery employees, officers and employees in the control of a lottery director, as appointed by the Governor.

"On two occasions," Mr. Kelleher said, "the floor was brought to the Assembly floor which would have given the Governor the green light to staff a new lottery from top to bottom with his political patronage. The bills were defeated because Mr. Kelleher's proposal was so strong. The Governor was not only shocked by the power grab, I, in effect, killed them with an amendment which would have allowed the Governor to appoint his own top lottery boss but would have compelled the lottery employees to put the lottery in someone's political pocket. In effect, the bill was killed while the political patronage type personel put the summary in a position that he summarily fired when he dismantled the old lottery last year."

According to a spokesman for CSEA, the bill was held a day each time it came up for debate because Mr. Kelleher's proposal had garnered enough support by the Republican minority in the Assembly to kill the amendment to Mr. Virgilio's bill.

"When the patronage angle was struck from the bill, thereby giving former lottery employees retention rights, the Legislature suddenly became disinclined," the spokesman said. Informed sources maintain that the patronage angle, as called for in the original bill, would have been split between some of the Legislature's Democrats and Republicans.

CSEA representatives are attempting to contact legislative leaders as support Mr. Kelleher's amendment as a measure holding up the provisions of civil service law which provides for the orderly transfer of job functions within the guidelines of the merit and fitness system.

"What a truly sorry state of affairs the Governor's efforts to play political, hand-picked with the lottery has brought us to," Mr. Kelleher said. He also cited situations in funding to programs, that where low income families need to use services to our people that could have been saved with the reverse dollars—approximately $6 million a month—that have been lost by Governor Carey holding his budget.

"We are now going all out to get the message to Whitmero and the general Assembly that the election is coming up and we are working hard to win that one too," Mr. Ventura added.

Know your type? Join the mainstream of good guys, who donate blood. You may not be dying to give blood, but some day you may be dying to get it.