Strike Averted
In Montgomery;
Sign New Pact

FONDAL—Four hundred members of the Montgomery County unit of the Civil Service Employees Asso. were ready to strike twice during the past week.

Seven months of contract negotiations under the Taylor Law had failed to gain an offer from the county administration. Faced with this situation and a dictated settlement, the members voted to test the Taylor Law beginning at 7 a.m. Monday, April 19.

Public Employment Relations Board “super-conciliator” Theodore Gerber, who entered the Montgomery County dispute when CSEA members voted to strike, requested a 24-hour postponement of the job action “in order to address the Board of Supervisors of the seriousness of the situation.” The Montgomery County unit negotiators agreed to this postponement and the period was granted to give the super-conciliator room to negotiate a settlement.

Twenty-two hours later, a tentative five-year-recommended contract offer was agreed upon by the county supervisors and unit negotiators.

This tentative pact was presented to the unit members and to the County Board of Supervisors at approximately the same time Tuesday evening.

The proposed agreement is:

(Canadian on Page 16)

Columbia Members
Schedule Meeting

HUDSON—A general membership meeting of Columbia County chapter 811 has been scheduled for May 4 to discuss the current contract dispute between the employees and the County.

The meeting has been set to coincide with a meeting of the County Board of Supervisors.

County employees have been working without a contract since December. The supervisors have rejected a fact-finder’s report recommending a 7 percent wage increase.

Herkimer CSEA Unit
Approves Contract
Herkimer—The Herkimer County unit, Civil Service Employees Asso., and the legislature of Herkimer County have agreed to a 3 percent increase in salary, increments and longevity for the year 1979, the final year of the current two-year contract.

UP TO THE WIRE — Nels Carlsen, CSEA collective bargaining agent, briefs members of the

Montgomery County chapter on progress of contract negotiations.

CSEA Moves To Prevent
OGS Group Mass Layoff

(Special To The Leader)

ALBANY—The Civil Service Employees Asso. has charged that laying off 138 employees in the State Office of General Services, the result of a Legislature-ordered $2.5 million budget reduction, will actually end up costing the state taxpayers “millions and millions of dollars” and cause “a multi-million dollar loss in the private construction sector.”

CSEA, which represents the employees involved, said it will immediately file a grievance on behalf of the 138 OGS employees in the Design and Construction Group who were handed pink slips.

“We think we've got a clear-cut case of contract violation because the work being performed by the employees to be laid off will have to be contracted out. Our contract specifically states that the employer cannot lay off workers and contract out for goods and services those employees would be capable of providing,” a union spokesman said.

The layoffs are scheduled to become effective on May 12.

CSEA said the State Legislature is “penny wise and pound foolish” in reducing the original budget for OGS's Design and Construction Group by $2.5 million.

“This thing is actually going to cost state taxpayers and the general economy five to ten times the amount the Legislature said it saved in the budget cuts,” the CSEA spokesman said.

The union spokesman urged the legislature to restore the $2.5 million in the supplemental budget “as an act of common sense to save the jobs of the threatened employees and prevent the unnecessary expenditure of millions of dollars.”

The Design and Construction Group is involved with the maintenance and restoration of state-owned buildings and property. The nearly 600 employees in the Group have the prime repair and rehabilitation responsibility for the 7,900 existing state buildings, including emergency repairs of structural damage.

“As the result of this nearly 35 percent workforce reduction just announced, the state will be forced to contract out to private consultants a much larger portion of the work normally performed by the state employees. Because of the high volume of work and understaffing that exists even before these latest layoffs, some of the work is already farmed out. We know from experience that it costs 20 percent more to have this work performed by private consulting firms than it does by state workers,” a CSEA spokesman charged.

(Canadian on Page 6)

Rockland To Meet On Pact

NEW CITY—The Rockland County unit of the Civil Service Employees Asso., which has been in negotiations for a new contract since July 16, 1975, will have the matter brought to a vote within the next week or so, according to Phil Miller, CSEA collective bargaining agent for the unit.

CSEA represents about 1,700 Rockland County employees. The workers have been without a contract since Jan. 1.

Mr. Miller said “negotiations have not been progressing as we had hoped,” and added that the employees have utilized the impasse procedures under the Taylor Law.

The county legislature also has to vote on the contract dispute before the matter can be resolved.

(Canadian on Page 6)

(Continued on Page 16)
Million-Plus Food Stamp Clients Could Face A Loss Of Eligibility

By ALAN BERNSTEIN

MANHATTAN — More than a million Americans presently participating in the national food stamp program, including many in New York State, may lose their eligibility if the House of Representatives follows recommendations passed by the Senate earlier this month.

Voting 22-23 April 9, the Senate moved to tighten food stamp eligibility rules and cut 1.5 million people from the program. However, savings will be put back to benefits for the poorest families.

There are approximately 19 million Americans on food stamps, of whom more than 3.5 million reside in New York.

The bill now moves to the House, where the Agriculture Committee has already started work on a similar measure. It took the Senate legislature more than a year, and many revisions, to reach the floor.

The Senate bill, sponsored by Senators Lott (R-Miss.), George McGovern (D-S.D.) and Agriculture Committee Chairman Norman Thomas (D-N.Y.), would deny food stamps to nearly every family of four with a gross annual income of $7,500 to $8,000 and over, and every family of three with a gross income of $6,000 to $6,500.

