CSEA, Thruway, Have Tentative Pact Agreement

ALBANY — Tentative agreement has been reached by the Civil Service Employees Assn. and the New York State Thruway Authority on a two-year work contract covering about 700 professional, technical and supervisory employees.

Details of the proposed settlement were not immediately available, but spokesmen for CSEA and the Thruway revealed it includes an innovative income escalator clause providing quarterly one-time payments during the second year of the contract.

(Continued on Page 3)

An Address Change In Western Region

CHEEKTOWAGA — Effective May 17, the new address of Western Region IV, Civil Service Employees Assn., will be Can- trbury Park at 4245 Union Road, Cheektowaga, N. Y. 14225, according to Region supervisor Lee Sorek. The telephone number, (716) 674-3546, will remain the same.

100 PERCENT SUPPORT — Civil Service Employees Assn. vice-president James Lennon, head of the union's Southern Region III, makes presentation to Agnes Earl, president of St. Lawrence County chapter 845, in recognition of the chapter's 100 percent support for the Dutchess County Welfare Fund. St. Lawrence chapter donated 25 cents per member to aid fellow union members in Dutchess County, where employees were penalized under the Taylor Law for participation in a successful job action last summer.

Columbia County Begins Operation Of 'Crisis Center'

HUDSON—The Columbia County chapter, Civil Service Employees Assn., is moving forward with preparations for a possible job action against the county, as the County Legislature takes 12 days to reach a decision on the contract dispute presented at legislative hearing on May 4.

"It's going to take more than a decision," said CSEA public relations associate Daniel X. Campbell. "The members deserve a central location to serve as an information center and CSEA Albany Region IV had a desire to maintain a center for all of its various communication equipment."

(Continued on Page 3)

Social Services Trends Moving To Team Effort

KIAMESHA LAKE—A State Social Services Department representative told the Civil Service Employees Assn. social service committee that the department's philosophy is changing towards a team approach, with one supervisor in charge of all phases.

STONY BROOK Chief Rips Administrator

STONY BROOK—Al Varacchi, president of the Stony Brook SUNY chapter, Civil Service Employees Assn., accused university president John S. Toll of operating a "shark fund" as the expense of civil service employees.

Mr. Varacchi was reacting to news that Stony Brook would keep Nobel Prize physicist Chen Ning Yang on its payroll, despite funding cuts in the SUNY system.

"How can you justify this action with any sincerity or honesty," asked Mr. Varacchi, head of the 1,200-member chapter at Stony Brook.

In a letter to Dr. Toll, Mr. Varacchi asked for an explanation for the action. He demanded to know if rank-and-file employees would be sacrificed in order to provide the budgetary leeway for Toll to pay the faculty member's $50,000 salary.

Mr. Varacchi questioned the timing of the announcement, "When employees are denied any cost-of-living adjustments and some workers have been laid off."

The $50,000 salary had been eliminated from the budget but adopted by the state legislature, but Dr. Toll had planned to add.

(Continued on Page 3)

Last-Ditch Effort To Save Drug Centers

By SUSAN DONNER

ALBANY—This week the "City of the Forgotten," the name that clients of six private drug rehabilitation facilities have given themselves, have set up a therapeutic community here and are literally camping out on Gov. Hugh L. Carey's doorstep.

They plan to peacefully demonstrate until May 31 when the supplemental budget will be voted upon, hoping to get back state funds so that the facilities will not be forced to close.

The Office of Drug Abuse Services (ODAS) has been almost completely dismantled. There are only three centers—there had been 13—that will remain open, and those will be cut so severely that most of their clients will be laid off; many of their special programs will be curtailed. The three remaining facilities will have only 600 beds for clients from the entire State of New York at a time when heroin addiction is on the rise.

"We cannot really separate the consequences to the clients and the consequences to the employees in dealing with the financial cutbacks which are resulting in the facilities closures, layoffs of employees, and preempory discharges of clients who are being turned out because there is no room for them," said Giles Spoonhour, executive counsel at Brooklyn Central.

The rumors are thick that these last three facilities (Manhattan Rehabilitation Center—100 beds; female; Brooklyn Central Rehabilitation Center—460 beds; male; and Masen Park Rehabilitation Center—20 beds) are going to close.

(Continued on Page 4)
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**Flaumenbaum Issues Call For A CSEA Letter Blitz To Break $ Bill Deadline**

(From Leader Correspondent)

MINEOLA—"Let them know what we think!"

That was the call issued by Irving Flaumenbaum, president of the 23,000-member Nassau County chapter, Civil Service Employees Assn., to the rank-and-file membership last week, as Albany legislators continued a deadlock on a tax bill to close a $22 million budget gap in Nassau County.

Mr. Flaumenbaum directed his members to immediately flood the offices of the legislators with letters expressing their outrage at the partisan deadlock.

"They are playing political games in disregard of the country's position and fiscal crisis and the welfare of employees. The quality of public service in Nassau and the welfare of employees is at stake," Mr. Flaumenbaum asserted. "Let them get together and stop playing games with each other."

The bill was being bottled up by the Nassau Democratic delegation. There are seven members: Arthur J. Kremer, of Long Beach; John B. Thropp, of Rockville Centre; Irwin Landes, of Fort Washington; Angelo Cusato, of Planticove, and L. L. T. Yevoli, of Bethpage. They all can be reached in care of the Assembly, Albany, N.Y. 12224.

