Columbia Strike Ends: Win $500 Over Two Years

HUDSON—Following intervention by a Public Employment Relations Board fact-finder, the ten-day strike by the Columbia County unit, Civil Service Employees Assn., ended with unit members winning a $100 raise in the first year of a new two-year contract and a $400 increase in the second.

Union members struck the county at 12:01 a.m. June 8; the strike ended in the early morning hours of June 17. Negotiations had been carried on unsuccessfully for about seven months prior to the strike.

"We met at 1 a.m. June 17 and by 1:30 a.m. we had accepted the proposed agreement," said Columbia unit president Dale Park. "Due to a PERB-imposed stay order, however, we could not publicize the terms and conditions of the agreement until the Board of Supervisors also ratified the pact.

"It isn't a million dollar win," Mr. Park continued, "but it isn't a wage freeze or a one-shot bonus, either."

"The next time we sit down with the county to negotiate a new agreement, they will know we mean it when we say, 'We don't want to strike but we will if we have to!'

The strike had been marked by several incidents of picketing being struck by vehicles passing through their lines around county buildings.

CSEA Enlists In The Battle To Save PCs

(Special to The Leader)

UTICA—The Civil Service Employees Assn. has joined the battle to save Marcy and Utica Psychiatric Centers.

The CSEA, which represents approximately 3,500 employees at the two centers, is vowing support from employees and the general public to deter the state from consolidating the two institutions.

The union called a news conference June 23 at the administration building of Marcy here to explain why it is vital to keep both centers open and functioning.

Citizens of the Marcy-Utica area are distributing flyers around both towns; local business people are displaying posters in store windows urging the

Wage Increases Seen Sticking Point In Bridge Authority Talks

POUGHKEEPSIE—A state-appointed mediator is about to enter contract talks between the Civil Service Employees Assn. and the New York State Bridge Authority, and a spokesman for the labor union has accused the Authority of refusing to discuss salary increases.

The spokesman pointed out that the Authority showed a profit last year and is expected to show an even larger profit this year.

CSEA collective bargaining specialist W. Reuben Gorin, negotiator for the 140 Bridge Authority employees represented by the union, said he is considering the filing of an improper practice charge with the State Public Employment Relations Board against the Bridge Authority for refusing to discuss salary increases. Contract talks have been going on for the past several weeks.

Two weeks ago the CSEAcleared an impasse in the talks and asked for the appointment of a mediator. The union charges the Authority's chief administrative officer, Edward J. Burns,

"at tempted to unilaterally change a contract settlement previously agreed to by both sides, resulting in the Bridge Authority reopening its agree ment."

Mr. Gorin said the Authority's negotiating team not only privately refused to discuss salary increases, but also admitted openly in a memorandum on June 9 which
Flaumenbaum: Nassau Leaders Violating Taylor Law On Pact

MINKEWIA—Irving Flaumenbaum, president of the Nassau County chapter, Civil Service Employees Assn., charged last week that Nassau County leaders had prejudged the legal case leading to the 'Taylor Law in precluding a wage increase this year for county employees.

Reacting to a statement by Henry E. Grady, County Executive Ralph G. Caso's wage freeze, Mr. Flaumenbaum and County Executive Ralph G. Caso's wage freeze, Mr. Flaumenbaum, also leader of CSEA Long Island Region I, said that the freeze decision was "meant that we have been judged before we presented our case." The injunction was issued without hearing all the facts.

The CSEA and the County consumed fact-finding recently that Mr. Purcell's comments about the wage freeze would "go along" with County Executive Ralph Q. Caso's wage freeze, Mr. Flaumenbaum, also leader of CSEA Long Island Region I, said that the freeze decision was "meant that we have been judged before we presented our case." The injunction was issued without hearing all the facts.

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Mr. Flaumenbaum, at a press conference earlier this month, said that CSEA would accept the Peak report and would consider negotiating with the county on the basis of the Peak report.

He said the union was willing to submit its $2,000 members to the CSEA's decision in the county wage freeze case. The county has accepted the county wage freeze case.

The statement further charged that the freeze would have "pernicious results" of "attempting to use employees' salaries as a red herring to draw attention away from the massive capital expenditures and the Boards lack of responsibility in budget deliberation."

"If officials of Nassau County seize fit to break the law, then they must be made to suffer in order to follow their example," Mr. Flaumenbaum said. "I consider their actions a breach of the public's responsibility for labor peace."

"Mr. Peak's decision is not acceptable to the CSEA."

Mr. Peak did not decline comment, saying he would "not be in the business of predicting the future and how the county Executive's decision on increments, wages and pay raises in a legislative hearing." No date has been set for this hearing, but a spokesman for the authority believes 20,000 will accept only the CSEA's decision.