Senator Dole in sponsoring the bill said close to $300 million dollars could be saved in fiscal 1977 with the legislation. The current program costs $4.3 billion; the new plan would cost $5.04 billion.

A major program alteration would be a change in the deduction system that enables families with a gross income of $6,000 or $6,500 a year or more to buy stamps. Under the present program, by pyramiding deductions for tuition, day care, medical and utility bills, alimony, work-related expenses and other items from gross income, a family of four could reach the $6,636 allowable income for a year.

Under the legislation, most of these deductions would be replaced by a standard $100 a month deduction ($150 for elderly or working families). A family of four would only be eligible if its net income after the standard deduction and deductions for social security and income taxes wasn’t higher than $5,000 a year. This really means a family of four with an income of $6,000 or over won’t be eligible.

Other provisions of the bill include requiring food stamp families to pay 25 percent of their net income for stamps, instead of the 23 percent sliding scale now in operation. Also, college students will be ineligible if they are or can be claimed as a tax exemption by the family.

Carol Brownell, director of public information for the New York State Food Stamp Program, affirmed that the new method of eligibility would effect families currently in the program.

"It will clearly affect some in the state because now there are so many deductions a family can get," she said. "In the future that might be taken away from them."
CSEA Moves To Prevent OGS Layoffs

(Continued from Page 1)

The union said that some $67 million is budgeted for rehabilitation projects on state-owned buildings for this fiscal year.

"Because of understaffing," OGS employees estimate they can handle about $85 million worth of these projects. That means the state already has to contract out for work on about $132 million in projects, at an average cost of 20 percent higher than state employees themselves could perform the tasks if the workforce was sufficient. Now these new layoffs mean that perhaps an additional 413 or 414 million in projects will have to be farmed out at the inflated cost," the CSEA spokesman said. "If the state farms out work on some $65 million in projects this year alone, at 20 percent more cost that state employees could do the same work, that would cost the taxpayers an additional $9 million. Thus, the $12.3 million budgeted for this year actually costs $9 million more right there alone. That's being fiscally irresponsible, any way you want to cut it.

The alternative, according to CSEA, is that some of the proposals budgeted for this year will have to be delayed.

"That means two things, at least," the union spokesman noted. "If all the projects are not carried out, it will cause a serious slump in the private construction sector. Also, since the rehabilitation work is necessary, it must eventually be carried out, but at higher costs, at some later date due to increased material and service costs."

The OGS Group does the planning, design, engineering and supervisory portion of the rehabilitation projects, but the actual construction work is done by private construction firms. "A delay in any of the projects could very easily cost the state millions; in other words, millions of dollars," the union spokesman said.

The CSEA is engaged in an independent effort to have the funds restored in the state's supplemental budget through strong lobbying efforts with legislators. A union committee has already met with the Assembly Wars and Means Committee to discuss the necessity for restoring the cuts and preventing the layoffs. Lobbying efforts with individual legislators is continuing as well. Additionally, CSEA said, it is working closely with top OGS officials who are also attempting to have the funds restored.

"We agree completely with OGS Commissioner James O'O'Connell who said that the situation is "extremely good in our mutual efforts to convince the Legislature that the cuts were unwise and fiscally irresponsible."

"Our first hope is that the funds will be restored in the supplemental budget, making these layoffs unnecessary and saving millions of dollars. Meanwhile, we fully intend to pursue our assurance that the layoffs constitute a violation of the contract. We are prepared to take this important issue to arbitration, that's for sure," the union spokesman said.

The CSEA leader noted that even W. Theodore Wenzl, director of the State Office of Employee Relations and chief state negotiator for the state's OGS, is as much interested in increasing employees they don't represent as the state. Mr. Wenzl recently stated that AFSCME wants a "good settlement for its members, a good settlement at a time when AFSCME is trying to mount a membership drive. We agree completely with AFSCME Commissioner James O'O'Connell who said that the situation is "extremely good in our mutual efforts to convince the Legislature that the cuts were unwise and fiscally irresponsible."

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"AFSCME is still clinging, stinging about the overwhelming rejection our CSEA delegates gave them at the recent convention," Dr. Wenzl said. "They know, privately, that the CSEA won the last chance they have to prove they are any kind of a union at all that can call itself as strong, they threatened a strike and waved paper swords all over the place. All we want to see is the desperation that prevails over their situation."

Dr. Wenzl noted that while CSEA's negotiating recently for the best possible contract for state workers in four Bargaining Units, the rival union was downplaying CSEA's ability to negotiate.

"Now AFSCME is learning the painful facts of life about the true economic situation in this state. The shoe is on the other foot now and they're paying the price. The time has come for them to put up or shut up, and everybody knows we're capable of putting up," he said.

