Orange Restores Increments To End Strike

CSEAers OK 4 New Pacts; Margin Wide

(Special to The Leader)

ALBANY—New York State employees in all four major Bargaining Units represented by the Civil Service Employees Assn., have ratified new two-year labor agreements by wide margins. The contracts, covering approximately 147,000 state employees, became effective April 1 and expire March 31, 1978.

The contracts maintain existing benefits and provide for continuation of payment of annual and longevity increments for both years of the agreements. The contracts provide no basic salary increases for the first year, but do have salary reopener clauses covering the second year of the pacts. A number of improved job security provisions are also contained in the new agreements.

The new agreements received the greatest approval from eligible voters in the Institutional Services Unit. A count of valid ballots in that unit showed a 94 percent acceptance vote: 4,281 to 2,691.

Employees in the Administrative Services Unit approved their contract by a margin of 8,238-4,912, a 67 percent-33 percent ratio.

The Operational Services Unit showed a 64 percent acceptance level on a count of 5,663 to 3,831.

In the Professional, Scientific

(Continued on Page 15)

As Senate Minority Leader, Ohrenstein Exhibits Skill, Tact

SENATOR Manfred Ohrenstein will complete this year his fourth term as the Senate Minority Leader for the Democrats. During a term

(Continued on Page 14)
Two-Year Contract OK'ed In Pt. Jeff

PORT JEFFERSON—For the first time since it was incorporated into a village 13 years ago, Port Jefferson employees are organized and covered by a union contract. The 29 full-time employees of the historic Long Island city building and its private offshoot, the Civil Service Employees Assn., and negotiated a two-year contract that includes a 4.5 percent wage increase retroactive to June 1975 as well as a 5 percent increase in the current contract.

On March 20, officers of the Port Jefferson unit, the Suffolk County chapter of the CSEA, and union representatives signed the new contract at Village Hall.

Present at the signing were James Corbin, Suffolk chapter president; Clay Coutrell, president, and Evelyn Bernard, treasurer of the Port Jefferson CSEA unit, and William Griffin, CSEA field representative. Mayor Sandy Wright, village clerk, and attorney J. Timothy Sheehan signed for the village.

The contract establishes a wage structure with a graduated salary plan, a grievance procedure that ends in binding arbitration, a dental plan, uniform and meal allowance, a guarantee of four hours overtime pay if called in and an extra holiday to the present schedule.

Also provided under the contract were an extended sick leave policy, improved vacation periods and educational benefits as well as a provision for up to 26 weeks of full pay for injuries occurring on the job.

ENGINEER LIST

ALBANY—An associate radiochemical pollen control engineers eligible list, resulting from open-competitive exam 37-552, was estabished March 18 by the State Department of Civil Service. The list contains three names.

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6051 Lv. July 6, Ret. July 16 (21 Days) $379
6052 Lv. July 19, Ret. Aug. 8 (21 Days) $379
6053 Lv. Aug. 11, Ret. Aug. 21 (21 Days) $379

VIENNA—11 Days
6054 Lv. July 4, Ret. July 14 (20 Days) $359
6055 Lv. July 11, Ret. July 21 (20 Days) $359
6056 Lv. July 18, Ret. July 28 (20 Days) $359

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6053 Lv. May 14, Ret. May 25 (22 Days) $359
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To/from AMSTERDAM
6055 Lv. June 13, Ret. June 24 (22 Days) $359
6056 Lv. July 10, Ret. July 21 (22 Days) $359
6057 Lv. August 7, Ret. August 18 (22 Days) $359

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OK A Repeal Of Hatch Act

WASHINGTON, D.C.—Despite the threat of a President Ford veto, the Congress last week approved a joint House-Senate compromise bill repealing the 37-year-old Hatch Act's ban against partisan political activity by federal civil service employees.

The vote, however, was closer than passage of separate legislation by the Senate and House of Representatives earlier in the year, signifying what some Congressional members say is the end of the struggle against the Hatch Act in Congress.

The bill would permit 2.8 million federal civil servants, 175,000 in New York State, to run for partisan office or actively take part in partisan election campaigns while on-duty. It applies to most civil servants including Postal Service workers, but not members of the armed forces or employees holding sensitive posts in the Justice Department, Central Intelligence Agency or Internal Revenue Service.

In approving the bill March 30, the House voted 24-36, a drop of six votes from earlier balloting, while the Senate passed the measure a day later 241-18, a four-vote loss. Both houses are now below the necessary two-thirds majority needed for the override.

President Ford received the bill April 3 and has 10 days to either sign into law or veto it. If no action is taken the bill automatically takes effect following that time.

Dan Dougherty, a staff member on the Senate Civil Service and Post Office Committee, which held hearings on the bill, said the legislation's supporters face a hard time in getting the expected veto.

"It's going to be a tough struggle," he said. "It will depend on who is there when the veto is signed. If everyone who didn't wish to lose the influence of the unions, we could lose by possibly five or six votes."

Opponents of the bill said the new act went against the wishes of many federal civil servants who claim the legislation from political activities the Hatch Act provides. They also said the legislation could lead to a revival of the old spoils system.

APPEAL FEES

The Assembly has passed a bill to pay about $135,000 in legal fees for state troopers and correction officers who were investigated for alleged acts following February convicts in September 1971. The measure is expected to be approved by the Senate. Chief sponsor was Ronald Scott (D-Broome). Two grand juror investigated the alleged incidents of assassinations during the retaking of the prison during which 25 inmates and 16 correction officers died. The jurors voted "no bills" or no indictments against four troopers and three prison guards after a lengthy investigation. It is assumed that the motion voted by the Assembly will go to the benevolent associations that undertook defense expenses for the state troopers. A number of inmates were subsequently recorded state financial aid for their defense. Indictments against the prisoners, with one exception, have been dropped.

HANDICAPPED COUNCIL

Gov. Hugh L. Carey has established a new state entity, the State Advisory Council on the Handicapped, to coordinate state effective services for the handicapped. The new council will be headed by Governor Carey's health advisor Dr. Kevin Cahill.