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Talks Stop; Thruway Pact

Charges Disdain

them they would extend only portions of the present contract beyond the expiration date. They said they would extend benefits that do not affect every worker, but would cease to respect such previously negotiated benefits as meal allowances, overtime provisions and several other items such as the procedures for replacing full-time workers. We aren't buying management's insidious schemes to strip away major benefits; our previous negotiation position is to extend the full contract or nothing.

The CSEA negotiator noted that "the employees are already entitled to extension of increments under the law, so that's just a convenient way management is trying to give the appearance of being somewhat generous. We think they really want to do is take everything away and force the union to begin bargaining all over again for major benefits previously negotiated. It is our position that extension of the contract is also a matter of law, enforceable by the Public Employment Relations Board on the county. We will not be intimidated by management."

Concluded Mr. Monachino: "The Thruway Authority says it will not extend the contract, then unilaterally breaks all talks, and the judge wans the jury to send the executioner, totally disregarding that benefits and terms and conditions of employment are negotiable items that cannot simply be dictated by management."

CSEA calendar

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

Attn.: CSEA Calendar.

JUNE

25—Buffalo chapter dinner-dance: 7 p.m., Statler-Hilton Hotel, Buffalo.


25-27—Albany Region IV meeting and workshops: Shratorn Inn, Glen Falls.

26—Hudson Valley Armories Employees chapter banquet and installation of officers: Windsor Inn, New Windsor.

26—Southern Region III workshop: Shratorn Motor Inn, Nanuet.

26—New York Police District chapter 259 retirement dinner for Nassau County Retiree chapter picnic: Lido Beach.

26—Orange County chapter executive board meeting: 7:30 p.m., Dikeham's Fireside, New Street, Goshen.

3—Albany Region IV Andy Williams Show Theater party: 10 p.m., Colonic Coliseum Theater, Colonie.

8—New York State Thruway (Western Division) chapter meeting: Frederick's Forks Hotel, Broadway Street at Union Road, Cheektowaga.

9-10—Central Region V (Syracuse) state workshop: The Beaches at Lake Winnipesaukee, New Hampshire.

20—Metropolitan Region retirees chapter meeting: 1 p.m., Room 5090, Two Trade Center, Manhattan.

21—Nassau County chapter office move to 530 board of directors: 6 p.m., Salisbury Club, Eisenhower Club, East Meadow.

22—Long Island Region I executive council meeting: 7:30 p.m., Region headquarters, 740 Broadway, Amityville.

AUGUST

5—New York State Thruway (Western Division) chapter 056 meeting: Frederick's Forks Hotel, Broadway Street at Union Road, Cheektowaga.

7—Chamung County unit annual outing: 1 p.m., Harris Hill Outing Center.

Bicentennial Chicken — Jeanne Hasilla, left, and Marks Holovka donned colonial style bonnets recently to provide atmosphere for the "Bicentennial" dinner at SUNY Binghamton campus.

Cattaraugus Chapter Has Plan To Save 56 Employee Positions

SALAMANCA—In an effort to save the jobs of 56 workers, leaders of the Cattaraugus County Civil Service Employees Assn. chapter produced a plan to save the county $15,600 in the operation of two nursing homes.

The county has threatened to lay off the workers and contract out dietary, maintenance, housekeeping and laundry services in the face of a projected $250,000-$300,000 deficit this year.

Western Region VI supervisor Lee Frank has said the CSEA will take the county to court if need be, to save the jobs.

He said the negotiations were unnecessary and "proper management practices" would save enough money to offset the proposed contract, reportedly with a firm from Philadelphia.

Contracting the services, Mr. Frank said, "would be sending county money to Pennsylvania at the expense of loyal, taxpaying employees who are being unfairly dealt with."

Jean Freeman, chapter president, said the nursing homes are "top heavy" with management.

"When management in industry and business proves bad, they get rid of management," she said. "Here they make the little guys the scapegoats for the top people. Why don't they contract out the management jobs, too?"

Mr. Freeman suggested eliminating at least one of two duplication of its Military Compensation project, said, plans opposing the move are in the works. These include a media campaign to inform the public of the proposed shift of offices, enlisting the support of CSEA members, and investigating the feasibility of legal action to block the relocation.

Mr. Crouch also pointed out that the Employment Service office provides job and job training aid to persons on public assistance.

"These people are funneled into the system by the Cattaraugus County Department of Social Services offices located across the street from the Labor office," he said. "If the welfare office of Labor is moved to the proposed upstairs location, it would mean that welfare clients would be required to make a 16-block trip both ways for their initial service by Labor. We think that is required to go from Social Services to Labor and back again."