Assemblyman Joseph Mangiola (R-Uniondale), sponsor of the rescue bill, threatened to bottle up other tax bills signed to help the cities that are in bailiffs of Democrats legislators, but Assembly Majority Leader Bankley Hergert (D-Brooklyn) has so far refused to relent on the Nassau bill.

Mr. Flaumenbaum said that all CSEA members, whether in state or local government employment, should protest the deadlock.

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Set Columbia Crisis Center

(Continued from Page 1)

swelling service and a menacing tone exalting up-to-the-minute developments in the crisis situation. A telecopier will be installed so that printed material covering the situation can be transmitted to various CSEA locals and public media outlets.

A complete citizens' band communications network will be installed to allow communication with various job action sites if the need arises, Mr. Campbell explained.

The CSEA mobile office will serve as a travelling communications supply center.

CSEA officials said they are willing to return to the bargaining table to reach a reasonable conclusion.

Nell Carlson, CSEA collective bargaining specialist, stated, "We believe that reasonable men can reach reasonable conclusions to the most complex problems if both sides want to solve the problem. We are trying to solve the problem. We must wait for the county to see if they are ready to really try to bargain in good faith."

CSEA Hold Fete


The event was organized by Mary Lou Burnell, SESA vice-president. It included a buffet supper, a band, and dancing.

Thruway Pact

(Continued from Page 1)

based on cost-of-living increases derived from the Consumers Price Index.

A mail ratification vote among CSEA members in the employee group is expected to be completed by June 30. If ratified, the new agreement will replace the present two-year pact which expires June 30. Bargaining talks began about four months ago.

CSEA calendar

Information for the Calendar may be submitted directly to the LEADER. It should include the date, time, place, address and city for the function. The address is: Civil Service Employees Asn., 11 Warren St., New York, N. Y. 10007. Att.: CSEA Calendar.

MAY

13—14—Conference of Amory Employees meeting: Veterans of Foreign Wars Home, Cortland.
14—Annual Region IV bowling tournament: McLaughlin Bowling Center.
15—Central Islip Psychiatric Center chapter information day.
16—Albany Region IV "Mix and Mingle" party: 5:30 p.m., Michael's Banquet House, Route 7, Latham.
17—Albany Region IV "Mix and Mingle" party: 5:30 p.m., Italian Social Club, Thruway Blvd., Colonie.
18—New York City Trayectv Dinner chapter meeting: 1 p.m., 2 World Trade Center, Room 880, 300 West 119th St.
19—State School chapter dinner meeting: 4 p.m., I M&T Plaza, Buffalo.
20—Central Islip Psychiatric Center chapter information day and buffet: 11 a.m.-5 p.m., Gullhaven Golf Club, CIPC.
20—Bowling County unit shop stewards' training day.

Court Approves Charter

(Continued from Page 1)

an appropriate chapter.

The ruling from the state's highest court rejected the action started two years ago by CSEA's New York City chapter when it sought to block the statewide organization's approval of a separate chapter for several hundred CSEA members employed at the State University's Downstate Medical Center in Brooklyn.

Those members had previously been assigned to the New York City chapter, a composite CSEA local representing employees from many state agency units in New York City, with a total membership of more than 8,000.

Late in 1973, about 600 Downstate Medical Center workers—over 60 percent of the CSEA members there—petitioned the statewide CSEA for their own chapter. The petition was approved by CSEA's Board of Directors at its January 1974 meeting. According to CSEA, the approval was routine, since there was a long-established precedent of granting the breaking away of special interest groups from existing state employee chapters, especially from composite-type chapters such as the New York City group.

The following month, February 1974, the New York City chapter went to State Supreme Court claiming the CSEA's Board of Directors could not approve the petition since it was not authorized to make the necessary changes in the City chapter's constitution. Only the chapter's delegates could amend its constitution, the chapter said.

The court could find no proof of such a provision in the City chapter's constitution, and ruled, in any event, that the prevailing authority was in a provision mandated by the statewide CSEA for inclusion in all chapter constitutions empowering the CSEA Board of Directors to amend any chapter's constitution by a two-thirds vote. Subsequently, the Appellate Division agreed with the lower court's ruling.

In its memorandum affirming the Appellate Division's order, the Court of Appeals noted that, "we conclude also that the authority of this parent union to amend the local charters carried with it the right to transfer and assign members to its various local chapters."

New York City chapter executive council members learned of the decision at their last week, and agreed to accept the decision.

They decided, however, that since the court decision, in effect, mandates that the new chapter constitution under which they had based their legal objections, their chapter elections will now have to be postponed until next year.

The model constitution specifies elections be held in odd-numbered years, therefore, the NYC executive council unanimously voted—over the objection of its president, Solomon Bendet—to extend the term of its current officers until 1977.

Stony Brook Chief

(Continued from Page 1)

just his budget in order to retain the position.

"We must assume that more state graded positions and/or employees will be terminated to cover this unforeseen expenditure and accommodate your promise."

"We assume that many needed projects will be scrubbed to let you come up with the money to cover this cut."

"We assume that professors, lecturers, teachers, graduate assistants will again be dropped to replenish your coffers for these monies."

"We also assume that teaching departments may be phased out to provide for this stipend."

"We assume that you have a flush fund at Stony Brook where you and your administration can provide $50,000 at the drop of a hat or a prayer."

