Set Waste Hearing In Albany

ALBANY — The Civil Service Employees Assn./Stein Committee on Waste and Inefficiency in Government will hold a public hearing in room C, Legislative Office Building, Albany, Tuesday, March 29. It will begin at 10:30 a.m.

The committee has lined up witnesses to testify on alleged inefficiencies, abuses of state funds in the printing and supply expenditures of the Office of General Services, inefficient use of building space in offices and other locations. CSEA is coordinating investigative efforts with Assemblyman Andrew Stein (D-Maritime).

A previous CSEA/Stein hearing held in Syracuse turned up reports that tens of millions of dollars in public funds have been wasted in purchases of shoddy building materials for institutions, bridges and highways in New York State. It was also alleged that the director of the Newark State School, near Rochester, had three daughters on the school payroll while he was away attending school.

Further hearings in Albany, Buffalo and New York City by CSEA/Stein Joint Committee to Investigate Waste and Inefficiency in Government were announced by Assemblyman Andrew Stein, at right. He was introduced at CSEA Delegates Meeting by union president Theodore C. Went as "a man willing to stand up for his principles." Mr. Stein also attacked state employee layoffs, saying, "We will not make New York a solvent state by putting people out of work."

The committee also announced that the Senate budget was not sufficient to make the fact-finder's report even more acceptable by agreeing to 2 percent retroactive to Jan. 1 and the other 2 percent to take effect July 1. This would have amounted to a total increase of only 3 percent in the county payroll this year.

New York Primary: At Stake Is Second Largest Delegation

The political eyes of the nation are now focused on New York State. The Presidential primary here next Tuesday, April 2, may have

Convention Coverage

— See Pages 5, 8 & 9

Vol. XXXVI, No. 54
Tuesday, March 30, 1976
Price 20 Cents
Anger & Dismay Are Seen NYC Region View Of Proposed Pact

By CHARLES OWEN

MANHATTAN—Anger and dismay appeared to be the dominant emotions held by leaders of New York City Region II, Civil Service Employees Asm., at a meeting called last week by Region president Solomon Bendet to determine reactions to the proposed State-CSEA contract.

The tentative pact was discussed earlier this month at a CSEA II meeting at the Concord Hotel, Kiamnaha Lake. CSEA members will vote to approve or reject the proposed pact by mail in ballots returnable March 30.

The proposed two-year contract generally extends the terms of the present CSEA-State agreement. It includes a guarantee of job protection for non-compete workers, a general extension of the terms of competitive and labor-class workers for a pay raise effective April 1, and a guarantee of job protection features and a reopening provision next November for a pay raise effective April 1, 1977.

There is no provision for an immediate wage increase, however, and this is the sticking point for the Region's leaders.

"I am absolutely against the contract," declared Jack Welsz, Parole District chapter and a CSEA District directors.

"It is ridiculous for CSEA not to get a pay increase for three years," he said. "They are being paid less than the minimum wage. The people are terribly upset. There's nothing in the contract about inflation." Welsz said he was not yet prepared to recommend contract approval to the members. But he added, "The minute I arrived home from the meeting, I still have to work it over."

"It doesn't stand a chance. It is a complete rejection of the proposed contract," declared Jack Welsz, Parole District chapter and a CSEA District directors. "If one of the four subdivisions to contribute to the Unemployment Insurance Fund only for benefits for workers they lay off."

Mr. Welsz described his member's reaction: "We have organization," he said. "If we have to vote, we'll vote."

"I still have to work it over."

Some of the Region leaders predicted their members will reject the proposed pact.

"We are talking about a contract that is going to be rejected," said Welsz. "Our members are not going to accept the contract."

At the Concord Hotel meeting, CSEA's Professional, Scientific and Technical Bargaining Unit joined Region II in recommending that the status quo and the provisions of the State Insurance Fund only for benefits for workers they lay off."

The proposed pact contains nine names.

The union, he noted, has requested certification to take the contract to Taylor Law proceedings. "This is the last chance for CSEA to get a contract," he said. "And this is the last time we're going to blow the membership."

Some of the Region leaders predicted their members will reject the proposed pact, however.

"The feeling is, they hate it but they're not going to vote for more," said William Cunningham of Kingsborough Psychiatric Center.

"But the people calling in Region headquarters threatening to get out of CSEA do so, and they're doing it," Welsz said.

Mr. Cunningham said he was not yet prepared to recommend contract approval to the members. But he added, "The minute I arrived home from the delegation conference, the telephone started ringing and I heard that our members didn't know yet about the dues increase. I still have to find out who is for this thing."

Mr. Welsz described his member's reaction: "We have organization," he said. "If we have to vote, we'll vote."

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"I still have to work it over."

OK Bill To Give Muni Employees Unemployment

ALBANY—State unemployment insurance for municipal employees will be provided by a bill approved by Assembly Labor Committee, said committee chairman Skorman Posner (D-Bronx). Current benefits provided by the federal government are scheduled to expire in January.

The bill, A-799, introduced by Mr. Posner, would extend unemployment insurance to municipal employees, and thus assure unemployment benefits for workers they lay off. Under current law participation is voluntary and 99 percent of municipal workers are not covered.

Because the bill allows local governments to determine the status of all employees, it will result in a competitive exam to determine eligibility.

The list contains 530 names.

EXAMINER LIST

ALBANY—A compensation claims examiner list, resulting from open-competitive exam 24-330, was established March 16 by the State Department of Civil Service. The list contains 530 names.

AUDITOR LIST

ALBANY—A compensation auditor eligible list, resulting from open-competitive exam 24-330, was established March 16 by the State Department of Civil Service. The list contains nine names.

CHIEF ANALYSTS

ALBANY—Chief analysts claim examiner list, resulting from open-competitive exam 24-330, was established March 16 by the State Department of Civil Service. The list contains nine names.

EXAMINER LIST

CIVIL SERVICE LEADER

For Public Employees

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NEW PACT — A new two-year contract has been signed between the Schenechady City Schools and the system's Maintenance and Operational unit, Civil Service Employees Assn. The new contract holds in the first year and a 4 percent hike in the second. Above, seated from left: Charles Abb, Schenechady superintendent of schools; Ron Teller, unit president; and Fred Reinhagen, schools union administrator. At right, team unit members Frank DeBlase and Betty Mack. Not present is a third negotiating team member, Art D'Ancille.

ALBANY — The Civil Service Employees Assn. is planning a double-pronged attack to prevent the layoff of about 200 state employees in the Design and Construction Group of the Office of General Services. CSEA's legal and lobbying staff met recently with employees of the D&C Group, including OGS grievance chairman Diane Cunningham. The union decided to lobby for the reinstatement of a $2.5 million cut in the state legislature made in the D&C budget and to file a contract grievance if and when state employees in the group are laid off and their jobs contracted out to private consultants.

Many Face Layoffs

Mr. Cunningham said that unless the cut is restored in the state's supplemental budget, about one-third of the 620 D&C employees would be laid off. Ninety percent of the D&C group's work involves the repair and rehabilitation of some 7,500 existing state buildings, such as Mental Hygiene institutions. Department of Transportation garages and others. Their work also includes emergency repairs of roads and other structural damage.

"The work we do is work that must be done," Mr. Cunningham explained. "If the projected layoff goes into effect, the state will have to be contracted out. And the state's own figures show that the cost of having to hire new people to perform the work is $200,000 to $300,000 a year."

The union will also stress that the $2.5 million could easily be taken out of the capital construction budget, which totals about $300 million.

"The capital construction budget could be reduced by $3.5 million with no cost to the taxpayers," he said. "This would save the hundreds of jobs state employees, thereby preventing the unemployment and reduced purchasing power that would otherwise result."

CSEA attorney and lobbyist Bruce L. Martin will make the attempt to have the $2.5 million restored to the D&C Group in the supplemental state budget, which will probably be voted upon shortly.

In the event that the state goes ahead with the projected layoffs, and they hire private consultants to do the work that could have been done by the laid-off employees, CSEA attorney Richard Bursiel would handle the institution of a contract grievance against the state.