MISS LIMERICK —. Maryann Carey, daughter of Mr. and Mrs. William J. Carey, of Albany, was recently named Miss Limerick, USA in an annual pre-St. Patrick's Day contest for Capital District residents. The contest was sponsored by "The Limerick," a group of doctors, nurses, residents and business people and fraternal and social organizations in the predominantly Irish North Albany section of the capital. North Albany's St. Patrick's Day celebration at St. Patrick's Church on Monday, March 17, 1976 Limerick reigns as unofficial "Queen of North Albany," handing up North Albany's St. Patrick's Day parade as well as participating in the activities. The reigning Miss Limerick is shown with her mother, Rosemary, secretary in the public relations department of the Civil Service Employees Assn., and her father, Mr. Joseph J. Dolan, director-county for CSEA.
Open Continuous State Job Calendar

<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-8</td>
<td>NY-3-30</td>
</tr>
<tr>
<td>Warehouse Examiner</td>
<td>GS-7, 7</td>
<td>CH-0-02</td>
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### Engineering And Scientific

#### General

<table>
<thead>
<tr>
<th>Title</th>
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<tbody>
<tr>
<td>Freight Rate Specialists</td>
<td>GS-7, 7</td>
<td>WA-6-13</td>
</tr>
<tr>
<td>Junior Federal Assistant</td>
<td>GS-4, 4</td>
<td>411-02</td>
</tr>
<tr>
<td>Medical Technicians</td>
<td>GS-5 to 12</td>
<td>411-02</td>
</tr>
<tr>
<td>Sales Store Checker</td>
<td>GS-3</td>
<td>NY-3-07</td>
</tr>
<tr>
<td>Senior Level Positions</td>
<td>GS-13-15</td>
<td>408</td>
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<tr>
<td>Technical Assistant</td>
<td>GS-4, 5</td>
<td>NY-5-07</td>
</tr>
<tr>
<td>Teletypist</td>
<td>GS-3, 5</td>
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#### Medical

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<tbody>
<tr>
<td>Autopsy Assistant</td>
<td>GS-5</td>
<td>NY-9-05</td>
</tr>
<tr>
<td>Careens in Therapy</td>
<td>GS-6 to 9</td>
<td>WA-8-03</td>
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<tr>
<td>Dental Hygienist</td>
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<td>Licensed Practical Nurse</td>
<td>GS-4 to 6</td>
<td>NY-5-06</td>
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<td>Medical Machine Technician</td>
<td>GS-5 to 8</td>
<td>NY-3-02</td>
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<td>Medical Technician</td>
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<td>Medical Radiologic Technician</td>
<td>GS-5</td>
<td>NY-0-25</td>
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<td>Military Technician</td>
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<td>NY-3-02</td>
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<td>Nursing Assistant</td>
<td>GS-5-2</td>
<td>NY-1-16</td>
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<tr>
<td>Nursing Assistant (Psychiatry)</td>
<td>GS-5-2</td>
<td>NY-5-05</td>
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<td>Nurse</td>
<td>GS-5-4</td>
<td>419</td>
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<tr>
<td>Veteransian Technician</td>
<td>GS-5-7 to 17</td>
<td>WA-0-07</td>
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### Federal Job Calendar

Detailed announcements and applications may be obtained by visiting the federal job information center or attending Civil Service Commission, New York City Regional Office, 26 Federal Plaza, Manhattan, 271 Cadman Plaza East, Brooklyn: 590 Grand Concourse, Bronx; or 90-04 64th Road, Queens. 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

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### Business

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<td>NS-4-15</td>
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### Social and Education

<table>
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<td>Professional Careers for Librarians</td>
<td>GS-5 to 7</td>
<td>422</td>
</tr>
<tr>
<td>Psychologist</td>
<td>GS-11, 12</td>
<td>WA-9-13</td>
</tr>
<tr>
<td>Recreational Therapist</td>
<td>GS-5 to 7</td>
<td>NY-5-09</td>
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### Stenography and Typing

<table>
<thead>
<tr>
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<td>NY-3-01</td>
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<tr>
<td>Reporting Stenographer and Shorthand Reporter</td>
<td>GS-5 to 9</td>
<td>WA-9-17</td>
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<tr>
<td>Stenographer</td>
<td>GS-5-2</td>
<td>WA-9-01</td>
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<td>Secretaries, Options I, II, III</td>
<td>GS-5, 6</td>
<td>NY-5-04</td>
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<tr>
<td>Typist</td>
<td>GS-5-4</td>
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### Military

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<td>Air Reservc Technician (Administrative)</td>
<td>GS-5 to 15</td>
<td>AT-0-59</td>
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<tr>
<td>Army Reserve Technician</td>
<td>GS-4 to 9</td>
<td>NY-9-26</td>
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</table>

### National index

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Some city and state employees can manage to retire with a better after-tax income than they received during the last year they were working, a study by the National Council on Social Security which is tax-free and other tax benefits, and assumes a 30-year pension accumulation.

The study, presented by Robert Tolle of Martin E. Segal Co., noted pension experts, goes on to warn against withdrawal of the Social Security benefits. The study was prepared by Thomas M. Gold and Robert Tolle of Martin E. Segal Co., noted pension experts.

The study found that the average state or local government employee because of the inequities and the unique tax status of Social Security, has a retirement benefit equal to 49 percent of his or her final year's salary of $10,000 after 30 years of service. The public, the study notes, receives 80 percent of their final year's salary. Added to this, the study points out that the average state or local government employee because of the inequities and the unique tax status of Social Security, has a retirement benefit equal to 49 percent of his or her final year's salary of $10,000 after 30 years of service.

The study also notes that the average state or local government employee because of the inequities and the unique tax status of Social Security, has a retirement benefit equal to 49 percent of his or her final year's salary of $10,000 after 30 years of service.