"If our assumptions are incorrect, a public, prompt and truthful reply would be appreciated. A failure to respond may be considered an admission of the truth of these assumptions."

McDermott Named To Advisory Group

ALBANY — Joseph E. McDermott, president of Albany Region IV, Civil Service Employees Asn., commended State Senator Howard C. Nolan Jr. (D-Albany, Greene) for the legislator's efforts in organizing a citizens' advisory council to study questions relating to public problems.

Mr. McDermott has accepted an appointment as a member of the council and will share his expertise on issues and problems affecting public sector employees and employee relations.

"Your establishment of a Citizens Advisory Committee to report to you on these concerns and to furnish fresh approaches should be considered a worthy idea by all your constituents," Mr. McDermott wrote the 42nd District Senator.

Joseph McDermott
WHERE DO THEY GO NOW?

(Continued from Page 1)

Center, Buffalo—100 beds—male also will be phased out just as other intramural facilities. Methadone programs, half-way houses and detoxification units have already been shuttered. Volunteers can no longer be accepted by any of the remaining facilities; there is no room for them.

Thousands of employees of these facilities are faced with the loss of their jobs. In the private agencies, many are themselves ex-addicts who have been working up to 14 hours a day for very little pay. At ODAS, counselors, directors and narcotic parole officers, who, after 10, 15, or 20 years of service, will no longer have a job. In this particular area, a very interesting situation, and one of importance to civil service employees, has been brought to light.

According to Civil Service Law, if a job from one state agency can be equated with that of another, vacancies must be filled with permanent civil service employees whose names go on a preferred list. No permanent employees can be laid off while there is a provisional, one who has either never taken or never passed the required civil service test to become a permanent civil service employee, in an equated position.

Here is where the problem arises. At ODAS, job titles are not the same as in other agencies. Therefore, Civil Service is, in effect, telling ODAS staffers that, since they are dealing with a highly specialized clientele and have a special title, "drug abuse rehabilitation counselors," their qualifications are not equivalent to jobs in other agencies.

The ODAS counselors argue in the other direction. According to Mr. Spoonhour, "If we can deal with our clients we can easily handle clients in other agencies. We can deal with young people, we can deal with unemployed people, people with physical and emotional disabilities. We can deal with these people because we do it now."

"What we're asking for," said Henry Winters, director of counseling services at the Manhattan Rehabilitation Center, "is to have our titles equated with similar titles. When you look at the job specs for both agencies, the qualifications are the same. When I finished graduate school, I had the qualifications to be a counselor for ODAS or Mental Hygiene. If I happened to choose ODAS, I could have chosen either one. What we're saying is that when permanent civil servants are being laid off, those permanent civil service employees should have the right to go into other agencies in the same or similar titles. Permanent civil servants are being laid off in ODAS, while provisionals are being retained in Mental Hygiene because they haven't equated our titles."

"Our clients exhibit every psychopathology known. We have schizophrenic clients, severe setting-out clients, retarded clients. It's really inaccurate for Civil Service to assume that all we deal with is drug addicts. Drug addicts are human beings. They have the same problems as a client in Mental Hygiene. However, they have a different symptomatology. Part of their symptomatology are the use of drugs." The Civil Service Department says it will allow these counselors to enter another agency's program as trainees, but will not let them transfer over at the same level. This would mean a substantial reduction in salaries and status and a probationary period would be required.

To most of the counselors it seems grossly unfair to have to start at the bottom again after years of service. The Civil Service Department has come up with many arguments defending the policy. It claims that when a counselor is transferred or comes in from a preferred list, there is no probationary or training period, so technically the employee is supposed to be able to function in a job from the first day. If the employee can't, the only recourses is to bring the counselor up on charges. This is a fallacious argument, according to Mr. Winters.

"Even within an agency, when you're going from one facility to another, there has to be an orientation period of some kind. You have to learn the routine of that new facility: how to fit in with the other staff, how to use their procedures, their forms and so on. The argument they use is not a strong one. We could learn a routine in a week or two at the most."

Moreover, the Civil Service Department states it cannot guarantee Mental Hygiene that all of ODAS counselors are competent. ODAS claims that there is an excellent evaluation process of counselors every year. Every supervisor has to file annual reports on all subordinates: their supervisors, in turn, file reports on them. If a person is incompetent, this will usually become known during an evaluation. An additional criterion for permanent status is to function on the job from 12 weeks to one year in a probationary status. During this time, the supervisor writes a complete analysis of the counselor's performance every six weeks. If the counselor's performance is not up to expectation during this period, he or she can be laid off.

(Continued on Page 14)


LETTERS TO THE EDITOR

Letter Of Appreciation

To the Editor:

I am enclosing $1 to your campaign for donations to replenish funds paid to the Dutchess County unit which went on strike.

I can now say I’ve also been there. As you know, Orange County just finished a strike. I am enclosing $1 to your campaign for donations to replenish funds paid to the Dutchess County unit which went on strike.

The practice of having Social Security checks in your savings account has been widely used in New York, both as a convenience and as a means of avoiding mail theft problems. This system is being extended nationally with the use of magnetic tape to eliminate paper checks. If your checks are now being deposited by mail, they will be recorded electronically and by mail service in the future, so that the benefits can be paid as expeditiously as possible.