CSEA last year successfully defended the principle that state workers cannot be laid off and their jobs contracted out to private employees. In the Department of Transportation example, and many of the state workers whose jobs were abolished last December remain unemployed.

Spokesmen for Governor Carey and Mr. Anderson claim that there can be no serious negotiations for a new lottery commission. Mr. Kelleher, in his statement to Assembly leaders, insisted that the transfer of state employees from the old lottery to equivalent positions in the proposed lottery, had demanded that civil servants receive priority in staffings in the new lottery.

"I favor the Civil Service retaining principle completely," Mr. Kelleher said. "Regardless of who's sponsoring the new compromise bill, it has to spell out a provision for re-hiring those former lottery workers. If it doesn't, I'm going to block the bill and fight it.

The Governor's original bill would have placed the appointment of the new lottery commissioner under the control of a lottery director, appointed by the Governor, allowing the director to staff the new agency exclusively with patronage jobs.

Mr. Kelleher's amendment and the Senate's proposal would have the state's GOA majority to be staffed exclusively with patronage jobs. The new compromise was expected to be completed late this week.

SUCCUMBS TO PRESSURE

A Proposed OGS Layoff

ALBANY — The Civil Service Employees Assn. is planning a double-pronged attack to prevent the layoff of about 200 state employees in the Design and Construction Group of the Office of General Services. CSEA's legal and lobbying staff met recently with employees of the D&C Group, including OGS grievance chairman Diane Cunningham. The union determined to lobby for the reinstatement of a $2.5 million cut in the state legislature made in the D&C budget and to file a contract grievance if and when state employees in the group are laid off and their jobs contracted out to private consultants.

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SUCCUMBS TO PRESSURE

There's Some Movement In Orange County But...

(Continued from Page 1)

This was turned down, and the County Legislature went even further by voting by a 16 to 9 margin to reduce its own budget by only $65. Under terms of the contract, the increment range at step one remained $3,119 to $3,355 for an employee at Grade 1 to $3,290 at Grade 21.

At Leader press time, a general membership had been called to determine what further course of action would be followed.

A number of county legislators, including Anthony Barone, chairman of the Personnel Committee, have stated that increments would be restored in full if employees went back to work.

Barone Statement

Although without agreement on this point had not, at Leader press time, been approved by the County Legislature, it is presumed Mr. Barone's statement, on a local radio station, has gone unchallenged.

During the course of the week, a number of meetings and conferences have taken place. Among these was a candlelight vigil March 25 by members of the nurses attendant to flog the strike. At one point, picketers took up a collection among themselves in order to send curries to the nurses in appreciation of their efforts.

CSEA public relations specialist Dave Windle has been acting as liaison with members of the local news media. Among those who have been in contact with the negotiating session laborers, Sheriff deputies and County Infirmary nurses, have, by agreement, been rehired on the job.

The nurses are reported to be working around the clock in order to maintain basic services. At one point, picketers took up a collection among themselves in order to send curries to the nurses in appreciation of their efforts.

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Mun:Jobs: one principal stenographer, one agency-by-agency administrator, one personnel officer in the exempt* class, are punch operators and two clerks.

Arts program assistants, an assistant public relations officer, and a senior chauffeur.

MENT: special assistant to the executive director, a data processing supervisor, a special assistant to the commissioner, two special assistants, one assistant to the superintendent, an assistant counsel and an assistant public relations officer, and a senior chauffeur.

Every Sunday

ARTS AND ANTIQUES
FLEA MARKET
Adm. $1.50 - Avenue of the Americas at 25th Street - noon to 7 p.m.
Report of the President

In the long, successful history of the CSEA, these times, no doubt, will be recorded as the most difficult ever.

Today, as direct employees, we have a varying mix of internal financial difficulties, multi outside-union bombardment and attacks, and an outside agency economic boycott. Coupled with all this, we have an uncoun-
operative governor, few tried-and-true public officials, a legislature that generally has been misled by the public's power, that is to believe that the only responsible for the taxpayers' burden is the public employee.

The political powers and the public press have accumulated a tremendous momentum. The pendulum has swung too far. The state has been taken over by those who never have been responsible for its condition. They are not the ones who have been responsible. The public employees must not be the scapegoats.

The public and the legislators must come to realize that required public service is a necessary evil. Layoffs are unnecessary and must be stopped. In the past two years, it can be readily established that through attrition, terminations of employment and retirements) and with no significant replacements there, a hundred-million dollar has been saved by the "zero-base" bogeyman.

There needs to be a reordering of priorities in the state's fiscal structuring and operations. Better and more effective income-producing methods can and should be clearly effected from the bottom up. But not all the way up! Whatever happened to "Lulus" and "two-tiered" systems?

The CSEA can enlighten the general public. In their best interests, as to the correct way to streamline the current state fiscal mess. Together with effective political action, the CSEA can help get the job done.

With courage and resolution and in full confidence in the CSEA, I close this report—ever onward!

Social Services Report

The statewide social services committee report was prepared by chairman Richard Tarmey, of Montgomery County, with committee members grease, Galva, Grace Valley, Rose P. Kenney, Geraldine McGraw, Alan Shanks, E. Ben Porter and Michael Tarmey.

The Social Services Committee was originally created in 1971 as a temporary ad hoc committee in order to deal on a statewide level with issues related to social services. Initially, the committee concerned itself with gathering and disseminating information. The first substantive issue to be dealt with at that time continued to be of major interest—the "separation of services.

Following the initial aftermath of separation, the Social Services Committee became one of the three permanent ad hoc committees within the CSEA. Almost immediately the objectives and methods of operation of the committee changed. In 1971 and 1972, for example, the committee involved itself in negotiations in a number of counties. Negotiations have since been conducted on a number of issues in various areas throughout the state.

In addition to a concern with issues on the local level, the committee continues to involve itself more in the area of legislation. Early in 1972 representatives of the CSEA were invited to testify in Washington before the Senate Finance Committee. In February third our representatives testified on the controversial HR-1 Bill (Title 16 of the Social Security Law involving the federal takeover of A.A.3.B.4. categories). Since that time the legislature have involved ourselves on several occasions with proposed statewide legislation.

Most currently, the concern of the committee include:

1. Legislation proceeding to change Social Services Laws as it applies to family services.
2. The effects on employees of leaving out work currently performed by civil service employees.
3. New job series designed to replace already existing jobs including a con-
solidation of functions;
4. Suggested changes in the overall con-
cept of "separation of services.

We are also pleased to report that within the last year we have been able to hold and conduct meetings throughout the state in all but one region. Attendance was somewhat disappointing in some areas, the meetings were quite helpful to our committee members.

Legislative and Political Action Committee Report

The legislative and political action committee report was prepared by Martin Natale, of Rockland Psychiatric Center, with committee members Richard Schoner, Vincent Rahn, Eleanor Korchak, Ralph Natale, Carl Bisson, Howard Crepsky, Martin Koenig, Ramona Gallagher, Ruth Brevavman, John Valle, Casue Bernard and Patrick Meshell.

The Niagara Falls convention mandated three activities for our Committee. In committee, our group has centered all of its activities around the carrying out of these mandates. The first area of concern was in acquainting the voting records of incumbentLegislators in order to arrive at logical future endorsements. The second area was the preparation and introduction of legislation which would elevate the standard of living for our Retirees. The third and prime directive was clearly to amend the Taylor Law in order to either, once again, allow public em-
ployees the right to strike or else find an alternative designed to end collective bargaining disputes in a more equitable fashion through some form of binding arbitration.

After consultation with our counsels and lobbyists, discussions with the membership and our statewide officers, and after much discussion within our own Committee, we have decided to attempt to amend the Taylor Law through a method known as Last Offer Binding Arbitration, among ourselves, and as Final Offer Evaluation among the Legislators. Although the names are somewhat different, they are, in reality, the same. We differ in length of time. We discus-
cussed at length the possibility of remov-
ing the no-strike provision, but ul-
timately we conclude that the chances of securing this type of legislation at this point in time was so remote as to have made it an exercise in futility. An alternative, LORA, is designed, however, to have the dramatic force of a strike sit-
tuation in its operation and intrinsically has the power to impose reasonable settle-
ments on both sides without ever reach-
ing the last offer arbitration stage.