CUT CAR FUNDS

The entire $2,544,000 appropriation for the purchase of new automobiles for the state has been pared from the budget for the coming fiscal year. Other cuts include one of $110,000 for gasoline for the state's motor pool and another of $40,000 for staffing the capital's South Mall garages.
BUFFALO – Responding to the state's cuts in the Civil Service Employees Assn. chapter 469 at the University of Buffalo, the chapter has charged the college with the installation of a system of shop stewards to serve members. Prior to his joining the Transportation Department, Mr. Gambino was a bricklayer and had two decades of union experience in that trade.

Surviving are his wife, Josephine; a daughter, Patricia McLaughlin of Farmingdale; four sisters, Frances Ciancimino of Yorktown Heights, Mary Alle of the Bronx, Lena Lomeo of the Bronx, and Connie Perfito of Florida; two brothers, Anthony of the Bronx, and Peter of Detroit, and two grandchildren.

--- Everett Owens ---

QUEENS—Everett Owens died unexpectedly March 29, although he had seemed to be recovering well after a recent hospitalization for heart trouble.

Mr. Owens had accompanied his wife on the first visit to the Civil Service Employees Assn.'s New York City chapter. In the years since the installation at the Conrad Hotel, Kimshe Lake.

Although not a CSEA member himself, he was widely known throughout the state, since he frequented the state office with his wife, Mrs. Owens to various meetings.

A Time Clock Grievance Is Filed In Schenectady

SCHENECTADY—An improper practice charge, involving the installation of employee time clocks in the Schenectady City Hall, has been filed with the Public Employment Relations Board by the Civil Service Employees Assn.

The grievances were issued under the orders of City Manager Peter Caputo. Schenectady City Unit president Lee Lawrence said Mr. Caputo failed to meet with union officials far enough in advance to announce plans to install the clocks. Mr. Lawrence also said Mr. Caputo neglected to issue the required official seven-day notice that the union offices will lose their jobs based on the tax audits by a mere 7 percent would produce $656 million without raising taxes or cutting jobs and services, she explained, "but the politicians have ignored this suggestion even though our highly respected state controller confirms our figures in his report."

Mr. Chapman also noted that state CSEA cut back $15 million sought for auditors in the nursing home investigation, even though State Special Prosecutor Charles J. Hynes has shown the state has been overcharged by nursing home operators.

"They throw away money they've got coming back but cut back student health services, for example," added Mr. Chapman, a nurse at UBHS's health center.

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State Sets Five Promos

ALBANY—The State Department of Civil Service is accepting applications until April 12 for promotional exams of engineering technologist, section maintenance supervisor, general parkway foreman, director of the division of supervision, education of handicapped children and supervisor of human services.

Tests for all posts will be held in May. Employees of the Environmental Conservation Department with a year's experience in an engineering or drafting position may apply for principal engineering or drafting position, exam 35-923. Former engineers or draftsmen on a preferred list may also apply.

For section maintenance supervisor, exam 35-946, candidates must be a section maintenance foreman or bridge maintenance foreman with the State Thruway Authority for at least one year. The written test will cover areas such as equipment and materials used for construction, supervision and scheduling work.

A year's experience as a parkway foreman in the East Hudson Parkway Authority will qualify applicants for general parkway foreman, exam 35-939. Vacancies exist in Pleasantville and one is anticipated in Carmel.

The NYC Fire Department last week promoted the following captains to battalion chief: Richard A. Wallowski, Harry C. Norum, Philip Mihmken, George J. Bennett, Joseph L. Colandro and Eugene Docktor, Jr.

Wanna be a good guy? Make a friend you'll never meet. Donate blood soon.

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Memphis Avenue, South Floral Park, New York

SPRING SPECIAL

We are offering a professionally planned community, with a modern, 400 home neighborhood, pool and club house. This is a development to be completed in 1976.

Governor's Plaque

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We are offering a professionally planned community, with a modern, 400 home neighborhood, pool and club house. This is a development to be completed in 1976.
Increased funding of the municipal pension systems won’t have to be made by the city right away. In spite of the expected report that an additional $500 million a year is necessary to keep the pension system properly financed. Part of the solution lies in the notion of administrative lag in changing pension fund factors. Additional payments from city employees due to the elimination of the “increased take-home pay provision” is not expected to do the crunch for the city will come in keep the pension system proper-

gements from city employees bonds. The city now contributes city bonds will be offset by high-

An additional $1.2-bilion based the report of the study requires 1977-1978. Losses due to the sale the city to add to its contribu-

OFF AND RUNNING — Assembly candidate Willie Rhee, center, gets best wishes from two of individuals who are benefici-

By A. L. Peters

NYC & Respite

A Guide to 2300 "participating employees" in the three State re-

Once again, retirement funds have received a New York Agency from de-

The New York State Teachers Retirement System has purchased $15 million to provide a matching grant for state construction agencies—the Housing Finance Agency, the Hospital Authority, the State Care Facilities Finance Agency, and the Environmental Facilities Corporation. They are all out-

By Alan Bernstein

Opinions

If a disabled veteran en-

Q—I am 30 years of age and the surviving son of a deceased veteran who died of a service-connected disability, I received dependency and indemnity compensation after age 18 while attending college until I married. I am now divorced. Since I am still attending school, can these benefits be resumed?

A—Since Jan. 1, 1975, benefits may be restored if the marriage is terminated because of death or divorce. The benefits may be paid between ages 18 and 23 while enrolled in a VA-approved school.

Q—If a disabled veteran en-

Q—Does the VA education loan program apply to persons eligible for VA dependents’ education assistance?

A—Yes. Eligible dependents and veterans may borrow up to $5000 per academic year to pur-

Bill be used for a master's de-

A—No. The veteran must be enrolled in a standard undergraduate college or first profes-

Veterans Administration Information Service Call (212) 399-2741

WASHINGTON, D.C. 20420

CIVIL SERVICE WEEK Friday, April 9, 1976
CSEA Decisions

The right of a probationary employee to a hearing prior to dismissal has been extended by a decision of the appellate division, second department, rendered last year after a strike. The case arose when an employee commenced an Article 78 proceeding in which he sought a hearing because of his dismissal from employment for insubordination. The employee was serving a probationary period pursuant to the Civil Service Law, which provides that after it has been determined that an employee engaged in a strike, he is placed on a probationary status.