As a public service, I can continue to publish the names of individuals who are benefitting under the New York State Employee Retirement System and the State Police Retirement System. The system is the New York State Retirement System in Albany. The pension checks for those individuals who are benefitting under the New York State Retirement System in Albany are being contacted for information as to how to obtain the funds.

For example, one of those individuals who are benefitting under the New York State Retirement System in Albany is a retiree who is 70 years old. He has an individual who’s lost his job as a result of the economic crisis. In the past, millions of savings, he has nothing to fall back on and has to rely on unemployment insurance to support his family, which just isn’t enough for an average of four per family. So, he suffers more than the others. He is a retiree in a muddy job who can put something over on his age. His emergency is when he won’t be able to support his family anymore.

I hope that the Federal government will do something to help the lower classes. They will eventually have to take over the city. You know, it’s the “good old government.” Now it’s the “government.”

The family of the late Everett R. Owens, husband of Martha W. Owens, expresses their thanks to those who expressed their kindness and sympathy at the time they deeply appreciated.

The Owens Family

Jamaica

Express Thanks

Editor, The Leader:

The family of the late Everett R. Owens, husband of Martha W. Owens, expresses their thanks to those who expressed their kindness and sympathy at the time they deeply appreciated.

The Owens Family

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H. S. Diploma Info Available

CONCERNS — Information on how to obtain a New York State equivalency diploma is currently available from G.E.D. Box 286, Buffalo, N.Y. 14204.

Examinations are given at various New York State Testing Centers, including New York City and candidates who receive passing scores will be eligible for the diplomas.

In general, persons 18 years of age or who were residents of the state at least 30 days in the preceding 12 months and who meet certain requirements imposed by the State Education Department. No fee is charged for the examination.

A stamped, self-addressed envelope should be included with requests for applications sent to the Congers address.

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Case Closed

IT'S official now that chapters of the Civil Service Employees Association have gone to war with the parent organization.

In a ruling last week by the Court of Appeals, it was found that the central governing body of CSEA, its Board of Directors, was on firm legal ground when a separate chapter for Downstate Medical Center Employees carried out of New York City chapter, oldest and largest group in the union's State Division.

There are some people who resented the fact that the New York City chapter should have ever challenged the parent organization.

We do not find this a time for gloating over the outcome of the court suit, any more than we would have if it was finally resolved. Obviously, for the Court of Appeals law in need of clarification.

As to disagreement between members of the same organization. winning, but rather one of setting the record straight in a dispute, what is hoped for deadline. The issues remaining before the Legislature cannot easily be brushed far. In many cases, they can fly be swept under the rug for next year.

Judicial Reorganization

The purpose of the judicial system is not only constitutional, but requires close study and concern. Some of the recommendations of the Governor's Commission, which the judicial members are deeply concerned about the recommendations that have been rejected by the Governor, from among persons recommended by a judicial commission.

Many legislators and some civic groups are opposed to the appointment of judges and propose that the present system under which the highest judges in the state are elected by the people. Supreme Court Justice Frank O'Connor of Queens, a former member of the State Senate, is heavily involved in this area, which is fighting to retain the present system of judicial election.

The District Attorney's Practice

The practice of medicine, and as to limitations that should be imposed on lawyers over which to which state revenues exceed the salaries of the state administration. Since a tax rebate is always welcome to the voters, the Anderson-Duryea proposal is in the form of the Legislature on the spot.

Slavsky Bill Impact

Moreover, the ghost of the Slavsky Bill, which, if the Speaker of the City of New York to appropriate an additional $180,000, would have to decide whether to introduce the full amount in the City's position is that the City Council may be bound restrictions of that law without cutting sharply into other urgently needed services, such as police and fire protection. Attempts are under way to seek a compromise to the Slavsky Bill and the Legislature on this issue. So far these efforts have been futile.

The Appellate Division

The Appellate Division unanimously reversed the arbitration proceeding, holding that the arbitration proceeding was appropriate to enforce the collective agreement and stated that the arbitrator should be given the opportunity to receive the parties' complaints and to have any false or slanderous material deleted from her file notwithstanding the District's right to terminate her employment.

The Arbitrator

The Arbitrator found that the teacher's dismissal was based on parents' complaints; found that the required conferences and confrontations required by the contract had not been afforded him and held that the appropriate remedy was reinstatement without tenure for a sufficient period of time so that the contractual safeguards could be utilized.

The District moved in Special Term to set aside the award. The court set aside the award, holding that the Appellate Division had limited the arbitrator's power to a remedy of deleting false and slanderous material from the personnel file. The Union appealed to the Appellate Division, which unanimously affirmed Special Term without opinion.

In Reviewing the entire matter, the Court of Appeals held that the Appellate Division could not limit the scope of the authorized remedy, and that the arbitrator's award did not abrogate the District's power to terminate this employee. An arbitrator, like a chancellor, is not strictly limited to remedies requested by the parties but is empowered to reach a just result regardless of the technicalities. The Court of Appeals in no way interfered with the District's ultimate power to discharge a teacher, and it was required merely to reinstate the teacher temporarily and ever-changing earnings.

The Court of Appeals rendered its decision in a case involving power of an arbitrator to order temporary reinstatement of a probationary teacher as a remedy for the School District's failure to afford the teacher certain procedural safeguards under a collective bargaining agreement.