As of this writing, this bill has been sent out of the Civil Service Committee in the New York State Senate and is currently being sponsored by the Chairman of that Committee, Senator Richard Schoner. Shortly, public hearings will be held on this bill in order to ex-
plain its relative merits for labor and management. It is at this point where we will attempt to carry out one of the other convention mandates, the polling of Individual Legislators. While the review of past voting records has merit and use-
fulness, our feeling currently is that this is a new political year and we are spon-
soring legislation which will revolutionize collective bargaining in the public sector in this state. Clearly then, our primary objective in our current poll is to deter-
mine our future rather than simply to re-
view our past.

Offensively, we will sponsor, primarily, only the legislation regarding LORA and our

Retirees. Defensively, however, we will,
through our lobbyists, be monitor-
ing legislation at all times and we hope
to exert both positive and negative pres-
sure on all bills relating to our employees. The key ingredient, however, is yes, the membership. Only our members can exert the necessary pressure and it must be exerted in two ways: Voting Strength and Economics.

The voting strength is developed through being informed, that is the job of our Regional Committees. No longer can party lines be adhered to when for more relevant issues are at stake. As we are to accomplish our goals, we need solidarity at the polls.

The economics, once again, can only come from this, the members. CSEA cannot con-
tribute its members dues money. Political Action Funds have been a-

nected within each of the regions. The struggle we are in is an expensive one to wage. Only through massive advertis-
ing and public education can we hope to succeed. Our primary question is simply what is it worth to no longer be intimidat-
ed by an oppressive law?

Thus, then, in our report, we speak only of goals and of methods. At this point we can do no more. With the concerted efforts of our members, however, our future reports will speak of results.
Trouble In Orange

STRIKES are a nasty business whether they happen in the public or the private sectors. The week-and-a-half long strike by Orange County employees is no exception.

Last summer the Orange County employees staged the first major county strike in the state's history. It ended in victory for the employees when the County Legislature there finally agreed to approve the contract that its own members had negotiated.

Even though the employees in Dutchess had the backing of the County Executive and of the fact-finder, they were still penalized under the mandatory Taylor Law punishment two years after the fact-finder's offer. This is unfair for every strike action. The County nicely managed this to fall during the December holiday season to boot.

Thus, when Orange employees, taking their lead from fellow workers in neighboring Dutchess, resort to such drastic action, you know the cause has got to be very strong.

In the Orange situation, it was partly the County's refusal to negotiate a wage increase as stipulated in the salary reopener clause of the current contract, but more importantly the violation of an important provision in the contract concerning increments. The County Legislature voted by a four-to-one margin to freeze salaries and benefits.

Prior to the strike action in Orange, Civil Service Employee Asn. negotiators even offered to compromise on the fact-finder's recommendation. Their attempts at good-faith bargaining fell on deaf ears, however, and the strike began March 17 as freezing winds and snow blanketed the area.

Nevertheless, marchers took to the pickets lines. The continuing take action movement affirmed itself at a general membership meeting last Friday, the tenth day of the job action.

Sooner or later, the injustice of the Taylor Law will have its effect on the State Legislature. When the day finally arrives when this law is modified, the strikers in Dutchess and in Orange may be able to take some pleasure in remembering that they played some part in dramatizing to the public that this one-sided law is as evil as the "crime" it was supposed to prevent.

In the meantime, their struggle continues.

Questions & Answers

Q. I plan to work from April 15 until about mid-June. I've never had a social security number. How do I get one?

A. You should apply for a social security number by calling or writing any social security office. Since you've never had a number before, you may be asked to prove your age, identity, and citizenship. You should apply for a number several weeks before you actually need it.

Q. I think my aunt might be eligible for supplemental security income. Should she take any special papers when she goes to the social security office to apply?

A. She should take her checkbooks, savings account books, stocks and bonds, life insurance policies, auto registration cards, latest real estate tax statements, last year's income tax returns and W-2 forms, evidence of all other income, and her social security card.

Don't Repeat This!

(Continued from Page 1)

a decisive impact in the selection of the nominee by the Democratic Party at its convention in New York City.

The special significance of the primary rests not only on the final results, but also how each candidate runs in Jewish districts, especially those in which the residents are in the middle ages or older, because of the Senator's ties to Israel. Another factor that seems to favor Jackson is that both Governor Carter and Senator Eagleton are also involved in a tight primary fight in Wisconsin on the same day.

On the other hand, there is a tendency on the part of the public not to follow the conventional wisdom that Jackson is in a position to devote all of his efforts and energies to the election.

The APPEAL COURT examined the statistical analysis made by the District Judge, and while it agreed that the data were somewhat incomplete, it also pointed out that the incompleteness of the data was not fatal to the District Court's findings, and that the plaintiffs had made out a prima facie case of the disproportionate impact. It boiled down to the fact that the District Judge listened to expert testimony from both the plaintiffs and defendant's witnesses and after evaluation, chose to believe the plaintiff's experts rather than the defendants'. The Circuit Court saw no reason to disturb that finding. The Court said, "While not all of us might have made the same factual finding on the question of job-relatedness as the District Judge did, his finding was not clearly wrong."

WITH REGARD to the question of attorneys' fees, the court said, "It is quite clear that the Second Circuit has not accepted the view that attorneys' fees are routinely available in section 1983 suits [suits under the Federal civil rights statute]." but pointed out that the award of fees is within the discretion of the District Court, and the Circuit

(Continued on Page 10)
RETRIEVE THE EDITOR

Assal Kiznel
Editor, The Leader:

In reference to State Pension Commission Chairman Otto Kinzel's
new release concerning the mandatory
marking of all pensions, and a
state reduction of benefits, I
would like to offer the following:

First of all, Otto Kinzel should be
enough to inform the public about
these new employees who will
be able to be on the Social
Security system if they spend
a lifetime in government service.

If you earned more than $4,350 in 1975, and you received
one or more monthly retirement payments
during the year, you must submit
a report of earnings to the Social Security Administration before
April 15. There are penalties in-
volved if you don't.

Here is the first effects of the report of
the Permanent Commission on
Public Employees and Retirement
System to the State of Mayor Abraham Abraham last
week to withdraw New York
City employees from the Social
Security system. This was
expected to save the city the 8.5
percent of salaries up to $15,000
and the employees' contribu-
tion of 8.5 percent. The City
figured it would save $250 mil-
tion in this way. If the City pro-
ceeded with this withdrawal—a
procedure that requires at least
two years—city employee retir-
ment benefits would be cut to the
extent of social security—
$490 to $590 a month. Even
more vital would be the loss
to employees of unclaimed
checks from the Social
Security fund.

In our last issue we reported
that New York City employees
would be able to get into the Social
Security fund, and we are writing
off employees from the Social
Security system.

To write to the Social Security
Commission, we must be able to get
into the Social Security fund.

If you are going to operate for
our other men will just refuse to
work, and the county workers will
be accomplished by this strike

The Leader, however, refers to
"former functions" of this Office as
"their" whereas the actual function
of our watchdog role. Nothing
could be further from the truth.

The Office of Welfare Inspector
General is alive and vibrant.

There are no "former functions"
for this Office when it was estab-
lished in 1971. It was continued
serve the public and I really
must have to do as sworn
peace officers and must uphold
the law by the same token,
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**Probation Committee Report**

The statewide probation committee report was submitted by chairman James Brady, of Erie County, with committee members Alan Greenfield, Peter Greco, Joseph Gilligan, James Mailie, Harold Fanning, Eulis Cathey, Sr., John Whalen and James Frisina. CSEA collective bargaining specialist Neil Carlson is committee coordinator.

Since our report to the 66th Annual Convention at Niagara Falls, New York, in October 1975, our committee has met three times, on October 17th and 18th in Binghamton, New York, on November 18th and 19th in Albany and again on January 15th and 16th in Albany.