As a public service, the study continues to publish the names of individuals who are beneficiaries of the Social Security Retirement System and the State Retirement System. The study notes that the average state or local government employee because of the inequities and the unique tax status of Social Security, has a retirement benefit equal to 49 percent of his or her final year's salary of $10,000 after 30 years of service.

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Policy Of Poverty

B Y JUNE 30, the Legislature will have to come up with some action on a pension law, since that is the time that the temporary law runs out.

Earlier this year, the latest Kinzel report was made known on recommendations to cut back pension rights. Following the report of that state pension commission has come the bill from the Senate Task Force recommendation, which out-did the Kinzel's.

We find particular irony in the fact that Social Security is an issue in the pension controversy.

While the State Pension Commission, headed by Otto Kinzel, recommends a recomputation of one-half of Social Security benefits into the pension computations, Mayor Abraham Beame of New York City has announced that New York City will withdraw from Social Security altogether.

The irony, of course, is that employees pay half of the contribution to Social Security.

The angle of the Kinzel recommendation is that the employer would be paying in less to the pensions, because the total benefit would be less. The Beame approach is to remove Social Security deductions from employees so they would have greater take home pay now, but no Social Security payment.

We feel that it is not the pension systems that are wrong, but rather the abuses of it.

More attention should be paid to closing the loopholes in the Social Security benefits, to make them as secure as the system itself.

Professor Campbell presented his view to the Senate Finance Committee, that the Senate Committee on Finance should take a hard line and the Senate should take a hard line and with the Senate and the Governor's office. As a result, the Beame Government has been working on the pension bill, which has been put off until after Labor Day.

The only good news is that the Board of Education of the City of Buffalo is working on the pension bill, which has been put off until after Labor Day.

We do not think it is the role of government to keep its employees—or its retired employees—poor.

College Lulus

WE CAN only add a fervent 'amen' to a comment made by Claude Campbell before a recent hearing of the Civil Service Employees Assn./Stein Joint Committee to Investigate Waste and Inefficiency in Government.

Professor Campbell is a Staten Island Community College faculty member and secretary of the Professional Staff Congress of City University. He told the hearing of special payments in the Social Security system, made by the New York City University of New York presidents, deans, chancellor's and their deputies. The "remas" range from $4,500 to $22,000 and average $6,200.

Today's lulus are the "remas" at the higher levels, valued at $20,000 or more, paid to 337 individuals. These payments were in excess of the salaries drawn by the recipients; these salaries, it is estimated, average $3,000 to $4,000 per person per year.

CUNY is facing grave fiscal problems. Among other things, the problems have led to the proposed merger of several colleges and the elimination of programs at others. We feel reduction or elimination of "remas" would ease those problems.

Assemblyman Andrew Stein (D-L, Manhattan), the committee chairman, observed that the "remas" appear "hard to justify in this time of fiscal crisis."

(Continued from Page 1) members. Instead it is an opportunity for them to work with their districts, meet with their constituents, and get a feel about how the residents in those districts think they are doing.

This is particularly true this year, with a Presidential campaign under way. Overall, the election prospects that many members will face are not only primary challenges, but also the major election prospects for a year when voters are more significantly concerned with national rather than with local problems.

Power To Subpoena?

Among the legislators this Easter recess has been Senator John D. Calandra of The Bronx. What he has done may precipitate a crisis for the Legislature that will have repercussions all the difficulties that the issue whether the Calandra subpoena has been properly issued.

Thus the Legislature will be confronted with the issue whether the subpoena, in response to the subpoena constitutes contempt. It is the position of both Mayor Beame and his Corporation Counsel, W. Bernard Richards, that a standing committee of the Legislature does not have the power to issue subpoea. It is also their position that the contempt of a subpoena must be approved by the entire membership of the Senate.

Under the circumstances, the Senate will be confronted with the issue whether the Calandra subpoena has been properly issued, whether the failure of the Mayor to appear constitutes contempt, and whether the Senate has the authority to follow to impose penalties for such contempt.

Contempt

How far Senator Calandra will move along those lines remains uncertain. But it is known to be a tough-minded lawyer and a tough-minded politician. As a result, Senator Calandra, he has been a strong advocate of the Board of Education of the City of Buffalo and the Buffalo Building Trades Council of Board of Education employees and the District Council of Buffalo and Vicinity, United Brotherhood of Carpenters and Joiners of America, AFL-CIO. The Board of Education of the City of Buffalo unilaterally changed the terms and conditions of employment of its tradesmen employees. Without negotiation with the unions representing its tradesmen employees, the Board placed these skilled employees in graded civil service status and established specified wage grades with annual salaries. With this action, the Board effectively changed these employees from their status as ungraded skilled tradesmen entitled to compensation at prevailing wage rates.

 Charges wereFiled

With the Public Employment Relations Board. The determinative portion of the Board order found the Board of Education of the City of Buffalo guilty of a refusal to negotiate in good faith with the union as the duly certified representative of its members. The remedial portion of the Board order directed the Board of Education to cease and desist from the specified conduct and to restore the affected employees in their status quo ante and to pay them lost compensation with interest. More than thirty days after service of a copy of the order on the Board of Education, PERB instituted a proceeding to enforce the order. The Board of Education sought in such proceeding to challenge both the determinative and remedial provisions of the PERB order. Special Term held that the scope of its review was unlimited.