The teacher was appointed to a non-tenured position in June 1972. The following spring she was advised by the School District that she would not be recommended for tenure, and the District took the necessary formal action to deny her tenure. Prior to the denial of tenure, the teacher's bargaining agent filed a grievance under the contract, alleging that the teacher was denied tenure on the basis of parents' complaints of which the teacher had not been advised nor given an opportunity to contest in violation of the contract. The District rejected the grievance, stating that it had absolute power to terminate a probationary teacher. The Union demanded arbitration in accordance with the contract, and the District moved for a stay in Supreme Court. Special Term granted the stay on the grounds that the District had the absolute right to terminate the services of a probationary teacher.

The Appellate Division

The Appellate Division unanimously reversed, holding that the arbitration proceeding was appropriate to enforce the collective agreement and stated that the teacher should be given the opportunity to receive the parties' complaints and to have any false or slanderous material deleted from her file notwithstanding the District's right to terminate her employment.

Questions & Answers

Q. My wife had to be transported by ambulance from the hospital where she underwent her operation to another hospital in a nearby city for special treatments. Will Medicare help pay for the cost of the ambulance?

A. Yes, if the following conditions are met: (1) the ambulance, equipment, and personnel meet Medicare requirements. (2) transportation in any other vehicle is not safe or suitable for the patient's health; (3) your Medicare carrier determines that the treatment is necessary and reasonable as it relates not solely to the needs of the hospital and (4) the second hospital is the nearest one available for the type of treatment your wife requires.

Q. I understand that some people who get social security benefits and are subject to social security taxes are required to file annual reports of earnings. Who are the people who file the report?

A. People under 72 who earned over $2,000 in 1975 and over the monthly social security retirement, survivor, or dependent checks or black lung payments in 1975 must submit an annual report of their earnings to social security by April 15. The report is used to determine if people were paid the correct amount of social security benefits for 1975 and to adjust their monthly social security benefit to their estimated earnings.

Q. When I took a part-time job near the end of April I hired a babysitter to stay with my little boy. I pay her $80 a week. Is it true that I have to deduct social security taxes from her salary?

A. If you pay a household worker $50 or more in cash wages in any 3-month calendar quarter, you must send a report of the wages and the social security tax which is withheld due to the Internal Revenue Service within one month after the end of the quarter. A babysitter who comes to your home is considered a household worker. Wages paid toward social security contributions for the second quarter-April, May, June-are due in July. A babysitter who is not under 72 unless you too have permanent kidney failure.

Mr. Gaba is a member of the firm of White, Wahh and Gaba, P.C., and chairman of the Nassau County Bar Association Labor Law Committee.

A Dismissal Case

On April 6, 1976, the Court of Appeals rendered its decision in a case involving power of an arbitrator to order temporary reinstatement of a probationary teacher as a remedy for the School District's failure to afford the teacher certain procedural safeguards under a collective bargaining agreement.

The THE ApPELLATE DIVISION unanimously reversed, holding that the arbitration proceeding was appropriate to enforce the collective agreement and stated that the arbitrator should be given the opportunity to receive the parties' complaints and to have any false or slanderous material deleted from her file notwithstanding the District's right to terminate her employment.

The ARBITRATOR found that the teacher's dismissal was based on parents' complaints; found that the required conferences and confrontations required by the contract had not been afforded him and held that the appropriate remedy was reinstatement without tenure for a sufficient period of time so that the contractual safeguards could be utilized. The District moved in Special Term to set aside the award. The court set aside the award, holding that the Appellate Division had limited the arbitrator's power to a remedy of deleting false and slanderous material from the personnel file. The Union appealed to the Appellate Division, which unanimously affirmed Special Term without opinion.

In Reviewing the entire matter, the Court of Appeals held that the Appellate Division could not limit the scope of the authorized remedy, and that the arbitrator's award did not abrogate the District's power to terminate this employee. An arbitrator, like a chancellor, is not strictly limited to remedies requested by the parties but is empowered to reach a just result regardless of the technicalities. The Court of Appeals in no way interfered with the District's ultimate power to discharge a teacher, and it was required merely to reinstate the teacher temporarily and
DASHER
VS.
BUICK, PONTIAC,
OLDSMOBILE.

DASHER HAS MORE PASSENGER
ROOM THAN BUICK, PONTIAC,
OLDSMOBILE.

Buick Century Regal
37° 39.5°

Pontiac Grand LeMans
37° 39.5°

Oldsmobile Cutlass
37° 39.5°

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DASHER HAS BIGGER
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BUICK, PONTIAC,
OLDSMOBILE.

Buick Century Regal 14.7 cu.ft.
Pontiac Grand LeMans 14.6 cu.ft.
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These features are standard at no extra
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rear axle or springs, no drive shaft or
hump to take up passenger space.

Rock-and-Pinion Steering—sports car-like
system for sure, precise handling.

Negative Roll Radius—automatic self-
correction in front-wheel blowout for
greater safety.

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cuits combine with negative roll radius
for straight line stopping.

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less maintenance, no catalytic converter,
no unleaded gas.

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longer wear, better handling.

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bucket seats, cut-pile carpeting on floor
and doors.

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round visibility provides greater safety.

VW Owner's Security Blanket—periodic
computerized service checkups.

Visit your local authorized Volkswagen dealer and find out why
there are over 4½ million Volkswagens on the American road today.