At our Binghamton meeting, besides offering an ear to the complaints of the probation officers in this area, the committee took a stand in backing Robert Sullivan for State Director of Probation (Mr. Sullivan is presently Acting Director). Our endorsement was communicated to Dr. Wenzl who, in turn, wrote Governor Carey backing the appointment of Mr. Sullivan.

At our meeting in November, Mr. Sullivan was our guest, and the problems of probation departments throughout the State were discussed. The tight money policy of the Carey administration, we were told, could affect probation departments in that state aid to probation departments could be reduced.

Our committee took a stand against the new complaint procedure which had been proposed. We were particularly against Rule 6, which stated all probation clients shall be specifically advised of the complaint procedure at the time of their initial contact with the probation agency and a notation of this transaction shall be made part of the case file. This was like having a medical doctor advise his patient that he could sue him for malpractice if he wasn’t satisfied with his treatment. Later, Mr. Sullivan advised the committee that his part of the procedure had been deleted.

At our January meeting, we met with members of the Board of Directors of the New York State Probation and Parole Officers Association. They assured our committee that they were a professional organization and not competing against CSEA to be the union representative of the probation officers. They, however, agreed to cooperate with CSEA in getting effective legislation regarding probation officers passed by the legislature.

Our committee will continue visiting various areas of the State, hearing the problems confronting probation officers, and keeping the State Probation Department informed. In regard to the tight money policy of the State and also in local governments, our committee must prevent this policy from becoming "Penn-Wise and Pound-Foolish." The cutting of probation services in various areas can result in the greater need for institutional placement of juveniles and adults. The cost of institutional placement for one person for one year generally pays the annual salaries of two probation officers.

**Education Committee Report**

The education committee report was submitted by chairman Celeste Rosenkranz, of Buffalo, with committee members Irene Amanar, Stanley Briggs, Virginia Colgan, Richard Fila, Mary Lason, Marie Romanello, Patrick Timmeri, David Wail and Stephen Zared.

The Statewide Education Committee has been very active in developing and rendering educational services to the general membership since our report last Fall. There has been a steady increase in the number of workshops, seminars, and conferences in all Regions with special emphasis on grievance procedures, shop stewards' role, and duties of Chapter Officers. The Committee has been successful in having Education Committees appointed in each Region, and is now encouraging the appointment of an Education Committee in each Chapter. In this way, it will be possible to have an effective articulation from Chapter to Region to State, making common programs available to members.

A noticeable increase in interest in College Labor Studies programs by our members has been evidenced, and enrollments in courses and programs continue to increase regularly. We urge all members who are willing to serve their Chapter, to avail themselves of the opportunity to receive Education and Training programs available to them through Regional funds.

Our Statewide Committee has been busy in carrying out Delegate Mandates to expand the Shop Steward's Manual, to update the Chapter Officer's Manual, as well as to develop a guide to Procedures for Picketing. The Delegates' Handbook has been reprinted and will be distributed for the March Convention.

The Committee has arranged for two programs for the Special Delegates Meeting at the Concord. Monday evening will feature a symposium on Health Maintenance Organization, and Tuesday evening the program will be devoted to a discussion of Workmen's Compensation. In addition, there will also be a session for delegates on Parliamentary Procedures, and an orientation for new delegates on Sunday evening.

Paul Levine, of Woodbourne NYSARC Rehabilitation Center chapter 187, tries to amend motion for dues increase.

Marti Coluccio, of Fort Stanwix chapter 412 at Rome Developmental Center, opens pouch containing reports and other pertinent materials furnished to each of the registered delegates at the five-day CSEA Special Delegates Meeting at the Concord Hotel earlier this month.

Manhattan Developmental Center chapter 413 president Jacqueline Walker, center, gets opinions of other chapter delegates Jacqueline Battle, left, and Margaret Mowder.

Nassau County chapter 839's Doris Kassner takes her turn at microphone during one of the convention's hotly contested debates.
The special election procedures committee report was submitted by Bernard Schmal, of Tax and Finance, with committee members Genevieve Clark, Anthony Giannetti, Harold Goldberg, William Nosco and Raymond Pritchard.

The functions and duties of this committee are to investigate and review protests filed against elections held for chapter officers and to determine if the elections were valid. The committee was also responsible for supervising the statewide elections held for statewide officers, regional officers and members of the State Executive Committee on the Board of Directors, including investigating prospective independent candidates to conduct such elections.

During the last year, the committee supervised the election of statewide officers, regional officers and members of the statewide executive committee held June 1975. We also supervised a special election held, because of a protest filed for the office of 1st Vice President of Region 4, our committee held elections at the direction of the Board of Directors to fill two (2) vacancies on the Board.

The committee has been a very busy year for the committee, in addition to the statewide elections, we received approximately 65 protests filed against chapter elections. Most of these protests were of a minor nature, and were settled after a review and investigation by members of the committee located in each of the six (6) regions of the Association. However, fifteen (15) of these protests were serious enough to require an extensive investigation of these, six (6) were settled to the satisfaction of all parties concerned. All fifteen (15) cases were discussed at committee meetings held in Albany, and the decision in each protest that was settled was made by the committee. The nine (9) protests remaining after being discussed by the committee were found to be in serious violation of the membership rights for a fair and equitable election as prescribed by the Model Chapter Constitution election procedures, and new elections were ordered. Of these, five (5) new elections have been completed, one (1) has been completed but a protest has been filed, the election has not been validated. One (1) election is being held now.

Two of the committee's recommendations to hold new elections were challenged in court. A favorable decision has been made on one (1) of the cases, we are waiting to ascertain if the chapter is going to file an appeal on the decision. No decision has been handed down by the court on the other contested case.

The committee feels that sufficient information is not given to the nominating and election committees of the chapters concerning the procedures set up (for nominations and elections) in the Model Chapter Constitution (Article IX, parts 8 through 11).

The committee recommends that before the next elections are held, an educational seminar be held in each of the six (6) regions, as a regular regional meeting, to discuss with and instruct the various chapters/committees, regional and education chapters) on the intent of various parts of the procedure.

The committee was also instructed to review and act on VII of the Restructuring Committee Report, submitted to the delegates at the September 1975 meeting that has to do with elections. Our committee has discussed all the items included in this section, and will present them to the delegates (amendments to the constitution and by-laws and also changes in election procedures) at the March 14-18, 1976 meeting of the delegates.

Our committee wishes to thank the attorneys and the headquarters staff for their assistance in carrying out the duties of the committee.

The committee met seven (7) times during the past year.

### Joint State-CSEA Layoff Unit Committee Report

The Joint State-CSEA layoff unit committee report was submitted by Victor Pesci, Nicholas Ciminio, James Currier, Bob Daniels, Bill Belfer, Carole Peck, William Bem, Thomas Corde, Paul Burch and John Comedy.

CSEA staff and members representatives on the Joint State-CSEA LAYOFF Unit Committee has continued to monitor State layoffs through the Association's Research Department.

A summary of layoff statistics through February 18, 1976 indicates that 2,564 employees who were laid off are still out of State service. As of that date there were a total of 3,891 employees laid off with 1,327 of them subsequently rehired.

The CSEA Research Department has prepared a booklet entitled "The CSEA Layoff Information Booklet on New York State Employees" which has been distributed to each Regional Office with a copy sent to each State Chapter President. A copy of this booklet is attached to this report.