The Appeal Division held that failure to comply with the time limitations of Section 213 foreclosed judicial review of the determinative provisions of the PERB orders, but not of the exercise of remedial powers. In this case, the Court of Appeals found that Section 213 of the Taylor Law bars review of both the determinative and remedial provisions of the PERB order. This, despite contention by the Board of Education that PERB, as a master of law in fashioning the affirmative remedy. The court noted, however, that situations may be imagined in which PERB, either in its determinations or in the exercise of its remedial policy, may be bound by the master of law in fashioning the affirmative remedy.
State Seeks Supervisors

ALBANY — The State Department of Civil Service is accepting applications until May 3 for promotional exams of supervising nurse anesthetist, director of the bureau of law and state records and principal medical care administrator.

To qualify for supervising nurse anesthetist, No. 39-197, candidates must have a year's experience as a nurse anesthetist in the Department of Health. Candidates will not be required to take a written test, but will be rated on their training and experience for the 21 post.

A year's experience in an administrative, clerical or legal post in the Department of Health will qualify candidates for director of the bureau of law and state records, No. 35-948. A written test covering filing, records maintenence, administrative supervision and preparing written material will be held June 12.

For principal medical care administrator, No. 39-154, applicants must have three months' experience as an associate medical care administrator in the Department of Health. A June oral test for the 216 job will cover ability to reason clearly and make sound judgments, presenting ideas clearly and relationships with fellow workers.

Applications and information may be obtained from department personal or business offices or from the State Civil Service Department, Two World Trade Center, Manhattan; Suite 250, 1 West Oceanic St., Buffalo; or State Office Building Campus, Albany.

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Constitution And By-Laws Committee Report

Constitution

THE FOLLOWING ITEM WAS REFERRED BACK TO COMMITTEE:

ARTICLE X: AMENDMENTS

This Constitution may be amended by a two-thirds vote at any duly organized meeting of the Delegates of the Association providing the proposed amendment has been submitted in writing and ordered published at the last meeting of the Association and thereafter published in the official magazine or mailed to each delegate. Chapter President and member of the Board of Directors not less than ten days before the meeting at which the proposed amendment is voted upon. If a proposed amendment to the Constitution is rejected, either or a substantially similar amendment in the opinion of the Delegates may not be ordered published at the same meeting.

THE FOLLOWING ITEM WAS TABLED:

ARTICLE IV

Section 2 (b). The Board of Directors shall establish and appoint committees to be known as Board Committees. The Board Committees shall consist of only voting members of the Board of Directors and each committee shall elect its own Chairman, as enumerated in Article VI. Section 2 (a) and Section 2 (b) of the By-Laws.

THE FOLLOWING ITEMS WERE DEFEATED:

ARTICLE VII

Section 2 (a) CHAPTERS. A chapter may be formed by members in the County Division in any county, in any region consisting of one or more counties, upon the approval by the Board of Directors of the Constitution and By-Laws of such chapter. One Chapter for non-teaching employees of school districts may be formed in each county provided fifty percent of the eligible school district units, but in no event less than 200 school district members, shall request formulation thereof. Political subdivisions with a membership of 1,000 or more members shall be permitted to form their own chapters. Each such chapter shall make available to the duly authorized representative of the Association the request of the President or the Board of Directors at reasonable intervals, all chapter records for inspection by the Association.

(Rest of section remains same.)

ARTICLE IX, FUNDS

Section 1. AUTHORIZATION. No funds of the Association shall be disbursed unless authorized by the Board of Directors for a regularly assembled meeting of the Association. No funds of the Association shall be disbursed in a manner which will result in a personal profit to an officer, director or employee of the Association.

By-Laws

THE FOLLOWING ITEM WAS TABLED:

ARTICLE VI

Section 2 (a) BOARD COMMITTEES.

At the organizational meeting of the (Statewide) Board of Directors the following committees shall be elected: 1. Budget and Finance; 2. Charter; 3. Committee to Study the Cost of Operating Group Life Insurance; 4. Personnel; 5. Directors. No officer or non-voting member of the Board of Directors shall be eligible to serve on these committees. The committees shall elect their own chairman.

THE FOLLOWING ITEM WAS DEFEATED:

ARTICLE VI

Section 2 (b). AD HOC BOARD COMMITTEES. The Board may appoint such other ad hoc committees as it deems necessary. All members of the Board of Directors including officers shall be entitled to serve on such committees.
Constitution And By-Laws Committee Report

ARTICLE VI

Section 1. STATE EXECUTIVE COMMITTEE. The power and authority to transact business relating to state employees shall, except as provided herein, be vested in a State Executive Committee. The State Executive Committee shall consist of the officers of the Association, and one representative from each State Department. The Faculty Student Association, Teachers' Retirement System, and the Higher Education Assistance Corporation shall as a unit be deemed a State Department. The Faculty Student Association, Teachers' Retirement System, and the Higher Education Assistance Corporation shall as a unit be deemed a State Department. In addition to the foregoing, each State Department with more than 3,000 members as of January 1 in an odd-numbered year, shall for the term of office beginning the following July, be entitled to one representative on the State Executive Committee for each 1,000 members or major fraction thereof. The State Executive Committee shall elect from its membership one member to be known as the Chairman of the State Executive Committee. The State Executive Committee may create one or more subcommittees to perform such duties as the State Executive Committee shall designate. Each department representative shall be elected by ballot by the members in his department in the manner prescribed in the By-Laws. No person shall be eligible for nomination unless he shall have been a member in good standing of the Association for a period of two years or until their successors shall have qualified, except that for the election to be held in 1973, the term shall be for one year and 9 months, ending June 30, 1975, or until their successors have qualified.