CIVIL SERVICE LEADER, Friday, June 25, 1976

WINGING IT — Barbara Crouch, above, treasurer of the Cortland County chapter, Civil Service Employees Assn., was recently named "Airport Operator of the Year" by the International Flying Farmers. She is the first woman to be so honored by the organization. Ms. Crouch is full-time assistant to the manager of the Cortland County Airport and she and her husband, Robert, are both licensed pilots. "We love our jobs, home and friends," Ms. Crouch commented, "but piloting your own plane with the freedom of the skies is the ultimate enjoyment."
In A Series On Robert's Rules
Use Of Amendments

BY ALAN BERNSTEIN

MANHATTAN—Often at
meetings, delegates unhappy
with a motion will try to
change it through an amend-
ment. Sometimes a second
del- eate makes an amendment
to a first motion, and before you know it, the
whole issue is confused. Under "Robert's Rules or Or-
der," just what does an amend-
ment do and can one make an
amendment on a motion that has been pre-vailed
upon. Of all subsidiary motions
which the rule provides, the amendment does not mean the adop-
tion of an amendment. When amendments take preced-
ence, the new amendment is ruled as it was before the amend-
mendment was offered. Under Robert's Rules, a second amend-
motion must always be germane; that is, it must be closely related to, or have bearing on, the main
motion's subject. This means no
new subject can be introduced under the pretext of being an amend-
mendment. In general, the amend-
ment involves the same question that is raised by the main
motion. It is applied to "secondary amendments"—revi-
sions applied to other amend-
ments—must apply in the same way.

General characteristics of amendments:

• When applied to main mo-
tions, amendments take preced-
ence. But when applied to other
motions, they do not.

• Amendments must not be sub-
mitted after the close of
business of the entire assembly. It is not
a motion that is raised by the main
question, and therefore, cannot go into
metes of motion.

• Requires a majority vote.

To complete amendments, there are three basic processes.

1. First, words or paragraphs may be added or excised. Second, words or paragraphs may be struck from the

2. Third, entirely new amendments may be presented to the assembly consideration, the

3. Fourth, entirely new amendments may be presented to the assembly consideration, the

There are also times when amendments may be out of order.

Amendments that are not germane, or are frivolous and

senseless, and are groundless are considered improper.

Under Robert's Rules, amendments to one converting a

parliamentary motion into another, one making addition of a

amendment, and one propo-

ing to reject the original

motion or one propos-

ing to stop the process of

amendment. Amendments cannot

be applied to secondary amend-

ments. Amendments to motions to postpone indefinitely. It yields to all other

questions and considering the

question by paragraph.

The amendment is a combination of the first two, in that it allows words or paragraphs to be struck out and reinstated at the same time.

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An amendment cannot take precedent over motion to

decide the issue, which is the main motion

Amendment out of order when another has the floor.

Must be seconded.

Cannot be proposed in

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Safety Jobs

The U.S. Civil Service Commission has announced openings for GS-3 and 7 level Consumer Safety Officer posts, some of them in New York City. The posts pay $8,925 and $11,046 a year. Filing closes June 28.

Applicants must have a bachelor's degree in biological or agricultural sciences with at least 20 semester hours in biological sciences, chemistry, pharmacy, physical sciences, food technology, nutrition, home economics, epidemiology and engineering.

Applicants should contact the U.S. Civil Service Commission, 36 Federal Plaza, New York, N.Y. 10007.

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Nassau Has Many Slots

MINEOLA—The Nassau County Civil Service Commission announced that applications will be accepted until July 24 for several jobs, ranging in salary from $7,691 to $254,062. Applicants must be county residents.

Photographic Identification Clerk (63-884) pays $7,671 and pays a high school diploma plus two years' general clerical experience in a photographic agency.

Experience in firefighting can get you the post of Fire and Rescue Services Coordinator (63-886) paying $11,421. The experience required is five years as a volunteer firefighter, and five in a fire marshal's office, with two years' administration work included. A high school diploma is also needed.

A pharmacy license and three years' experience in the field, including one in a supervisory capacity, can get you the job of Pharmacist II (63-910) which pays $14,814.

A master's degree in hospital administration and one year's formal residency training qualifies you for the post of Hospital Administrator (63-884), paying $18,234. An additional two years' experience in hospital administration is required for Assistant Hospital Administrator II, which pays $15,533.

Director of Recreation at Nassau County Medical Center (63-855), pays $17,732. It requires a bachelor's degree in recreation or an allied field and six years' experience in the conduct of recreation activities, including two in a supervisory or administrative capacity.

Nassau County Civil Service Commission, 140 County Road, Mineola, N.Y. 11501.

Wage Equity Given For Food Servicers

ALBANY—The Assembly has passed legislation sponsored by Labor Committee Chairman Seymour Posner (D-Bronx) that extends wage protection to food service workers employed under state or municipal contracts.

The bill, which entitles covered employees to at least the average wage for comparable service in privately funded industry, will cover an estimated 10,000 workers statewide.

Included are food service workers in state and city office buildings, universities and State Thruway concessions. Current law already covers such as doormen, janitors, watchmen, elevator operators and others who work under public contract.