See your participating dealer for Lime Rock Park discount tickets.
Van Robinson, left, associate field director for Group Health Insurance, was on hand to provide information for members of St. Lawrence chapter 845 delegation. Left from Mr. Robinson are delegates Patricia Hines, Fred Kote, and Mary Bush, executive representative Flora Jane Beaton and first vice-president David Strader.

Members of host chapter at Binghamton Psychiatric Center are shown in informal grouping. In front is first vice-president Beth Stover. Seated, from left, are president Leon Wilmot, executive secretary David Purroy and treasurer Dele Campbell. Standing are social chairman Ray Stover, delegates Barbara Allen and Claire Pruitt.

Central Region V (Syracuse) treasurer Helene Callahan, back to camera, works at the registration desk as delegates sign in for the meeting. Receiving identification badge is Ann O’Neill, wife of SUNY at Syracuse chapter 615 president William O’Neill.

Relaxing after a hectic day of debates over regional policy, Central Region V president Richard Cheary seems to have said something that amuses regional corresponding secretary Helen Hamon, of Syracuse chapter 613; regional secretary Irene Carr, of Oneonta chapter 811; and Claire McGrath, Syracuse chapter.

Leaders from distant points of the region take opportunity to discuss mutual problems. From left are SUNY College at Potsdam chapter 613 treasurer, St. Lawrence Psychiatric Center chapter 823 PFP representative Cindy LeBarge, Binghamton chapter 622 second vice-president Toni Began, SUNY Ag and Tech College at Morrisville chapter 609 president Stephen Zarod and SUNY College at Potsdam chapter president Mary Lamon.
Hope Contract Deters Layoffs,' Cleary Tells Central Delegates

BY MARVIN BAXLEY

OWEGO—"The contract recently negotiated in the state sector will hopefully deter large layoffs," Civil Service Employees Assn. vice-president Richard Cleary told delegates to the union’s Central Region V (Syracuse) meeting here last month.

"The negotiating teams did their job well, and were fully aware that had they persisted in a raise, it would have resulted in drastic cuts in personnel. Next Nov. 1 is opening day for new negotiations to obtain salary increases," he said.

Mr. Cleary, who heads the sprawling Region which stretches from Pennsylvania to Canada, informed delegates on the status of layoffs within the state as of March 17. He pointed out that the figures may have changed since then.

Hardest hit, he noted, has been the Department of Labor, where 1,164 employees, including 613 in the Division of Employment, have been displaced. Next comes the Department of Transportation with 1,010 job losses.

Altogether, 5,000 layoffs have been called off, with 3,797 in the competitive class, 718 non-competitive and 393 labor.

Of the competitive employees, 1,773 are in the Professional-Scientific-Technical Unit, 1,164 in Administrative, 681 in Operational and 46 in Institutional.

Grade 14, a middle level grade, was the most severely hit with 689 layoffs, followed by 430 at the relatively low Grade 5 level. Putting it into different terminology, he pointed out that 722 layoffs had taken place among workers making $9-11,000, and that 569 were affected in the $6-7,500 bracket.

Multiple of Contracts

On another subject, Mr. Cleary, now serving his second term as head of the 20-county region, informed delegates that 91 local contracts are currently being negotiated throughout the state by CSEA.

The field service areas of the region will be realigned to provide for the additional reps. When the lines are realigned, Mr. Cleary explained, the reps have the right to bid on territories.

This may result in new reps being assigned to certain chapters. "Even though you may have developed a good working relationship with your old field rep," Mr. Cleary said, "give your new rep a chance to get acquainted with your organization, and I'm sure things will work out well within a short time."

In a lengthy political action report, committee chairman Eleonor Korchak, of Binghamton chapter, said that the public must make it known to the politicians "that we are the government and not they."

The estimated 100 delegates, meeting at the Treadway Inn in this picturesque Tompkins County town west of Binghamton, were enthusiastic when Mr. Cleary informed them that as of July 1, two new field representatives will be assigned to the Central Region.

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Above: Oneida chapter 833 delegate Lewis Eddy reminisces with Loren Youngs, retiree long active with Onondaga and Oneida Education chapter 869

Below: Franklin chapter 817 delegate Roy Hall welcomes two Tompkins chapter 855 delegates, Billa King, left, and Jeanne Chapman, who were attending their first regional meeting.

Chapter on the move right now is Chemung chapter 833, at the northwestern-most corner of Central Region V. Here executive representative Nancy Roark reviews reports with chapter officers, from left, recording secretary Frank McCutcheon, treasurer Lucia Barone, second vice-president Mary Karaski, county unit treasurer Ann Page, corresponding secretary Mary Nolan and president Richard Miller.

Crowned meeting room left some delegates with Standing Room Only. From left are SUNY at Syracuse chapter 615 board members Chet Liu and David LeFever, Fort Stanwix chapter 422 at Rome Developmental Center president Francis White Jr., Willard Psychiatric Center chapter 428 institutional rep and regional public relations chairman Carol Warne and Willard PC chapter president Robert Lee.
Steingut Drafts Bill
to Extend C.S. Lists

ALBANY—State Assembly Speaker Stanley Steingut's office finished drafting a bill last week that would allow extension of most civil service lists because of the effects of budget crises.

The bill, if passed, would allow the State Civil Service Department, or a city's Civil Service Commission, to extend most eligible and promotional lists, individually, for the same period of time that a financial crisis affects the filling of vacancies.