ARTICLE VII

Section 2. NOMINATIONS. The State Division members of the Nominating Committee selected in accordance with Article IV, Section 18 of this Constitution shall consolidate the Nominating Committee for the State Executive Committee.

ARTICLE VIII: [MEETINGS OF DELEGATES]

Section 1. DELEGATES.

(Section 11. Revision of constitution and by-laws committee report was submitted by chairman Kenneth Cadieux of Nassau County, with committee members William Roberts, Nicholas Chinski, Joseph Kennedy, Eugene Nicoll and Audry Snyder, Genevieve Luce, Karen White, Earl Mayfield, Sr. and Jeryl Herman.

THE FOLLOWING ITEMS WERE APPROVED BY THE DELEGATES IN A FIRST READING. THEY MUST BE APPROVED AGAIN AT THE NEXT CONSECUTIVE DELEGATES MEETING BEFORE THEY CAN BECOME EFFECTIVE. BRACKETS INDICATE MATERIAL TO BE DELETED; BOLD-FACE TYPE EMPHASIZES ADDITIONS.

ARTICLE IV

Section 4. No member of the Board of Directors who is physically present at a Board Meeting and who is entitled to vote may cast one vote for each office or capacity he represents.

(This language is to be placed in the By-Laws, Article II, Section 8. PROVISIONS.

Section 15 to be renumbered to Section 4.

Section 16 to be renumbered to Section 8.)
I geo

Long Island end in New York three levels of inspectors in Motor Vehicles Department.

requiring seven years' experience. It also requires an oral test.

Candidates must hold a New York State license for senior sanitary engineer in the Environmental Conservation Department. To qualify for occupational therapy service, candidates must be registered occupational therapists.

ANALY—The State Department of Civil Service is continuously accepting applications for occupational therapists and physical therapists for posts in the Department of Mental Hygiene, Health Department and The State University of New York.

Applications may be obtained from the State Civil Service Department, Two World Trade Center, New York, N.Y.; Suite 700, I West Genessee St., Buffalo, N.Y., or the State Office Building Campus, Albany, N.Y.

Set Cashier Promo Exam

MANHATTAN — The Administrative Board of the Judicial Conference is accepting applications until May 12 for the promotional exam of cashier, No. 65-692. A written test for the New York City examiners will be June 12.

To qualify for the test, candidates must have three years' experience as an account clerk, clerk, stenographer or typist in the New York City Criminal Court.

Applications may be obtained from court administrative offices or from Room 1300, 270 Broadway, New York 10007.

Vacancies exist in the State Motor Vehicle Department for three levels of inspectors, law department investigator or investigator trainee openings in state agencies.

Someone Needs YOU! Help them — Give blood. Lives Depend On It

Occupational And Physical Therapist Job Slots Open
NYC "Layoffs" Threaten Department of Mental Hygiene

New York City's Department of Mental Hygiene faces potential layoffs as it struggles with the fiscal constraints imposed by the state. The department, which serves a population of about 1,200 clients, is facing the possibility of cutting its workforce by 220 staff members, proportionately to other facilities in the state. This decision was prompted by the proposed cuts; only patients threatened by the State Department of Mental Hygiene are allowed to continue receiving the kind of wage rate and fringe benefits which have been in existence for six years, with the expectation to lay off any employees. Layoffs of city employees have definitely cut down on the business, Mr. Stern stated. "We used to get a large breakfast and lunch crowd, but now it seems we have been seeing less people," he added. Businesses have also been affected, with wholesale food prices rising, and the Governor would be expected to fire anyone because of the loss of business. Business has not been cut down at all, he said. That's the only business," he said. People always like to eat hot dogs," he said. "We've had no problems."
State Civil Service Opens 4 New Jobs

The State Civil Service Department will select qualified candidates until May 10 for unemployment insurance referees, energy and resources and transmission specialists, and analysts and accountants, all open competitive positions. Starting salaries range between $15,050 and $25,015 a year.

Unemployment insurance referee—Exam 24-416—candidates must be licensed as an attorney with at least four years' law practice experience. Two years of experience must have been as a trial attorney. Four years' experience with two years in either administrative or legislative work is also acceptable. A written examination is scheduled for June 12.

A bachelor's degree in physical or biological science or engineering and four years' experience in energy generation or transmission systems will qualify candidates for energy generation or transmission positions—Exam 24-372. Candidates who previously filed an application for the examination announced for Feb. 20 need not file again. The June 12 written test will cover environmental and natural resources, government regulation, long-range planning, and preparation of written material.

Principal examination program starting Exam 24-416, is open to applicants with college degrees in economics, government policy and planning, or public administration with six years' experience in policy analysis and management.

For principal acoustics research analyst—Exam 21-496 candidates need a natural or physical sciences bachelor's degree and six years' experience in noise control or acoustics. A bachelor's degree in biology, or a closely related field and six years' experience in wildlife management or natural resource management experience is good for principal acoustics and terminal acoustics.

Applications may be obtained from State Department of Civil Service, Two World Trade Center, Manhattan; State Office Building Campus, Albany; or Suite 750, 1 Gerome St., Buffalo.