THE PETITIONER contended that due process entitled him to a hearing because of the allegation of insubordination. The petitioner relied upon decisions of the United States Supreme Court in arguing that he was deprived of liberty or property without due process. The insubordination, the court held, is a charge which carries sufficient stigma to affect rights, liberty and property, and therefore, that as to the charge of insubordination, the probationary employee was entitled to a hearing. In the Matter of CSEA v. Wallach, 369 N.Y.S. 2d 510.

A RECENT DECISION of the Nassau County Supreme Court rendered after trial held that where a collective agreement called for a cost-of-living increase during the second year of a two-year contract, the fact that it was higher than the general 5.5 percent Pay Board guidelines did not excuse the public employer from making the payment. In this case, the cost-of-living rose 9.7 percent from December 1972 to December 1973, and the employees were to receive a 9.7 percent increase to their base rate on Jan. 1, 1974. The public employer unilaterally gave a 7 percent increase and alleged in defense of the lawsuit that it gave the additional 2.7 percent in certain unspecified fringe benefits. The public employer also argued that it was illegal to pay the 9.7 percent because the Pay Board regulations said that it should not grant any wage increase which was unreasonable inconsistent with the objectives of the Wage Stabilization Program.

THE COURT found that the Pay Board had never disapproved or passed upon the adequacy of the 9.7 percent, and further, that the Pay Board went out of existence on April 30, 1974. The court held that the employees were entitled to have the additional 2.7 percent added to the 7 percent increase which was granted on Jan. 1, 1974 and directed the parties to arrive at the proper amounts to be paid to the employees involved. Nassau chapter, CSEA v. Hoffman (Sanitary District No. 2, Town of Hempstead), Nassau County Supreme Court, March 25, 1976.

Date Change

Beginning with this issue, The Civil Service Leader will bear the date of publication only on the cover page. The volume and issue numbers will continue to be published once weekly and mailed to subscribers on Tuesdays, as now. The date change follows the generally accepted procedure of a group of newspapers by most weekly publications.
LETTERS TO THE EDITOR

Restore Cuts
Editor, The Leader:
I am a native of the City of New York and I am totally in favor of a referendum for the restoration of laid-off police officers and firemen.

With the Democratic Convention here! in July, police officers will be assigned to extra duties, plus duties at the beaches and other summer events. The general public (the working class who are paying their taxes) is once again the scapegoat. Frankly, I am a little tired of being pushed down at the bottom of the barrel.

We, the concerned citizens of New York want the re-appointment of laid-off police officers and firemen even before this referendum takes place in November.

The people of New York have had it!

Rose Delardo
Bridgeport

Babylon Issue
Editor, The Leader:
I was very upset upon reading about the uncertified personnel in Babylon Town. Approximately 180 employees have not qualified, according to the article. Republican town board members introduced and passed a resolution to urge state legislators to put through special legislation that would legalize the uncertified status of town employees who had been in their jobs at least a year.

I object strongly to this resolution. I am a former civil service employee, having twice taken and passed tests for both jobs I held—first in Basha as a stenographer in the Health Department and then, after leaving for a period of time and taking another job, I had to qualify by taking a civil service exam again.

I feel, as do other employees who have taken these exams, that if a job is civil service, it should be filled by a person who has passed a civil service examination.

Some exams are held frequently and results are put on a list. I am sure that there are a lot of qualified applicants whose names are on these lists and who have been told: “There is no opening at the present time.”

I am a former president of a Civil Service Employees Assn. chapter in Basha and we fought to right these wrongs. No legislation should be pushed through to put an unqualified person into a job no matter how long he has served in the job. I am sure other Civil Service employees would agree.

Mary Anne Greensaver
Dellans, Fla.

The Laid-Off
Editor, The Leader:
Whatever the outcome of the negotiations which are presently being conducted, it is hoped that laid-off workers will not be forgotten. The personnel who have not been laid off could not possibly perform the services which were being performed by the work force at its peak last year, before layoffs began.

Speaking as a laid-off state worker, I have been extremely difficult to obtain employment because of the many layoffs in private industry. At times it seems as if prospective employers are plotting to further humiliate the displaced worker by refusing him employment. This is a doubt not true but it is a feeling one gets after being out of work for many months.

Receiving the Civil Service Leader each week is one indication that the union has not forgotten. It would be a wonderful thing to be hearing that negotiations have achieved complete rehiring of those laid off in a period of time, retraining, and other benefits for those already working. In addition, it would be good to read a headline stating that the highly paid and/or non-union jobs have been reduced in order to rehire the lower paid workers.

Richard W. Fletcher
Willmanna

Likes Bauch
(Editors Note: The following letter was written to Leader columnist Herbert Bauch and a copy provided the Editor.)

For sometime now I have been reading your column and I just want to say thank God there is still someone who is not afraid to speak the truth and stand up for city workers.

I myself am a New York City police officer who was laid off last July and reading your column every week kind of gives me hope and gives me the hope that someone still cares.

Can you tell me why city workers, not only just police and firemen, can only collect unemployment insurance for 26 weeks? Other people collect it for 48 weeks. It seems funny to me that the people who worked to make this city what it is must be cut off at the ankles and left to face for themselves when they have spent so many years serving other people.

I would like to ask Mayor Beame how he would feel if one day he had a job that was meaningful and the next day he finds himself a gas station or washroom attendant. If he could answer that, he would know how many laid-off city workers feel these days.

Michael A. Giordano
Whitestone

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LEGAL NOTICE
Memorial Plaque Report

The special memorial plaque committee report was submitted by chairman Ray- mond C. S. Flood, former representative of Westchester County on the County Executive Committee and Board of Directors for twenty years; and Fannie Smith, a founder and president of the Jefferson County Chapter. The addition of these names to the Plaque was approved at prior delegate meetings, but due to a failure on the part of the supplier of the name plates, delivery was delayed and we will receive them within a few days. When they are placed on the Plaque, our Committee will arrange brief appropriate ceremonies at Albany Headquarters, possibly on the day of the April Board meeting, to unveil the Plaque with the new names thereon.

Our committee now recommends that the name of Abraham A. Kranker, who served on our State Executive Committee and Board of Directors for many years, be placed on the Memorial Plaque. His work was well recognized by our members on the Board and our chapter leaders.