This bill would extend the four year limit now allowed for any list, and would exclude any police eligible lists.

The legislation, if the bill is enacted, would allow automatic extension of most civil service lists because of the effects of budget crises.

New York City Council President Theodore Silverman and a group of persons on eligible lists, and union representatives met with Mr. Steingut's aides last week in Albany. They agreed on a 90 percent chance of passage in the Assembly.

Several bills concerning particular lists have already been introduced in both houses of the Legislature.

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has dynamic energy. The performances are inspired. James Earl Jones is so charged with vitality that the screen can barely contain him. One is able to understand—finally—what it must be like growing up in a ghetto." —Kathleen Carroll, New York Daily News

"A strong picture. Lyrical and gutsy."
—Norma McLaeh Loom, After Dark

"The River Niger' shouldn't be missed. It is a skilful probing into the real pressures that motivate families in a ghetto. James Earl Jones is superb, Cicely Tyson is deeply moving." —Frances Taylor, Long Island Press

"Life in the ghetto where the deck is stacked from the start is captured with force and sensitivity."
—David Sheehan, CBS-TV

Georges Tapon
James Earl Jones
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STATE REVENUES QUESTIONED

The auditing firm of Peat, Marwick, Mitchell & Co., now checking the state's fiscal books under orders from Gov. Hugh L. Carey, has stated it cannot substantiate the projections of anticipated revenues for 1976-77. Governor Carey retained the firm in an effort to assure the financial community that the state's fiscal picture is healthy, in an attempt to set about $7.2 billion in short-term tax and revenue anticipation notes with the proceeds intended for state aid to education. The firm's report states that the accountants are unable to give an opinion on the accuracy of the data utilized for the statement of estimated cash flow of the general fund or for any other financial statements or data. We do not express an opinion as to the likelihood that the actual cash flow of the sum needed will be as set forth in the statement of estimated cash flow for that year.

DOT LAYOFF SUIT LAUNCHED

The Albany chapter of the New York State Assn. of Transportation Engineers has begun a lawsuit against the state to prohibit the firing of more than 220 Department of Transportation personnel.

ATTACK PUBLIC BARGAINING

Virginia Governor Mills E. Godwin has launched an effort to end collective bargaining by hastening in that state by directing his attorney general to seek a state court ruling declaring collective bargaining contracts between unions and local and state government agencies to be illegal. A ban on collective bargaining would have particular impact in Northern Virginia where local government agencies negotiate binding contracts with unions representing thousands of policemen, firefights, teachers, clerical workers and other employees. Virginia Attorney General Andrew P. Miller has issued a number of formal opinions in the past six years declaring it illegal for state or local governments to bargain with public employees or enter into contracts with worker unions. The opinions, however, do not have the force of law.

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Central Region Delegates Fight To Preserve Jobs

(Continued from Page 9)
not, by law, be taken from chapter general funds.
Mr. Korchak expressed the belief that Senate Majority Leader Warren Anderson (R-Binghamton) was instrumental in resolves
the 10-month problem faced by many State University work-
men who were being threatened with forced two-month layoffs.
The problem was resolved last month.
She pointed out that a hot line has been established for in-
formation on all bills in progress in the Legislature. The toll-free number is (800) 342-5869. In certain areas, the number 1 must
be dialled prior to the area code.

Miss of CETA Funds
A motion, made by Thomas Bisagri, of Oswego chapter, was
passed by the delegates. The mo-
tion requested the president of
CSEA to write President Ford in
order to bring to his attention
the misappropriation of CETA
funds in the Oswego area.
It was also requested that a
coy of this letter by CSEA pre-
ident Theodore C. Wenzl be sent
to all congressmen.

Dr. Wenzl was among the
high-ranking officials who at-
tended the weekend meeting.
Others included statewide trea-
urer Richard Noonan, execu-
tive director Joseph Lochner, assist-
ant executive director Joseph
Dolan and statewide legal com-
mittee chairman Joseph O'Connor,
who conducted an informative
seminar Friday evening.

Meet Date Set
By Heck Execs

BUFFALO — The executive
council of the Oswald D.
Heck Developmental Center
chapter, Civil Service Employees
Assn., will meet Wednesday,
May 19, according to correspond-
ing secretary James D. Green-
blot.

The meeting, scheduled to be-
gin at 5:30 p.m., will be held in
HDC, Balto11wn at Consul
Bonds, Schenectady.

Social Trends
(Continued from Page 1)
vide 100 percent of the funding,” he
said.
Mr. McLellan also said he is
willing to work with CSEA on
the problems of home rule, con-
tracting out of services, and
creating new job titles and func-
tions.

The statewide social services
committee is comprised of rep-
resentatives of local and county
departments of social services
throughout the state.

Buffalo Sets
Dinner Meeting

BUFFALO — A dinner meeting
of the Buffalo chapter, Civil
Service Employees Assn., will be
held Wednesday evening, May
19, according to chapter record-
ing secretary Gus Poppa11iga.
The dinner meeting will begin at 5:30
p.m. at the Plaza Suite Restau-
rant, 1 MAST Plaza, Buffalo.