Victor Pesci, a member of CSEA's side of the Joint Committee, explained to each of the four State bargaining unit negotiating committees the problems involved with layoffs and the Joint Committee's recommendations for resolution of such problems. Among the recommendations made to the negotiating committees for inclusion as the CSEA's demand were the following:

1. That CSEA negotiate tenure for State labor class employees and non-competitive class employees measured from the first date of permanent appointment in the classified service of the State.
2. That the dual definition of "veterans" with respect to Section 86 and 87 of the Civil Service Law be resolved through legislation in accordance with the definition contained in Section 86.
3. That CSEA negotiate a standard procedure to be used by all State agencies upon the reassignment of personnel prior to layoffs, wherein the least senior employee, holding an abolished title in a given location, be designated as the employee to geographically relocate, if necessary, to maintain his position rather than requiring the most senior employee to relocate.
4. That CSEA negotiate an amendment to the layoff procedure that would require the termination of all temporary, provisional, contingent, permanent, and probationary employees, regardless of position title or layoff unit, prior to the laying off of a single permanent State employee when positions are abolished.
5. That the Joint State-CSEA Committee on Layoff Units be continued to function in the area of correcting inequities in the layoff procedure and establishing more equitable layoff units where needed.

We are recommending that the following items be accomplished as soon as possible:

6. That Counties and other political subdivisions of the State seek the provisions of Section 86-b of the State Civil Service Law for non-competitive employees in such jurisdictions, and further, seek a similar tenure provision for labor class employees as recommended for State labor class employees in Item 1.

7. That State Department Representatives on the statewide Board of Directors survey their membership as to suggestions on the composition of layoff units and any other inequities which they feel exist in the present layoff procedure.

CSEA director Bennie Smith (Mental Hygiene, Region II), president of Willowbrook Developmental Center chapter 429, talks matters over with Eleanor Jackson, of Bronx Psychiatric Center chapter 401.

State Division delegates held session on second day of Convention to discuss problems of interest to their members. At the same time, County Division delegates were having separate meeting.
Civil Service Law & You

(Continued from Page 6)

Court held that on the record it could not find that the district court abused its discretion in failing to award fees to the plaintiffs' attorneys. The issue of defendant's bad faith, as justifying counsel fees, the court pointed out that the district judge found that the defendant had made reasonable efforts to comply with constitutional requirements and did so in good faith, although those efforts fell short of satisfying the job-relatedness requirements. The court therefore affirmed the decision of the district court, Jones v. Human Resources Administration, U.S. Court of Appeals, Second Circuit, New York, Jan. 24, 1976, 12 PEP cases 204.

Don't Repeat This!

(Continued from Page 6)

the state's population and industry. Thus, we have rural and suburban districts just as we have urban areas. The ethnic breakdown of our population is substantial, with large blocs of religious and nationality groups. We also have a wide diversity in the state's industry, and while many throughout the country are not fully aware of this, New York also is an important farming state. Thus, the politicians will be able to analyze the vote here is closely many factors.

Added impetus to the prospects and further, the result may give Senator Humphrey, and not also have a wide diversity in the state's industry, and while many throughout the country are not fully aware of this, New York also is an important farming state. Thus, the politicians will be able to analyze the vote here is closely many factors.

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Medal of Honor Rag

His country gave him the Congressional Medal of Honor. A Washington Post story gave him five bullets in the chest.

Supreme Court Rules On Jobs, Residency Rule

The Supreme Court announced two separate rulings last week, concerning residency requirements and retroactive seniority, that could have major implications for the public employees, players.

The court said a local government can require municipal employees to live within the city limits. It also decided that blacks and other minorities who prove they were victims of discrimination when job hunting can get retroactive seniority status dating to when they were originally rejected.

In the first decision, the court rejected a challenge by a Philadelphia fireman who was dismissed because of a residency requirement when he moved to New Jersey.

New York City has been pushing for a law requiring new public employees to live within the five boroughs.

In the other case the court overturned a ruling by the U.S. Circuit Court in New Orleans returning to grant retroactive seniority to black truck drivers working for Bowman Transportation Company. The drivers were originally turned down for jobs by the company because of race.

Rights Explained

New York City's Human Resources Administration and Social Services Department officials will explain citizens' rights over the WNYC-TV (Channel 31), program "Profiling New York City," Tuesday, April 13 at 2 p.m. and Thursday, April 15 at 1 p.m.

Seek Psych Head

Another promotional exam will be open for filing April 6 through 26, for a high-level post with the Health and Hospitals Corporation.

Chief psychologist-Earn $5608 -is open to social psychologists who have been with HHC at least six months. Former city employees on the senior psychologist preferred list may also apply for the technical-oral test scheduled for June 14. The job pays $22,900 a year.

Emeralds Elect Ferguson

Det. James "Barney" Ferguson is the new president of the Grand Council of United Emerald Societies following elections March 17. His election adds to an already impressive list of service to Irish-American organizations.

The Grand Council oversees 26 Emerald Societies in municipal, state and federal levels of public service and some from private firms.

Also elected were vice-presidents Thomas Joyce (Fire Department Emerald Society), William Conklin (Suffolk County Police), Peter McOuch (MABT-Stoa), James Waters (Post Office) and Archie McCormack (Housing Police). Others are recording secretary James McLaughlin, corresponding secretary Dr. Philip Solger, treasurer Dorothy Crean and financial secretary Thomas O'Deaer.

Mr. Ferguson, 37, an NYC police officer since 1971, is with the Fourth Homicide Squad. A resident of Pelham Manor, he helped organize and found seven Emerald Societies including those in the Police Department, Board of Education and the Telephone and Communications Workers.

VETERANS ADMINISTRATION

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WASHINGTON, D. C. 20420

"CHICAGO IS A MARVEL!", Time Magazine

"THE BROADWAY MUSICAL AT ITS BEST.", Newsweek Magazine

CHICAGO
JERRY ORBACH
WILLIAM VERDON
CHITA RIVERA

1975-
1976 Season

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46TH STREET THEATRE

SIGHT TO BEHOLD, SINCE 'PIPPIN'

Majestic Theatre

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Opening Night Sunday, March 26 at 8:00 p.m.

Kidd: $8.00, $10.00, $12.00, $14.00

BALC: $6.00, $7.00, $9.00, $10.00

SAT. $9.00, $10.00, $12.00, $14.00

MON Thu. Fri. Sat. $14.00, $16.00, $18.00

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MAY 16, 1976

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THE WIZ

THE MAJESTIC THEATRE

45TH STREET W. OF BROADWAY

"THE WIZ"

THE MAJESTIC THEATRE

45TH STREET W. OF BROADWAY

THE MAJESTIC THEATRE
MANHATTAN — The following is a simulated radio broadcast by the New York State Employment Service. Make a note of the number to call if a job interests you. If the position is in New York City call (212) 688-7330. For jobs outside of New York City in nearby New York communities, consult the Nassau and Westchester telephone directories. Look under New York State Department of Labor—Job Bank.

ANNOUNCER: Are you looking for work? If so, you will want to check these openings listed with the New York State Employment Service. Make a note of the number to call if a job interests you. If the position is in New York City call (212) 688-7330. For jobs outside of New York City in nearby New York communities, consult the Nassau and Westchester telephone directories. Look under New York State Department of Labor—Job Bank.

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

ANNOUNCER: The phone number again for New York City jobs is (212) 688-7330. For the jobs we've noted outside the city, check the Nassau and Westchester telephone directories. Look for the Job Bank listing under New York State Department of Labor.

1. A hospital in Manhattan is seeking a PHYSICAL THERAPIST who has a New York State license or is eligible for licensing. Applicant should have some college background and one-two years of experience, especially with chest therapy. The position pays $230 a week plus excellent fringe benefits.

2. Also in Manhattan, there's an opening for a SECRETARY in the public relations department of a major manufacturing firm. Must be able to type steno at 80-90 words a minute and type 60 words a minute. Two to five years of similar experience is preferred for this job paying $200 a week.

3. Here's another hospital opportunity. This one calls for a COBOL PROGRAMMER who has two-four years of 360/30 DOS experience. Salary $12,000-15,000 a year, depending on the applicant's background.

4. This next position is for a NIGHT AUDITOR with a Manhattan hotel. Will work in the accounting department using NICR 2000. Must have two-five years of experience. The employer is offering $189 a week plus a shift differential and a promised pay increase on June first.

5. Up in the Bronx, an ANIMAL CARETAKER is needed to groom dogs in a pet shop. Applicant must have one-two years' experience in this work. It's a five-day, 40-hour week with Sundays and Mondays off. The pay is $125 a week.