Our Committee does not now have any additional recommendations for placement of additional names on the Memorial Plaque, but I assume that nominations for placement of names on the Plaque will continue to be made on forms supplied for such purpose by CSEA Headquarters, and that such forms will be filled with the chapter which will furnish its recommendations to its regional president and the region will, in turn, forward their recommendations to CSEA Albany Headquarters so that such recommendations will be furnished to our Committee for its review and recommendations to a future delegate meeting.

Standing Grievance Committee Report

The standing grievance committee report contains the grievance committee report as of December 31, 1975, under the chairmanship of Jerome Vancelli, of SUNY at Stony Brook, with committee members Abraham Libow, Peter Acchi, of SUNY at Stony Brook, Kaye Yuschak, James Gamble, Marie Romanell, Phillip Caruso and Gerald Secky.

Our Committee met recently on January 29 and February 13, 1976. We considered and discussed for several hours at each meeting the needs of CSEA members for adequate grievance procedures. As a result of our deliberations, our Committee makes the following recommendations:

1. That our Education Committee and Education Director establish a training program at regional and chapter levels to train members on the contents of grievance procedures and how to use same efficiently.

2. That every chapter and unit establish a grievance committee and charge it with the responsibility of seeing to it that copies of grievance procedures available to members are printed and distributed to the members and that all chapter level members are trained on the use of their grievance procedures and are given help in the processing of their grievances.

3. That each region of CSEA establish a grievance committee and charge it with the responsibility of encouraging all chapters and units within the region to have active grievance committees carrying through on the recommendations contained in the foregoing paragraph.

4. That chapters and units urge members to use the grievance procedures available when they have a grievance of substance, as failure to do so is not in the best interests of the entire employee body.

5. That our Research Committee make a study to determine if there are any groups of local government employees that CSEA represents who do not have adequate grievance procedures established for their use and report to the State Grievance Committee for attention.

6. That this report be transmitted to the Executive Committee as a whole for their approval and that the grievance procedures contained in this report be distributed to all chapters of CSEA for use.

7. That this report be submitted to the Committee on Grievance Procedures for adequate grievance procedures before the final step in grievance procedures, established for the use of our members.

8. That each grievance procedure contains a clause which provides for continuance of the grievance procedure in effect until a new contract may be put into effect so that there are not any cases where delay in renewing work contracts affects availability of grievance procedures.

9. Our Committee recommends the following with reference to grievance procedures negotiated for our members covered under the Statewide negotiations for the Operational Unit, Administrative Unit, PS&T Unit and the Institutional Unit:

a. The Hearing Officer should hear a grievance within thirty (30) days after the third step decision and provide a decision within thirty days.

b. As to contract grievances, the fourth step appeal should be extended to twenty (20) days with the grievance presented directly to the arbitrator for the arbitrator to make the decision.

c. Hearings held with reference to disciplinary procedures should be held on consecutive days.

Two newest Civil Service Employees Assn. directors, Nancy Bauck (Chemung County) and Cherry L'Amari (Schenectady County), listen attentively during general business meeting.
The special auditing committee report was submitted by chairman Louie Sunderhaft, of Oneida County, with committee members Thomas Corrado, Milliken DeRosa, Harold Goldberg, George Harrington, Fred Yunker, Arthur Johnson, Richard Markle, Gerald Toomey and Millic Vandale.

Our Committee, which is a pleasant mix of veteran members and new appointees, has met periodically to discharge its responsibility for the continuing review of the Association's fiscal affairs, including the determination of the adherence to the established policies, practices and procedures for the processing of Association expenditures.

We concentrated our efforts in the review of county negotiating expenses to substantiate the need for dues increase. The report will not be ready for this convention, but the members are aware of the present billing and accurate maintenance of these accounts.

We can help.

With 1,300 delegates registering on first day, there was opportunity for delegates to get acquainted as they waited for their rooms to be made ready. Getting to know each other, from opposite areas of the state, are, from left, Diane Gamble, of Erie chapter; Dorothy Miller, and Rosdeal Edwards, both of Manhattan Children's Psychiatric Center chapter 413.

Work Performance Ratings And Examinations Report

The work performance ratings and examinations committee report was submitted by chairman Samuel Grassfield, of Rochester chapter.

Due to the challenge in the Professional, Scientific and Technical Unit, President Theodore C. Wenzl notified me that he would postpone naming the members of this Committee until after the ballot. As soon as the members are selected, we shall schedule meetings once again with the Department of Civil Service.

In the meantime, may I remind the Delegates to assist their chapter members with appeals on unsatisfactory ratings and to let me know personally if I can help. A new area that needs particular attention is the ratings on intra-departmental promotions. Although technically, these are considered "probationers" who have no right of appeal, I would like to see what I can do to intervene in their behalf.

As it traveled to different parts of the State, the committee found excellent cooperation as well as enthusiasm from non-teaching employees who attended the meetings. These employees were very frank about their problems and were quite anxious to share them with the committee, in the hope of gaining solutions to them. Furthermore, many non-teaching employees had questions concerning programs of CSEA for non-instructional employees, questions on federal law affecting non-instructional employees as well as questions on legislation, grievance procedures and other matters of interest to them.

A concern which received much attention at all of the meetings was CSEA's legislative program. It was felt that a part of that legislative program should be specifically addressed to the needs of non-teaching employees. Two major objectives of such legislative program should be to protect and guarantee the salaries of all teaching employees. Two major objectives of such legislative program should be to (1) a means of discovering many common concerns of non-teaching employees, (2) to provide a forum for non-teaching employees to express themselves. These meetings furthermore have allowed a line of communication to begin developing among non-teaching employees throughout the State.

It was felt that a part of that legislative program should be to provide a forum for non-teaching employees in schools districts in solving their problems with the hope of building an even stronger sense of membership among employees in school districts.

The Committee also reviewed the management letter of the independent auditing firm retained by the Association for the annual review of the books and records. We determined that observations, comments, and suggestions made by the auditors were being considered, and changes in procedures being made where necessary. Their report indicated that substantial improvement was noted in the performance of the recordkeeping functions and that supporting schedules and other documentation have been current and accurately maintained by your accounting personnel. Our Committee will strive to insure that such improvements are continued.