Last Ditch Effort
(Continued from Page 4)

What is ironic about the situa-
tion is that currently there is a
training program going on which
totally contradicts what is being
said by the Civil Service Depart-
ment. The ODAS counseling staff
at Cooper Rehabilitation Center,
one of the ODAS facilities that
is being closed, in conjunction with
the psychology department there,
is training staff for a $5
million joint program funded by a
federal grant for the Division for
Youth and the Department of Mental Hygiene.

The trainees are taking a sev-
ren-week, full-time course. They are
being directed by the counseling
department of ODAS on
how to manage and treat emotion-
tally disturbed, violence-
prone adolescents. This new staff
will then go back to the Bronx
Psychiatric Center, where the
new program will be carried out.
The staff who did the training
are still not being equated with
similar titles in Mental Hygiene.
The Civil Service Employees
Assn. is concerned about the dis-
regard of this Civil Service Law
on preferred lists. It feels that a
dangerous precedent could be
established for all permanent
civil service employees.

According to Mr. Scoonhass,
who is a delegate for CSEA's New
York City chapter 615: "Even
though they are technically with-
in the law, they are using the
law improperly and rendering many of our employees unnes-
cessarily vulnerable. CSEA is now
in the process of exhausting ad-
ministrative remedies. These in-
clude meeting with the Civil
Service Department and the
Civil Service Commission prior
to taking legal action.

'It's my opinion that the
employee, from the professionals
down to the clerks and main-
tenance men, are competent, pro-
fessional people who know what
they're doing. To close down our
facilities and not give these peo-
ple an opportunity to continue
in state service in some other
agency is a tremendous waste of
person power and brain power.

"We are trying to maximize
the possibilities for our people
to stay in state service. We
would rather be state employees
and pay taxes, than be unemploy-
ment insurance and tax consu-
mers. Our people don't want to
be unemployed, our people want
to work. They want to continue
doing the good job that they
have been doing."
Federal Job Calendar

Detailed announcements and applications may be obtained by visiting the federal job information center of the U.S. Civil Service Commission located at the Officers Club Building, 271 Cadman Plaza East, Brooklyn; 590 Grand Concourse, Bronx; or 90-04 11St Street, Jamaica, Queens.

Applications for many of these positions will be accepted until further notice, unless a closing date is specified. Jobs are in various federal agencies throughout the country.

<table>
<thead>
<tr>
<th>Title</th>
<th>Salary Grade</th>
<th>Exann No.</th>
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<tr>
<td>Maitre d' Chef</td>
<td>GS-7</td>
<td>9</td>
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<tr>
<td>Warehouse Examiner</td>
<td>GS-5</td>
<td>7</td>
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<tr>
<td>Computer Operator and Computer Technician</td>
<td>GS-7</td>
<td>5</td>
</tr>
<tr>
<td>Administrative Science and Scientific Engineering</td>
<td>GS-7</td>
<td>15</td>
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<tr>
<td>Meteorological Scientist</td>
<td>GS-4</td>
<td>9</td>
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<tr>
<td>Technical Aide</td>
<td>GS-5</td>
<td>12</td>
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<tr>
<td>Technical Assistant</td>
<td>GS-7</td>
<td>15</td>
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<tr>
<td>General</td>
<td>GS-5</td>
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<tr>
<td>Sales Assistant</td>
<td>GS-3</td>
<td>15</td>
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<tr>
<td>Telephone Operator</td>
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<td>Typist</td>
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<tr>
<td>Medical</td>
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</tr>
<tr>
<td>Administrative Assistant</td>
<td>GS-5</td>
<td>9</td>
</tr>
<tr>
<td>Dental Hygienist, Dental Lab Technician</td>
<td>GS-7</td>
<td>5</td>
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<tr>
<td>Licensed Practical Nurse</td>
<td>GS-5</td>
<td>9</td>
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<tr>
<td>Medical Machine Technician</td>
<td>GS-5</td>
<td>6</td>
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<tr>
<td>Medical Radiology Technician</td>
<td>GS-4</td>
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<td>Physician's Assistant</td>
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<td>11</td>
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<tr>
<td>Psychologist</td>
<td>GS-5</td>
<td>16</td>
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Civil Service Commission.

WHERE TO APPLY FOR PUBLIC JOBS

WHERE TO APPLY FOR PUBLIC JOBS

New York City — People seeking jobs with the city should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m., except for special hours for Thursdays 8:30 a.m. to 5:30 p.m.

These applications must be received by the Department at least three days before the deadline. Announcements are available only during the filing period.

Several City agencies do their own recruiting and hiring. They include: Board of Education (Teachers only), 65 Court St., Brooklyn; New York City Housing Authority, 106 Jay St., Brooklyn 11201; NYC Transit Authority, 270 Jay St., Brooklyn 11201; and the Board of Education (Teachers only) at 4144 Broadway, Bronx 10452.

The Board of Higher Education advises teaching staff applications only in State educational institutions. Non-faculty jobs are filled through the Personnel Department.

STATE — Regional offices of the Department of Civil Service are located at the World Trade Center, 127 East 46th St., New York, and the Garden State Plaza, Paramus, New Jersey.

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- Why some medical men scoff at his vitamin theories.
- How he thought they had discovered The Fountain Of Youth when they landed in Florida. (It was the result of Vitamin C, the frut, says a Pauling colleague, not something in the water.)
- Why sugar is perilous to health.
- Why vitamins require different amounts from individual to individual.
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- What other steps you can take, apart from vitamin therapy, to ensure long and vigorous life.

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