6. A manufacturer of tags is calling for a CUTTING MACHINE OPERATOR with two-five years of experience. Must be familiar with Seybold 45 paper cutter, have worked previously on tags and also have a knowledge of drills. The firm is in Manhattan and is offering $175 a week to a qualified candidate.

7. Out on Long Island, a SHIRT PRESSER with previous laundry experience is wanted today. Must use machine. Job union in 30 days. The job pays $104 a week.

8. Elsewhere on the Island, a RADIOLOGIST TECHNICIAN is being sought. Must have a four-year college degree, five years of nuclear experience and two years of supervisory background. The position pays $13,000-16,000 a year, depending on the job-seeker's experience.

9. A Manhattan contractor is looking for an ELECTRICIAN with at least 10 years of experience to do residential, industrial and commercial repairs. Must be able to work independently. The field. Must be able to type 50 words a minute accurately. Will also answer phones. The salary ranges from $130 to $150 a week, depending on the applicant's ability.

10. There's a position available in Queens for a Singer SEWING MACHINE OPERATOR to do sectional work on ladies' sportswear. The job pays $3.75 an hour and up, depending on experience.

11. A manufacturer of electrical parts in Brooklyn is trying to locate a DIE MAKER to work on a diecasting operation. Will set up and retool tools. Makes molds for injection machine. One to two years experience in this or related field. The pay is $5-$5.50 an hour, according to the worker's ability and experience.

12. In Manhattan, there's an opportunity for a CLERK-TYPIST with two-five years in the public relations field. Must be able to type 50 words a minute accurately. Will also answer phones. The salary ranges from $130 to $150 a week, depending on the applicant's ability.

13. In Westchester today, an employer is hunting for a REFERENCE LIBRARIAN with an MLS degree, an MS in library science, and three years of experience. Will assist in scientific research and bibliographies, do technical processing. The salary is $1,000 a month.

14. Elsewhere in Westchester there's a position waiting for an ELECTRONIC ENGINEER with an engineering degree and 10 years' experience as an engineering executive. Will direct programs, budgets, schedules and technical performance. The employer will pay $20,000-$25,000 a year to a qualified candidate.

15. We return to the city for today's final opening, this one for a CORSET FITTER with a retail shop in Manhattan. The job calls for alterations work primarily, but fitting experience would also be helpful. The job pays $4 an hour and up, and can be full-time or part-time, according to the worker's preference.

ANNOUNCER: The phone number again for New York City jobs is (212) 688-7330. For the jobs we've noted outside the city, check the Nassau and Westchester telephone directories. Look for the Job Bank listing under New York State Department of Labor.

Gnondaga Sets Two Promotions

SYRACUSE—Piloting is open until March 31 for promotional examinations as operating engineers and custodians in county, town and school district offices in Onondaga County. Salaries range from $9,101 to $12,600 a year. Applications and detailed information may be obtained from the Onondaga County Department of Personnel, 105 County Office Building, Syracuse, New York.

Sanit Meeting Set

The Hispanic Society of the Department of Sanitation will meet Wednesday, March 31, at the City University Graduate Center, Room 1427, 33 West 42nd St., Manhattan at 7 p.m.

Civil Service Leader Tuesday, March 30, 1976
State And County Eligible Lists

EXAM 35-828
SR COMP CLAIMS AUDITOR
Test Held Oct 4, 1975
1. Schneider James F  NYC 75.0
2. Lowery Ralph E  NYC 75.4
3. Schuster J  NYC 75.6
4. Feld Edward B Flushing 79.6
5. Show Thomas E Bay Shore 77.4
6. Silverstein M B Brooklyn 74.5
7. Fuentes James G Brooklyn 74.6
8. Weinsten S J  NYC 75.4
9. Baskin Alan M Flushing 78.4
10. Williams Luther NYC 72.9
11. Sargent Peter B Brooklyn 78.7

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EXAM 35-829
SR WORKMEN'S COMP ECR
Test Held Oct 4, 1975
1. Rossowska Mary E  NYC 75.5
2. Young Alexander B  Mt Kisco 75.2
3. Kadlicek J  NYC 75.3
4. Marderosian Thrasyvoulos Flushing 77.7
5. Miller Barbara NYC 76.0
6. Jackson Julia Brooklyn 78.1
7. Williams Ralph Brooklyn 78.1
8. Nicosia Nicholas Pt Pleasant 78.0
9. Wilcoxon Ralph Brooklyn 78.1
10. Kleinman Louise Brooklyn 78.4
11. Cerrone Annette Petersburg 74.0
12. Lloydi Dorothy C NYC 71.2
13. Blevins John R Mt Vernon 74.8
14. Wexler Carol Brooklyn 75.7
15. Love Nancy A Brooklyn 78.0
16. Stivers Carrie B Brooklyn 78.1
17. Bell Alvah F Val Stream 77.0
18. Kaplan M sloppy 77.0
19. Silverman Julius New York 77.0
20. Zwick Walter Island Pk 73.1
21. DeBiasi Michael Brooklyn 77.0
22. Mackin Laura E Long Island City 75.7
23. Salpeter Charles B Brooklyn 76.9
24. Vinti Rose M E Rockaway 75.0
25. Stern Sharyn R Ozone Pk 74.9
26. Cerrone John Flushing 75.4
27. Cerrone John Flushing 75.4
28. Cerrone John Flushing 75.4
29. Ockrim John NYC 73.6
30. Zwick Walter Island Pk 73.1

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EXAM 35-830
SR COMP CLAIMS AUDITOR
Test Held Oct 4, 1975
1. Bresnan D B Bay Shore 78.4
2. Sauser Gilbert Steven 75.0
3. Levine Elie R Valley Stream 75.7
4. Lefrak Doris J City 75.6
5. O'Connor Patrick Rockaway 77.7
6. Averitt Howard Valley Stream 75.6
7. Miller Barbara NYC 76.0
8. Jackson Julia Brooklyn 78.1
9. Williams Ralph Brooklyn 78.1
10. Wilcoxon Ralph Brooklyn 78.1
11. Kleinman Louise Brooklyn 78.4
12. Cerrone Annette Petersburg 74.0
13. Love Nancy A Brooklyn 78.0
14. Stivers Carrie B Brooklyn 78.1
15. Bell Alvah F Val Stream 77.0
16. Kaplan M sloppy 77.0
17. Silverman Julius New York 77.0
18. Ockrim John NYC 73.6
19. Zwick Walter Island Pk 73.1
20. DeBiasi Michael Brooklyn 77.0
21. Mackin Laura E Long Island City 75.7
22. Salpeter Charles B Brooklyn 76.9
23. Cerrone John Flushing 75.4
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27. Ockrim John NYC 73.6
28. Zwick Walter Island Pk 73.1
29. Zwick Walter Island Pk 73.1
30. Zwick Walter Island Pk 73.1

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EXAM 35-831
SR WORKMEN'S COMP ECR
Test Held Oct 4, 1975
1. Sabolich Priscilla A Valley Stream 78.0
2. Sileo Ethel M Valley Stream 76.9
3. Sileo Ethel M Valley Stream 76.9
4. Lefrak Doris J City 75.6
5. O'Connor Patrick Rockaway 77.7
6. Averitt Howard Valley Stream 75.6
7. Miller Barbara NYC 76.0
8. Jackson Julia Brooklyn 78.1
9. Williams Ralph Brooklyn 78.1
10. Kleinman Louise Brooklyn 78.4
11. Cerrone Annette Petersburg 74.0
12. Love Nancy A Brooklyn 78.0
13. Stivers Carrie B Brooklyn 78.1
14. Bell Alvah F Val Stream 77.0
15. Kaplan M sloppy 77.0
16. Silverman Julius New York 77.0
17. Cerrone John Flushing 75.4
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27. Ockrim John NYC 73.6
28. Zwick Walter Island Pk 73.1
29. Zwick Walter Island Pk 73.1
30. Zwick Walter Island Pk 73.1

LEGAL NOTICE

MOSHULU PKWY TRACEY TOWERS
Near tranp, shopping and recreation. Fantastic location.