Your chairman wishes to express appreciation for the guidance and counsel provided by treasurer Gallagher and his staff, and the dedication to duty by the members of the committee.

Non-Teaching School Employees

The statewide non-teaching employees committee report was submitted by chairman Edward Perrott, of Nassau Educational Employees, with vice-chairman Salvatore Magavero, of Erie Educational Employees, and committee members Jacob Banek, Charles Leach, Howard Cupp, Ben Banik, Jack Cup, Burch, Eric I., David Sangermano, Neil Gruppo and Vincent D'Why. CSEA collective bargaining specialist Danny Jinks is committee secretary.

Since our last report to the delegates in October of 1976, the Statewide Non-Teaching School Employees Committee has been working diligently to complete its series of two-day meetings with non-teaching employees throughout the State. This task has now been completed, and the committee will be writing a detailed report on its discoveries very soon. Before the report will not be ready for this Delegates' Meeting, the committee would like to share with you a brief summary of events and common concerns of non-teaching employees throughout the State.

As it traveled to different parts of the State, the committee found excellent cooperation as well as enthusiasm from non-teaching employees who attended the meetings. These employees were very frank about their problems and were quite anxious to share them with the committee, in the hope of gaining solutions to them. Furthermore, many non-teaching employees had questions concerning programs of CSEA for non-instructional employees, questions on federal law affecting non-instructional employees as well as questions on legislation, grievance procedures and other matters of interest to them.

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The committee will now set to work completing the task with the hope that it will provide an awareness to all who read it of the problems facing non-teaching employees in the State. It pledges to help non-teaching employees in all parts of the State in solving their problems with the hope of building an even stronger sense of membership among employees in school districts.

For the first time in the CSEA history, an audit of the fiscal affairs of the Association will be conducted. The auditing committee of the Association will have the responsibility for the continuing review of the books and records, including the determination of the adherence to the established policies, practices and procedures for the processing of Association expenditures.

The audit will be conducted by the firm of DeBono, who have been retained by the Association for the annual review of the books and records. The audit will be conducted on a part-time basis, and the committee will be reviewing the books and records at regular intervals throughout the year.

CSEA statewide secretary Dorothy MacFarvanch concentrates as she records one of many motions made during course of business session.
Levitt Reports Disbursements

ALBANY — State Comptroller Arthur Levitt announced the distribution of $87,040,449.49 for April, 1976, to 57 Social Service Districts in the state. These monies represent approximately 90 percent of the anticipated welfare expenditures for the period April 1-April 15, as well as a settlement of federal claims for the month of December 1975. The federal share amounts to $323,787.87. A payment will be made to New York City on April 15 for anticipated expenditures for the last half of April. Federal regulations require semi-monthly payments to New York City.

Someone Needs YOU!
A young woman awaiting open heart surgery.
A child with Leukemia.
Make a miracle.
Give blood soon.

Don't Repeat This!

(Continued from Page 6)
only is the Assembly delegation a much larger body, but the number of marginal seats in that chamber far exceeds in proportion the number of marginal districts in the Senate. Under those circumstances, it is hardly surprising that the Assembly tends to be a more unruly body. That is not to say that conflagration is unknown in the more sedate and august Senate chamber.

Prior to his election as Minority Leader, Senator Ohrenstein has been primarily interested in legislation dealing with public health, housing, civil rights and higher education. Since then, the Senator has devoted most of his efforts toward steering bills through the Senate or alternatively trying to block their passage, depending upon the nature of the legislation.

No doubt Senator Ohrenstein will suffer through many more difficult hours and days before the legislative session comes to an end, and a fuller assessment of his accomplishments during his first term in a leadership role must await adjournment date. However, observers of the Albany scene do not doubt for a moment that his record will remain at its present high level.

Suffolk Plans Bicentennial Dinner-Dance

HAUPPAUGE — The Suffolk chapter, Civil Service Employees Assn., is planning a bicentennial party Friday, May 14, at the Colonial Inn catering complex. Tickets are $19.76 each.

The social affair is the first dinner-dance held by the chapter, which has initiated an annual membership picnic as an informal summer social activity. The bicentennial event features cocktails, hors d'oeuvres, prime rib dinner, refreshments at tables and dancing. Tickets may be secured from unit presidents.

The party is under the direction of a committee including Al Taaso, Barbara Hofman, Bill Lewis, Al Stein, Dorothy Gootz, Ed Valder and Bob Maletta.

An Education
Assemblyman Andrew Heist, left, listens as two Long Island Civil Service Employees Assn. leaders explain the problems faced by school district employees. The Manhattan Democrat talked with CSEA Nassau County Educational Employees chapter president Edward Ferro, center, and Frank Pasano following his speech to union delegates at their spring convention at Kamesha Lake last month.

AN EDUCATION — Assemblyman Andrew Heist, left, listens as two Long Island Civil Service Employees Assn. leaders explain the problems faced by school district employees. The Manhattan Democrat talked with CSEA Nassau County Educational Employees chapter president Edward Ferro, center, and Frank Pasano following his speech to union delegates at their spring convention at Kamesha Lake last month.
Federal Job Calendar

Detailed announcements and applications may be obtained by visiting the federal job information center of the U.S. Civil Service Commission, New York City Job Office, 26 Federal Plaza, Manhattan; 90-04 161st Street, Jamaica, Queens.

For applications for the following positions will be accepted until further notice, unless a closing date is specified. Jobs are in various federal agencies throughout the country.