Madison Holding 3 Open Exams

WAMPsvILLE—Applications are being accepted until May 11 for open-competitive postal positions of vehicle motor vehicle application examiner, vehicle weight & storage examiner, and motor vehicle carrier examiner in Madison County offices. Starting salaries range from $425 to $725 a year.

To qualify for the June 12 examination, candidates must be residents of Madison County for at least four months.

Applications may be obtained from Civil Service Commission, County Office Building, Wampsville, N.Y.

State Seeks Consultants In Nutrition

ALBANY—Applications are accepted continuously for nutrition services consultanis in the New York State Department of Health.

In order to qualify for the 134 positions, applicants must hold a bachelor's degree in foods and nutrition; have completed a dietetic internship or its equivalent; and have four years experience as a dietitian in a health facility, two years of which must have been in an administrative capacity, at least 10 years. A master's degree in nutrition may be substituted for one year of experience. Applications are being accepted from a four-county area and in Monroe County receive an additional $200 annual salary.

Application forms can be obtained from State Office Building Campus, Albany; Suite 750, 1 W. Genesee St., Buffalo; 5th Floor, 2 World Trade Center, Manhattan; or at local offices of the PTV Employment Service. Completed forms should be sent to State Department of Civil Service, Two World Trade Center, Albany.

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State and County Eligible Lists

State Agencies Need Clinical Physicians

The State Department of Civil Service continually seeks clinical physicians for the Correctional Services, 110, Mental Hygiene, State University and Drug Abuse Services Departments. Starting salaries for the open competitive range of between $25,000 and $31,000 a year.

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Here is the newspaper that tells you about what is happening to you, your chances of promotion to your job to your next raise and similar matters! FOLLOW THE LEADER REGULARLY!

State Agencies Need Clinical Physicians

The State Department of Civil Service continually seeks clinical physicians for the Correctional Services, State Mental Hygiene, State University and Drug Abuse Services Departments. Starting salaries for the open competitive range of between $25,000 and $31,000 a year.

New York City area and Monroe County appointees receive an additional $30,000 annual salary differential.

Candidates must have a state medical license. For assistant clinical physicians, appointees also need a year’s internship.

Three years' medical experience will qualify applicants for clinical physicians I and five years' is good for clinical physicians II. Candidates for physician II must also have 100 hours of continuing education three years prior to appointment.

Applications will be rated on training and experience. There will be no exceptions to the rule.

Applications and information is available at the State Civil Service Commission, Office Building Campus, Albany; Two World Trade Center, Manhattan; 111 W. Broad St., Buffalo; or from local State Employment Service offices.
CSEA CONVENTION REPORTS, PHOTOS

CSEA director Carmine DiBattista (Westchester) joins in discussion of the final phase in restructuring the union. Westchester local 860 membership is the second largest in CSEA. It is one of two counties with two representatives on CSEA Board of Directors.

Presidents of three county chapters confer on a matter of policy. From left are Howard Cropsey, of Albany chapter 801; Irving Flumenbaum, of Nassau chapter 830, and Alfred Jeune, of Greene chapter 820. Mr. Cropsey is also vice-chairman of the County Executive Committee and Mr. Flumenbaum is a statewide vice-president and head of Long Island Region 1.

Political action report is given by Martin Langer, president of Rockland Psychiatric Center chapter 421. Mr. Langer pointed out that Last Offer Binding Arbitration is the issue that is of primary importance during this legislative session, and is receiving full union backing.

Nina Yawer, of Ulster chapter 856, takes notes to report back to her membership of the important actions taken by delegates.

State Insurance Fund chapter 351 president and New York City Region II first vice-president Vincent Rahama checks out information viewer under watchful eye of Group Health Insurance's Denise West.

Although from opposite sides of the state, Millie Vannozzi, secretary of Suffolk Educational chapter 876, is joined by Neil Gruppo, left, and William Doyle, vice-president and president, respectively, of Niagara chapter 832.

Buffalo chapter 003 president Peter Blaumboer is forceful speaker at microphone and SUNY College at Geneseo chapter 608 president Walter Bohrde, center, awaits turn. Convention sergeant-at-arms William Beck is at left.

Institutional Bargaining Unit chairman James Moore, president of Ulster Psychiatric Center chapter 421, informs delegates of understanding with state. Seated are negotiators Dorothy King, center, of Creedmoor PC chapter 426, and Genevieve Clark, of Roswell Park Memorial Institute chapter 203.

Registering for convention are Suffolk chapter 851 president James Corbin, left, Nassau Educational Employees chapter 865 vice-president Ben Gumin and Nassau chapter 830 vice-president Ralph Natale.

Nina Yawer, of Ulster chapter 856, takes notes to report back to her membership of the important actions taken by delegates.

Maureen Malone, CSEA director from Madison County, exchanges opinions with leaders of Seneca County delegation, Reno Flugentini, center, and chapter 856 president Frank Macdonald.

Registering for convention are Suffolk chapter 851 president James Corbin, left, Nassau Educational Employees chapter 865 vice-president Ben Gumin and Nassau chapter 830 vice-president Ralph Natale.