EXAM 35-832
SR WORKMEN'S COMP ECR
Test Held Oct 4, 1975
1. Sabolich Priscilla A Valley Stream 78.0
2. Sileo Ethel M Valley Stream 76.9
3. Lefrak Doris J City 75.6
4. O'Connor Patrick Rockaway 77.7
5. Averitt Howard Valley Stream 75.6
6. Miller Barbara NYC 76.0
7. Jackson Julia Brooklyn 78.1
8. Williams Ralph Brooklyn 78.1
9. Kleinman Louise Brooklyn 78.4
10. Cerrone Annette Petersburg 74.0
11. Love Nancy A Brooklyn 78.0
12. Stivers Carrie B Brooklyn 78.1
13. Bell Alvah F Val Stream 77.0
14. Kaplan M sloppy 77.0
15. Silverman Julius New York 77.0
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22. DeBiasi Michael Brooklyn 77.0
23. Mackin Laura E Long Island City 75.7
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30. Zwick Walter Island Pk 73.1

LEGAL NOTICE

MOSHULU PKWY TRACEY TOWERS
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EXAM 35-833
SR WORKMEN'S COMP ECR
Test Held Oct 4, 1975
1. Sabolich Priscilla A Valley Stream 78.0
2. Sileo Ethel M Valley Stream 76.9
3. Lefrak Doris J City 75.6
4. O'Connor Patrick Rockaway 77.7
5. Averitt Howard Valley Stream 75.6
6. Miller Barbara NYC 76.0
7. Jackson Julia Brooklyn 78.1
8. Williams Ralph Brooklyn 78.1
9. Kleinman Louise Brooklyn 78.4
10. Cerrone Annette Petersburg 74.0
11. Love Nancy A Brooklyn 78.0
12. Stivers Carrie B Brooklyn 78.1
13. Bell Alvah F Val Stream 77.0
14. Kaplan M sloppy 77.0
15. Silverman Julius New York 77.0
16. Cerrone John Flushing 75.4
17. Cerrone John Flushing 75.4
18. Cerrone John Flushing 75.4
19. Cerrone John Flushing 75.4
20. Cerrone John Flushing 75.4
21. Zwick Walter Island Pk 73.1
22. DeBiasi Michael Brooklyn 77.0
23. Mackin Laura E Long Island City 75.7
24. Salpeter Charles B Brooklyn 76.9
25. Cerrone John Flushing 75.4
26. Ockrim John NYC 73.6
27. Zwick Walter Island Pk 73.1
28. Zwick Walter Island Pk 73.1
29. Zwick Walter Island Pk 73.1
30. Zwick Walter Island Pk 73.1
## Fed Computer Jobs Available

Computer operators and technicians are being recruited by the U.S. Civil Service Commission for federal agencies in the New York area and Northern New Jersey. The GS-5, 6, and 7 posts have starting salaries ranging from $4,025 to $11,066 a year.

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

For GS-5 positions, applicants must have two years' general experience and one year of specialized work. For GS-6 and GS-7 positions, both posts mean experience operating and maintaining equipment, such as tabulators, calculators, and punch and other related equipment.

Specialized experience for computer operators means experience operating a computer system or peripheral devices used in support of computer operations. Work in this type of position requires knowledge of computer techniques that will qualify for technician specialized experience.

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

Two years of study at a high school or college may be substituted for the two years' general experience.

Four years' post-high school studies leading to an associate degree in computer science or similar fields may be substituted for one year of specialized experience. At least 12 semester hours in data processing may be substituted for one year of specialized experience.

Applications are available at federal employment offices in New York City, the Bronx, and similar matters.

Applications for positions on the State Job Calendar or other federal employment opportunities may be obtained from the Civil Service Leader.

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### Open Continuous State Job Calendar

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary</th>
<th>Office</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Clinical Physician</td>
<td>$27,942</td>
<td>20-413</td>
</tr>
<tr>
<td>Associate Attorney (Life)</td>
<td>$18,546</td>
<td>20-420</td>
</tr>
<tr>
<td>Supervising Attorney (Life)</td>
<td>$26,516</td>
<td>20-522</td>
</tr>
<tr>
<td>Principal Attorney (Life)</td>
<td>$22,694</td>
<td>20-521</td>
</tr>
<tr>
<td>Associate Attorney (Casualty)</td>
<td>$18,349</td>
<td>20-416</td>
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<tr>
<td>Supervising Attorney (Casualty)</td>
<td>$26,516</td>
<td>20-418</td>
</tr>
<tr>
<td>Senior Attorney (Life)</td>
<td>$14,122</td>
<td>20-519</td>
</tr>
<tr>
<td>Mental Hygienist</td>
<td>$8,873</td>
<td>20-107</td>
</tr>
<tr>
<td>Dietitian</td>
<td>$8,170</td>
<td>20-167</td>
</tr>
<tr>
<td>Supervising Dietitian</td>
<td>$10,118</td>
<td>20-398</td>
</tr>
<tr>
<td>Electroencephalograph Technician</td>
<td>$7,616</td>
<td>20-308</td>
</tr>
<tr>
<td>Food Service Worker</td>
<td>$5,927</td>
<td>20-357</td>
</tr>
<tr>
<td>Hearing Examiner</td>
<td>$11,317</td>
<td>20-211</td>
</tr>
<tr>
<td>Histology Technician</td>
<td>$8,051</td>
<td>20-170</td>
</tr>
<tr>
<td>Industrial Fireman</td>
<td>$11,317</td>
<td>20-171</td>
</tr>
<tr>
<td>Laboratory Technician</td>
<td>$8,051</td>
<td>20-121</td>
</tr>
<tr>
<td>Public Librarians</td>
<td>$10,155</td>
<td>20-349</td>
</tr>
<tr>
<td>Mental Hygiene Therapist (Aide)</td>
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<td>20-394</td>
</tr>
<tr>
<td>Mental Hygiene Therapist (Aide)</td>
<td>$7,616</td>
<td>20-394</td>
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<tr>
<td>Motor Equipment Repairman</td>
<td>$9,545</td>
<td>20-311</td>
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<tr>
<td>Ney in (Police and Public Health)</td>
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<td>20-594</td>
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<tr>
<td>Nurse I</td>
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<tr>
<td>Nurse II (Psychiatric)</td>
<td>$11,337</td>
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<tr>
<td>Nurse II (Rehabilitation)</td>
<td>$11,337</td>
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<tr>
<td>Offset Printing Machine Operator</td>
<td>$6,695</td>
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<tr>
<td>Pharmacist</td>
<td>$12,670</td>
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</tr>
<tr>
<td>Physical Therapist</td>
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</tr>
<tr>
<td>Radar Operations Officer</td>
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<tr>
<td>Radio Control Operator</td>
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<tr>
<td>Radiologic Technologist (B.S.)</td>
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<tr>
<td>Radiation Protection Officer</td>
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<td>20-212</td>
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<tr>
<td>Sanitary Engineer</td>
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<td>20-121</td>
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<tr>
<td>Senior Sanitary Engineer</td>
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<td>20-123</td>
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<tr>
<td>Stationary Engineer</td>
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</tr>
<tr>
<td>Steam Fitter</td>
<td>$7,616</td>
<td>20-309</td>
</tr>
<tr>
<td>Sterile Stamping Operator</td>
<td>$7,616</td>
<td>20-309</td>
</tr>
<tr>
<td>Vartype Operator</td>
<td>$8,111</td>
<td>20-307</td>
</tr>
</tbody>
</table>

Additional information on required qualifications and application forms may be obtained by mail or in person at the State Department of Civil Service: State Office Building, Albany 2226. Applicants can file in person only at Two World Trade Center, New York 10047 or Suite 750, 1 West Genesee Street, Buffalo, N.Y. 14202.

Specify the examination by number and title. Mail your application form when completed to the State Department of Civil Service, State Office Building, Albany, New York 2226.