### Agriculture

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
<th>Exam No.</th>
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<tbody>
<tr>
<td>Meatcutter</td>
<td>GS-3</td>
<td>NY-030</td>
</tr>
<tr>
<td>Warehouse Examiner</td>
<td>GS-5, 7</td>
<td>CH-002</td>
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</tbody>
</table>

### Business

#### Computer Operator and Computer Technician

**Examine**: GS-5 to 7

**Exam No.**: NS-4-15

#### Engineering And Scientific

<table>
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<tr>
<th>Title</th>
<th>Salary Grade</th>
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<tr>
<td>Related Professions</td>
<td>GS-5 to 15</td>
<td>424</td>
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<tr>
<td>Meteorological Technician</td>
<td>GS-5 to 9</td>
<td>NY-8-43</td>
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<tr>
<td>Technical Aide</td>
<td>GS-5, 2</td>
<td>NY-0-22</td>
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<tr>
<td>Technical Assistant</td>
<td>GS-5 to 15</td>
<td>421</td>
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</table>

### General

#### Freight Rate Specialists

**Examine**: GS-5, 9

**Exam No.**: WA-6-13

#### Junior Federal Assistant

**Examine**: GS-4

**Exam No.**: 411

#### Mid-Level Planners

**Examine**: GS-5 to 7

**Exam No.**: 413

#### Professional and Career Exam

**Examine**: GS-5 to 7

**Exam No.**: NY-3-07

#### Selective Service

**Examine**: GS-5 to 7

**Exam No.**: NY-1-16

#### Technical Assistant

**Examine**: GS-4, 5

**Exam No.**: NY-5-07

#### Telephone Operator

**Examine**: GS-3, 4

**Exam No.**: NY-5-01

#### Typist

**Examine**: GS-3 to 5

**Exam No.**: NY-4-02

### Medical

#### Autopsy Assistant

**Examine**: GS-4, 5

**Exam No.**: NY-9-05

#### Careers in Therapy

**Examine**: GS-4 to 9

**Exam No.**: WA-8-03

#### Dental Hygienist, Dental Lab Technician

**Examine**: GS-5 to 7

**Exam No.**: NY-0-09

#### Licensed Practical Nurse

**Examine**: GS-3 to 5

**Exam No.**: NY-5-06

#### Medical Machine Technician

**Examine**: GS-5 to 8

**Exam No.**: NY-3-02

#### Medical Radiology Technician

**Examine**: GS-5 to 6

**Exam No.**: NY-0-25

#### Medical Technician

**Examine**: GS-5 to 7

**Exam No.**: NY-3-01

#### Nursing Assistant

**Examine**: GS-3

**Exam No.**: NY-1-16

#### Nursing Assistant (Psychiatry)

**Examine**: GS-2

**Exam No.**: NY-5-05

#### Nurses

**Examine**: GS-5 to 12

**Exam No.**: 419

#### Physician’s Assistant

**Examine**: GS-7 to 11

**Exam No.**: 428

#### Veterinarian Trainee

**Examine**: GS-5 to 7

**Exam No.**: WA-0-07

### Military

#### Air Reserve Technician (Administrative Clerical/Technical)

**Examine**: GS-5 to 15

**Exam No.**: AT-0-59

#### Army Reserve Technician

**Examine**: GS-4 to 9

**Exam No.**: NY-9-26

### Social And Education

#### Professional Careers for Librarians

**Examine**: GS-7 to 12

**Exam No.**: 422

#### Psychologist

**Examine**: GS-5 to 7

**Exam No.**: WA-8-13

#### Recreational Therapist

**Examine**: GS-5 to 7

**Exam No.**: NY-5-09

### Stenography And Typing

#### Keypunch Operator

**Examine**: GS-2, 3

**Exam No.**: NY-3-01

#### Reporting Stenographer and Shorthand Reporter

**Examine**: GS-5 to 9

**Exam No.**: NY-9-17

#### Stenographer

**Examine**: GS-5 to 9

**Exam No.**: WA-8-03

#### Secretaries, Operations I, II, III

**Examine**: GS-5 to 6

**Exam No.**: NY-5-05

#### Typist

**Examine**: GS-2 to 4

**Exam No.**: WA-9-01

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**Life Insurance You Can Afford**

CSEA, using the vast purchasing power of its 200,000 members, offers YOU the opportunity to purchase low-cost group life insurance through special arrangement with The Travelers Insurance Company, Hartford, Connecticut. It’s easy to buy—easy to pay for. The amount of insurance YOU are eligible for and the premium you pay are determined by your annual salary and age.

If—for example—you are under age 30 and are paid bi-weekly, you’ll pay just 10¢ per pay day for each $1,000 of group life insurance to which you are entitled in the schedule. And that includes an equal amount of accidental death insurance.

Regardless of age, your premium can be automatically deducted from your paycheck. Choices are, you won’t even miss the pennies it costs to get this valuable protection.

For complete information, and costs, complete and mail the coupon below. Or call your nearest Ter Bush & Powell representative for details.

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**COMPLETE AND MAIL TODAY**

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Civil Service Department

Box 956

Schenectady, N. Y. 12301

*Please give me complete information on the CSEA group life insurance plan.*

**Name:**

**Home Address:**

**Where Employed:**

**Employee Item No.:**
Food Stamps

By ALAN BEERSTEIN

New York City has approved a city-supported food stamp program. Even though close to two-and-a-half million residents of New York State are currently participants in the Food Stamp program, possibly a million more qualified people, according to government officials, are not yet participating in the program. Why? New York City officials believe that many non-participants regard the program with skepticism. Others don't know that they are eligible.

Food stamps have served Americans in low-income ranges. More recently they have provided protection to lower middle class and middle class workers.

Seventy-seven percent of food stamp recipients have incomes below $5,000 before deductions. Almost 92 percent are below $7,000; nearly all are below $10,000.

To qualify for the program, applications are accepted on the basis of net income standards according to the size of their household. The amount to be deducted is computed after the following deductions:

- Payroll deductions for city, state and federal taxes.
- Deductions for social security, unemployment, and disability payments.
- Out-of-pocket expenses over $10 a month, including medical insurance, and non-negotiable bond payments.
- Tuition, mandatory fees in private or parochial school or college.
- Child care payments allowing household members to work, attend school or participate in training programs.
- Income from any other source.

According to a New York City Food Stamp Program spokesman, individuals applying for the first time should arrive at food stamp offices as early as possible. Applicants unable to appear in person may have a relative, or friend, apply for them.

The spokesman stressed that applicants must bring proof of their income including all rent receipts, bank accounts, social security statements, utility bills and social security numbers of all family members. All unemployed employables between 18 and 65, who reside in the household at least part time during the application process.

Sidney Brooks, director of the New York City Food Stamp Program said, "The additions of new participants, and the number of individuals eligible for the program who don't know they're eligible." Ms. Brownell added that the 50 or so families receiving benefits from the Food Stamp program are making the difference for many of the lowest paid city workers.