EDITOR'S FOOTNOTE

In a democratically run union as the Civil Service Employees Assn., it is not possible to use a few pictures of the president and top officers and still convey the feeling that nearly 1,300 elected delegates took part in the deliberations. Yet, after six weeks of coverage, only 135 delegates—a little more than 10 percent of the delegates—have been included among the 66 photos we have already used. In our 14 pages of coverage so far, we have tried to give recognition to as many of the delegates as possible. Time and space do run out, however, and next week we will conclude our review of the Special Delegates Convention.
WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at Department of Personnel, 49 Thomas St., New York 7, N.Y., between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 9 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope to receive applications. Applications are receivable only during the filing period.

By subway, applicants can reach the filing office via the IND J train to the 96th St. (Clark) or Lexington Av. (Brooklyn Bridge). For information on filing times and locations, applicants should call 264-2222.

Several City agencies do their own recruiting and hiring. They include: Board of Education, 124th St. and Sixth Av. (North of Dutchess County); Department of Housing and Acquisitions, 428 12th St., Albany; Department of Personnel, 49 Thomas St., New York 7, N.Y.; Office of the Mayor, 1 City Hall; Lexington Bldg. (Brooklyn Bridge). For information on filing times and locations, applicants should call 264-2222.

FOR INFORMATION regarding advertising jobs in the New York City area, call 468-0414.
Halt Downstate Attempt To Contract Out Service

BROOKLYN—Officials of the Downstate Medical Center chapter, Civil Service Employees Assn., have been successful in bringing about the termination of a plan by the institution's administrators to contract out service performed by employees in the cleaning department.

Robert Keeler, CSEA chapter president, said that the contract with Service Master Corp. would have cost $263,000; the hospital would also supply cleaning personnel and materials. Mr. Keeler said "all the contractor would have provided would be a manager and machinery. We found out that the machinery would have cost $40,000 and the rest of the money would have gone for management fees."

Mr. Keeler stated that Service Master initially had drawn up a contract which would have changed the job specifications of the employees. This, he said, would have led to the phasing out of 30 job titles this year and the eventual replacement of all personnel in the cleaning department with outside help.

In conference meetings, the CSEA special committee was led by Mr. Keeler and process under the Taylor Law. Other members of the committee were James Woods, civil vice-president, and Frances Dubose, second vice-president.

The union warned Howard Dorfman, vice-president for administration, that the contract with Service Master was illegal in that it violated the existing contract with CSEA and in other aspects violated Civil Service Law.

On winning termination of the plan to contract out services, Mr. Keeler said, "We saved the jobs of 114 employees involved in the cleaning department. This would have been pressured out of their jobs if the contract had been effected. It was obvious that it was management's plan not to fill line items as they became vacant and use the money to pay the contractor."

Service Master Corp. had been given 45 days to work for approximately two more weeks to sign a contract when the union brought its operation to an end.

Capital Armories Holding Meeting

CORTLAND — The statewide Conference of Armory Employees, Civil Service Employees Assn., will hold a two-day meeting, Thursday and Friday, May 13-14.

Capital District's James E. Stevens said the event will be held at the American Legion Post 9, Fulton Wars Homestead, Cortland. The annual banquet will be held on the evening of May 14.

Wenzl: If Economy Improves, Contract Benefits To Follow

WATERTOWN—Theodore Wenzl, president of the Civil Service Employees Assn., said he believes that if the economy improves, the union "has a good shot at getting some benefits" when contract negotiations with the state reopen next fall.

In an interview in Watertown where the union leader was a guest of the Black River Valley chapter, CSEA, at a bulkhead dinner, Dr. Wenzl expressed dissatisfaction with what he called a "no upside, no downside" formula for its government work.

"CSEA members are entitled to reasonable working conditions and adequate remuneration on a par with the better aspects of the private sector," he said.

He chastized Gov. Hugh L. Carey for "failure to follow through on his campaign promises," adding "he reneged on just about everything."

Admitting that the Governor "has a tough situation on his hands," Dr. Wenzl said the Governor is too inaccessible, he shuns people. You just can't get to him "and he is so insulated you don't know if he is getting the right readings on situations."

Expect Report On Nassau Tax & Layoff Situations

MINEOLA—A report is expected to be issued this week by a special panel investigating whether Nassau County needs a sales tax increase in order to avoid personnel layoffs. A 9 percent pay raise is retroactive to June 1, 1975, when the old contract expired, and to credit officers with added retroactive vacation credits which they became vacant and use the money to pay the contractor."

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strike against which the 300 members of the unit voted by a better than two to one margin to accept this agreement. The County Board of Supervisors voted to reject the pact by a 16-2 vote. Neither side is completely happy with the agreement.

The county believes that the pension contributions are too much, possibly as much as $45,000. The members of the Montgomery County chapter, CSEA, also agreed that the county offer was too stingy, but in light of the fiscal situation facing the county, the agreement was acceptable.

Albany Region IV, CSEA, moved to the brink of a job action but reminded the public that such a move would only avert the threat of job cuts. Neither side is completely happy with the agreement.

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Humboldt — Police Pact

HAMBURG — Police will lose no time or money and the Village of Hamburg will receive full protection as a result of contract improvements, accorded under terms of the agreement, CSEA Special Committee.

Under the new pact, officers with added retroactive vacation credits which they became vacant and use the money to pay the contractor."

"CSEA members are entitled to reasonable working conditions and adequate remuneration on a par with the better aspects of the private sector," he said.

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