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### Six Onondaga Exams Are Set

**SYRACUSE — The Onondaga County Department of Personnel is accepting applications until March 31 for open-competitive exams for control center, computer, aide, claim examiner, custodian III, operating engineer I and power plant worker. Starting salaries range from $4,025 to $11,066 a year.**

Examinations are tentatively scheduled for May 1. Additional information and applications may be obtained from the Onondaga County Department of Personnel, One North Court Building, Syracuse, N.Y. 13202.

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### 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!**

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

You can subscribe on the coupon below.
Dutchess chapter 814 leaders, from left, Ellis Adams, Bernie Viet and Ann Boehm, express appreciation to Frank Seminara, vice-president of Transportation District 10 chapter 568, for contribution to Dutchess Welfare Fund. Chapter has set up locked box in lobby of Concord Hotel during recent CSEA Convention in effort to solicit donations to replenish fund that was used to aid employees penalised for strike action last summer.

**Dutchess Unit Will Man Telephones To Replenish CSEA's Contingency Fund**

PIUSHILL—The drive to replenish the statewide Civil Service Employees Assn. contingency fund is going into high gear this week as the Dutchess County unit, CSEA, begins a three-Region telephone campaign for donations.

The 1,400-member unit was the recipient of a $52,600 advance from the fund last year when Dutchess County employees struck at the climax of a contract dispute. Under the state's Taylor Law, the workers had to pay two days' pay for each day on strike, but the union's contingency fund picked up the tab as well as the picket-line pay of $20 per day to each striker. Hundreds of individuals and CSEA chapters and units also contributed to the Dutchess Strike Fund.

**Ask For Pledges**

Now the unit is soliciting donations to help repay the union.

"We are beginning a telephone campaign in which we will call all CSEA chapter presidents in Long Island Region I, New York City Region II and Southern Region III of CSEA, and ask them for pledges from their chapters," said Ellis Adams, president of the Dutchess County chapter.

"A donation of just 35 cents from every CSEA member in the state would completely wipe out our debt to the CSEA contingency fund, and ensure that other units or chapters that strike will have the same financial security the Dutchess unit had." The telephone team, led by Pat Robbins of the Dutchess County unit, will be headquartered at CSEA Southern Region III office in Fishkill.

**Award Appreciation**

The Dutchess County unit collected about $750 from CSEA delegates at the recent statewide convention at Rhinebeck Lake. Mr. Adams said about $200 of those donations was in cash and the rest in checks.

Checks from individuals or chapters should be made payable to: Dutchess Strike Fund, c/o CSEA Region III, Old Albany Post Rd. North, R.D. No. 1, Fishkill, N.Y. 12524.

Those who contribute $25 or more to the fund will receive an award of appreciation from the Dutchess County chapter. A form is attached in this issue of the Leader which can be used for mailing contributions.

Representatives of the Dutchess chapter and Southern Region III have been traveling around the state making personal appeals for donations in recent weeks. This aspect of the fund drive will continue, and the telephone campaign will be extended to include the other three Regions of CSEA in the near future, Mr. Adams said.

In appreciation of the financial support given to the Dutchess County Unit of the Civil Service Employees Association during its 1975 strike, and in recognition of the fact that my own CSEA unit or chapter may some day need the same kind of financial support, I enclose

$ to help replenish the statewide CSEA Contingency Fund.

[Signature]

Make checks payable to Dutchess Strike Fund. Mail to: Region III CSEA, Old Albany Post Rd. North, R.D. 1, Fishkill, N.Y. 12524.

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**ASK 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?**

**AT PRESENT, IS THERE SUFFICIENT STAFF TO FULFILL THOSE FUNCTIONS?**

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

**WOULD 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 Longer 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 Placido, 601 Loew Blvd., Syracuse, N.Y. 13203; Garavino Fischetti, 42 Rose Ct., Staten Island, N.Y.; José Ramirez, 46 Raines Island, Tonawanda, N.Y. 14150; Thomas Devaney, 31 Iroquois Lane, Commack, L.I. 11725; or Anne Kearney, 57 Oakwood St., Albany, N.Y. 12208.**

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

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**First Corning Pact Holds A 16% Minimum Wage Hike**

CORNING—City of Corning School District non-teaching personnel elected last summer to have the Civil Service Employees Assn., as their collective bargaining representative. Today it's a safe bet that most of the more than 360 employees in the CSEA unit are glad that they did.

The new Corning School District CSEA unit has just ratified its first contract under CSEA, a two-year agreement that provides salary increases in both years along with substantial changes that strengthen the contract.

CSEA collective bargaining specialist Gary Johnson organized the unit last summer and helped negotiate the new contract, which calls for a 10 percent salary increase retroactive to last July 1, along with paid shift differential, and a special $400 stipend for custodians. The second year calls for an increase of one percent more than the cost-of-living increase.

The $500,000 in pay hikes came after five months of negotiations in the third year wage reimbursement of the CSEA contract with the county. It worked out to an immediate 4 percent pay raise retroactive to Jan. 1 and a 1 percent hike July 1.

County officials said meeting the raises meant exhausting the county budget surplus by the end of the year.

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**Contract Ballot Confusion**

(Continued from Page 1) started March 29.

**Chautauqua Pay Denial**

(Continued from Page 1) Chautauqua County Board, accused the county of bargain in bad faith by not giving county negotiators the authority to make an agreement with CSEA.

The $60,000 in pay hikes came after five months of negotiations in the third year wage reimbursement of the CSEA contract with the county. It worked out to an immediate 4 percent pay raise retroactive to Jan. 1 and a 1 percent hike July 1.

County officials said meeting the raises meant exhausting the county budget surplus by the end of the year.

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**Pass your copy of The Leader on to a non-member.**
As the situation worsened, Orange unit negotiators and other officials explained the problem to membership at a general meeting on March 11. Chief negotiator Manny Vitale is at mike, with field representative John Deyo standing at left. Seated, from left, are negotiating team members Harry Gass, Everett Remington, regional attorney Bart Bloom, unit president Carol Dubovick, negotiators Marion Drake, Gertrude McNally and Esther Arvanites. Strike action was voted. Four days later, on eve of strike, members again rallied at mass meeting, and learned that County was still in defiance of contract with employees. Picketing was slated to begin March 17.

Union Rallies To Support Orange Employees

Orange County employees were due to get salary increase last Jan. 1, according to terms of three-year contract now in its second year.

The salary increase was left open, subject to negotiations.

Instead, the County Administration slapped a wage freeze on employees, and County Legislature went a step further by reducing all increments to $65—a potential loss in the hundreds of dollars for many employees.

In desperation, employees voted strike action.

The Orange employees' cause was pleaded to Civil Service Employees Assn. delegates as they were meeting in nearby Sullivan County. Statewide CSEA support was expressed, and volunteer picketers joined protest lines outside county offices as job action began on March 17.

News update on Orange labor battle appears on Page 1.

Orange unit president Carol Dubovick explains to Civil Service Employees Assn. delegates at Concord Hotel meeting that their fellow employees need support—which was granted. Standing behind Ms. Dubovick is CSEA vice-president James Lennon, who heads Southern Region III, which includes Orange County. At left of photo are CSEA vice-president Solomon Bendet, president Theodore C. Wenzel and executive vice-president William McGowan.

Orange County unit officials Andy Hall and Carol Dubovick, from left, discuss problem with CSEA staff officials Joseph Dalan, assistant executive director for counties; John Deyo, field representative, Patrick Rogers, director of field services, Thomas Lupocesto, Southern Region supervisor, and Manny Vitale, collective bargaining specialist.

Not afraid to show where he stands, David Rechlie, of the Orange County Health Department, carries hand-lettered signs as he marches outside one of the county facilities in Goshen.

Three busloads of fellow CSEA members from other county and state chapters provided support in manning picket lines outside various county offices. Busses left Concord Hotel at 6:30 in the morning.

Strike breaker is waved through picket line by Sheriff's deputy as marchers disapprove. Wearing sign is Oswego County chapter president Fran Miller, among those who braved the sub-zero weather to aid fellow members.