The scope of the program in New York City has not shown any rise since the layoffs of thousands of municipal employees, according to Mr. Brooks. Many of the lowest paid city employees who were dismissed applied for welfare payments which automatically includes food stamps.

We usually fluctuate between 100 and 800 applicants each month," he said. "But that's what the average has always been.

In the rest of the state, 14 counties for which 3,000,000 are not on welfare—participate in the Food Stamp program.

Prior to the program, the number of public information for the Food Stamp program supervised by the New York City Department of Social Services, said she feels the figures could be higher.

The scope of the program in New York City has not shown any rise since the layoffs of thousands of municipal employees, according to Mr. Brooks. Many of the lowest paid city employees who were dismissed applied for welfare payments which automatically includes food stamps.

If you've spent any time in the U.S. armed forces (any service, active or reserve — any rank), have since been honorably discharged, and have for some time now been thinking about what you've been "losing" in the way of uniformed service "bennies" (such as retirement pension, advanced OJT, $20,000 SGLI, free military school training, PX Savings, and of course prorated active duty pay!), why not consider today's Army Reserve as a means of recapturing these and other valuable "lost" benefits?

The Army Reserve at convenient Fort Hamilton in Brooklyn's Bay Ridge is especially looking for junior NCOs (male and female) who serve in the Air Force, Coast Guard, Marine Corps or Navy in one of the following general skill areas:

- Computer Programmer
- Finance Specialist
- Food Service Specialist
- Legal Clerk

Permanent Change of Station, full time, part time, during any day of the week—just call Capt. Jacaruso or Master Sgt. Heitner between 8:30 A.M. and 5 P.M.
CIVIL SERVICE LEADER, Friday, April 9, 1976

Concord Hotel Retirees' Report

Retiree Action Aims Update

KIAMESHA LAKE—At the annual delegates meeting in Niagara Falls, five goals for Civil Service Employees Assn. retiree legislation were formulated by this committee and presented to the convention delegates for their approval which was given at the general session on October 3, 1975.

Since that time the Retiree Committee members, with the support of retiree chapter presidents, have made their plans toward the implementation of these goals, one of which is applicable to the federal level and the other four relate to desired New York State legislation.

To oversee this implementation, Committee chairman Nellie Davis appointed a legislative subcommittee comprising John Joyce, John Kennedy, and Elizabeth Steinburgh, to follow up on the writing of the proposals into bills from the acquiring of legislative sponsorship and introduction into both houses of the Legislature.

Following approval of the convention delegations, the Executive Director sent a statement of the retiree legislative resolutions to Martin Langer, chairman of CSEA's Legislative and Political Action Committee, and also to chief counsel James Roemer gr. for referral to CSEA's lobbyist, attorney James Featherstonhaugh.

At the committee meeting, Featherstonhaugh explained the provisions of Senator Flynn's bill S-270-A. At amended, rather than presenting their own, Mr. Gilmartin pointed out that it has become important this year that a CSEA retirees' bill be introduced in view of the fact that there was none last year. The decision should have to be made by the retirees committee.

Mr. Featherstonhaugh argued for Chairman Davis, chairman of the Senate subcommittee Joyce and Steinburgh, and coordinator Gilmartin that the retirees' bills should be supported by Senator John Flynn's bill, S-270-A. State programs administrator Bernard Ryan was also present to discuss the bill with the committee members. Brought out in the discussion was that the bill would provide a supplemental cost of living increase for ALL retirees regardless of what year they had retired, contingent cost of living increase bill becoming so subsequently at which time the increase would be re-increased to permanent and keyed to the consumer price index. An increase would not be received if the inflation percentage were less than 3 percent, and, if more than 3 percent, the maximum payable would be 3 percent. This 3 percent ceiling was the only questioned item of the Senator's bill, but was considered as a reasonable compromise and the committee voted unanimously to support the Senator's bill. It has the support of other retired public employee organizations in the State and this unified support, it was felt, enhances the chance of this bill getting passed this year.

A motion was made, seconded and passed that all chapters of CSEA charter retirees' legislation.

In concluding this report, the committee wishes to point out that four new retiree chapters have been chartered by the Board of Directors since the Niagara Falls convention. They are Allegany-Steuben-Yates Tri-County Retiree chapter, the New York Metropolitan Retiree chapter, the Buffalo-area Niagara Frontier chapter, and the Madison-Herkimer-Oneida Tri-County Retiree chapter. This brings the total number of CSEA chartered retiree chapters to 14.

Alfred Knight In Retirement

JAMAICA—Alfred B. Knight, immediate past president of the Metropolitan Armory Employees chapter, Civil Service Employees Assn., has retired after 22 years of service.

Mr. Knight, a 32nd Degree masonic, has served as treasurer of New Mt. Calvary Lodge No. 167, AASR/PM; secretary of the Ex- cecutive Committee AASR, a member of Excelsior Lodge of Perfection No. 1, AASR/PM; associate patron of Star of Zion Chapter No. 442, Order of the Eastern Star, and an honorary member of Westchester Chapter No. 359, Order of the Eastern Star.

Mr. Knight may be contacted at 1580-30, 119th Place, Jamaica, N.Y. 11434. The telephone number is (212) 322-1395.

Introduce Bills To Change Name Of Comp Board

ALBANY—A proposal by a Civil Service Employees Assn. member to change the name of the Workmen's Compensation Board has been introduced in the state legislature.

Leo Bailey, a member of the Board's enforcement unit in Manhattan, previously suggested in a letter to Ralph A. Garrison, Jr., the state suggestion program coordinator, that "in view of the current women's liberation movement and the worldwide human rights struggle, it would be a step in the right direction if this agency were retitled 'The Worker's Compensation Board.'"
WHERE TO APPLY

NEW YORK CITY — Persons asking jobs with the City should file at the Department of Personnel, 11 West 39th St., New York 10018, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m. Those requesting applications by mail must send a self-addressed, envelope to be received at the Department at least during the filing period. Announcements are available only during the filing period. By subway, applicants can reach the City Hall BMT (City Hall—Sutton), Lexington IRT (Brooklyn—Saratoga), IND (Chambers St.) BMT (City Hall); Lexington IRT (Brooklyn—Saratoga), IND (Chambers St.); BMT (City Hall—Sutton). Applications may be obtained from the filing office via the regular mail. 

Several City agencies do their own recruiting and hiring. They include the New York City Police Department, Department of Education, Department of Health, Department of Finance, the Municipal Transit Authority, the Authority for the New York City Housing Authority, the Department of the Environment, the Port Authority of New York Harbor, the Department of Social Services, the Department of Correction and the Metropolitan Transit Authority. 

Various State Employment Service offices can provide applications in person, but not by mail. For positions with the United Court System throughout New York State, applicants should contact the appropriate office.

New Yerfc, New Yerfc 10007
CIVIL SERVICE LIADIR
11 WorW Str. — ALBANY
LUNCHEES - DINNERs - PARTIES

State Promotional Job Calendar

Filing Closes April 12

Title Salary Grade Exam No.
Principal Engineering Technician (Conservation) G-15 35-921
Principal Engineering Technician (Steam, Improvement) G-15 35-922
Section Maintenance Supervisor G-15 $13,550 35-940
General Payroll Foreman G-15 $10,714 35-939
Superintendent of Humanities and Performing Arts Education G-28 39-136
Director, Division of Supervision Education of Handicapped Children G-28 39-136

Filing Closes May 3

Associate Computer Programmer G-23 35-951
Associate Computer Programmer (Scientific) G-23 35-952
Associate Computer Systems Analyst G-23 35-953
Senior Computer Programmer G-28 35-949
Senior Computer Programmer (Scientific) G-28 35-950
Principal Medical Care Administrator G-29 39-134
Supervising Nurse Anesthetist G-29 39-137
Director, Bureau of Law and State Records G-24 35-948

Additional information and application may be obtained from department personnel and business offices of the State Department of Civil Service: State Capital Building, Albany 12226; Two World Trade Center, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo 14202.
Abuse Services learned in a labor-management meeting last week just how bad the budget cuts in that agency are going to be.

ODAS delegate Ray Caruana, CSEA member from the Masten Park drug facility near Buffalo, and Josephine Williams, CSEA ODAS delegate, Robert P. Young, CSEA Park drug facility near Buffalo, ODAS delegate, Ray Caruana, agency manpower development, and Steve Daley, director of per- rehabilitation, according to Mr. Spoonhour.

Cut Budget

The 1976 ODAS budget had been cut by $18.5 million, which meant 780 layoffs, by Gov. Hugh Carey. The state legislators then decided to cut the agency's budget by an additional $19.9 million.

After all these cuts, $72.5 million would remain in the ODAS budget. About 80 percent, or $62 million, would go to staffing purposes.

Mr. Spoonhour pointed out that too many addicts on the streets and the resulting crime could not be handled within six months unless proposed budget cuts are restored in the state's supplement.

"Some of our former clients have gone on to graduate from our programs, are now helping others to overcome their drug problems," he said. "Yet we can't escape the pressures of the foolishness of further cutting back on the ODAS budget. It will be hard for members to write to their senators and assembilayers to push for restoration of the ODAS cuts."

Another job security measure, won by the union provides that where permanent employees are to be laid off with a given layoff unit and there are permanent or temporary employees in the same classification in another layoff unit not protected for layoff, such permanent or temporary employees will be displaced in order to provide continued employment for the affected permanent employees.

Flaumenbaum Is Named To Board Of Fund Drive

MINEOLA—Irvin Flaumenbaum, president of Long Island Region I, Civil Service Employees Assn., has been elected to the executive board of United Way Nassau-Suffolk, formerly the United Fund of Long Island.

Established in 1946, the organ-ization collects donations and distributes them to health, re-

Field Rep Explains New Hamburg Pact

HAMBOURG—An arbitration panel's binding decision regarding the work contract between the Village of Hamburg and village police presents no problems, Robert E. Young, a Civil Service Employees Assn. field representative, said recently.

CSEA represented the police in negotiations that led to the proposed payments of $5,000 a year in full-time employment through 1982.

Another job security measure is for all employees in full-time employment through April 1, 1977. At the same time, the new contracts allow each party to present two articles in the collective agreement for full-time employees.

In the area of job security, the agreements call for a guaranteed job for all employees in full-time employment through April 1, 1977. At the same time, the new contracts allow each party to present two articles in the collective agreement for full-time employees and any employees in such work locations scheduled for layoff shall be guaranteed employment with no loss of compensation for the six full calendar months.

Another job security measure is for all employees in full-time employment through April 1, 1977. At the same time, the new contracts allow each party to present two articles in the collective agreement for full-time employees and any employees in such work locations scheduled for layoff shall be guaranteed employment with no loss of compensation for the six full calendar months.

Robert Young

CSEAers of Your New Pacts

(Continued from Page 1)

Orangemen Employees

Rights Protected

(Continued from Page 1)

The union paid its striking members $20 a day throughout the strike period and at last report an emergency fund was being started to help pay the fines of the strikers.

problem not get any better as a result of these layoffs—it's bound to get a whole lot worse," Mr. Spoonhour pointed out that the problem would be con-

bled by increased crime in the form of shoplifting, mug-

nings, robberies and assaults as addicts resort to get money to buy drugs.

"There are more drugs on the streets now than ever before," he said. "With more addicts on the streets and the resulting crime, there won't be enough room in all our jails for them. Who is going to take care of these people? Where will they end up?"

"Some of our former clients have gone on to graduate from our programs, are now helping others to overcome their drug problems," he said. "Yet we can't escape the pressures of the foolishness of further cutting back on the ODAS budget. It will be hard for members to write to their senators and assembilayers to push for restoration of the ODAS cuts."

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Orangemen Employees

Rights Protected

(Continued from Page 1)

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"There are more drugs on the streets now than ever before," he said. "With more addicts on the streets and the resulting crime, there won't be enough room in all our jails for them. Who is going to take care of these people? Where will they end up?"

"Some of our former clients have gone on to graduate from our programs, are now helping others to overcome their drug problems," he said. "Yet we can't escape the pressures of the foolishness of further cutting back on the ODAS budget. It will be hard for members to write to their senators and assembilayers to push for restoration of the ODAS cuts."

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