Speak Up For America Buy U.S. Made Products!

For Peace the Past Is The Key To Prosperity.
No End In Sight

SUCCESSFUL outcome of the Columbia County strike—third major countywide strike in the state during the past year — leaves us wondering about the future trend of local negotiations.

When Dutchess County employees took to the sidewalks last summer, it was the first time in the state's history that such last-resort action had been followed through on a county level. It was another indication that the county was renewing its negotiated contract by refusing to ratify it.

The Taylor Law was further tested in March this year when Orange County employees were provoed to a no-action when the Legislature there decided to reduce increments in the second year of a three-year contract that called for a salary reaper. The unbelievable aspect of this situation was the $200,000 fine leveled by a judge, even though he noted that the employees had been provoked into the action. The fine is being appealed.

How the contract dispute reached strike proportions in Columbia County is anybody's guess. Suffice it to say that the employees finally decided the only way they could put an end to the bullfight negotiations there was to take the bull by the horns.

Is this to be the way of life for county employees now? Strikes have been narrowly averted this year in Schenectady and Rensselaer Counties, and the potential for one may still exist in Putnam County where the Legislature has been trying to wangle out of its agreement.

In addition, Nassau, Suffolk and Rockland County employees are being pushed to the wall, and Cattaraugus County is also engaged in trying to prevent last-resort action when the county decides to cut back on fringe benefits.

The heart is being cut out of public service.

Endless Borrowing

WHILE we congratulate State Comptroller Arthur Levitt on being able to complete the state's "spring borrowing" ($29 million in current improvements), we note that the several newspapers around the state have taken issue with the fact that borrowing has become a way of life for government.

We must heartily concur with our fellow editors who oppose this reckless and wasteful squandering of taxpayer money. In fact, we were saying so in this column as far back as December 1974.

Some time ago, we hereby cop out, and leave the solution to properly elected officials, we do believe there must be a way for the state (and local governments, too) to manage its monumental debts. We do not believe a system of interest payments that are squandered on prolonged contract negotiations that extend months beyond the expiration dates,

In similar manner, if you are looking for a line of work to recommend to your kids, maybe, labor negotiator would be a good bet for steady employment, since the heart is being cut out of civil service.

A Firing Appeal

On June 10, the United States Supreme Court decided the case of Bishop v. Wood. In this five to four decision, written by Justice Stevens (joined by Burger, Stewart, Powell and Rehnquist), the Court held that the discharge of a policeman by the City of Marion, N.D., did not deprive him of a property interest protected by the Fourteenth Amendment.

THE POLICE OFFICER claimed that the reasons given for his discharge were so serious as to constitute a stigma that would severely damage his reputation in the community. Furthermore, he claimed that he was a permanent employee and there was no further threat of discharge. The City, however, refused to pay him for the full term of his contract.

Continue To Pay Rent

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

The State Court of North Carolina has held that an enforceable expectation of continued public employment in that state can exist only if the employer, by statute or contract, has actually granted some form of guarantee. Naturally, one must examine the ordinance in this case to see whether such a guarantee has been given. The Supreme Court says that the Marion ordinance may fairly be read as conferring such a guarantee.

The Marion ordinance was construed by the Federal District Court Judge in North Carolina to mean the employee served at the will and pleasure of the city. That construction was upheld by the Circuit Court of Appeals for the Fourth Circuit by an equally divided court. The City Manager's determination that the adequacy of the grounds for discharge is not subject to judicial review. The employee was given certain procedural rights which the U.S. District Court found were not violated in this case.

Since The District Court's reading of the ordinance is tenable, the Supreme Court held that the policeman's discharge did not deprive him of a property right protected by the Fourteenth Amendment. The property interest is not created by the Federal Constitution. It is created by ordinance or contract and protected by the Constitution.

In addition to his claim that the City Manager deprived him of a prop-

(Continued from Page 7)
What's Your Opinion

By SUSAN DONNER

RETIREMENT

QUESTION

A recent report says that New York City government is in danger of becoming an all-white and all-male work force because of the high number of minority layoffs. Your opinion?

THE PLACE

Downtown Brooklyn

OPINIONS

David Silber, real estate: "I feel there won't be anyone left in New York City because there'll be no money left. Everything is being cut back. I feel that things should be done to help the business community in this city. The real estate industry is completely dead and there is no new revenue coming in from that industry. In light of this, there is no hope unless this administration does something for the business community, and also creates more jobs. I believe in seniority rights. There are 'way too many people on the payroll today. I just can't continue like this. I would propose, in order to help the city, the same with senators and all other politicians. The president. This way he could spend those six months which he doesn't have time for. The taxpayers could do things on their own in order to help themselves. This is a joke: what have they done for us recently? Jarvis Plummer, city employee: "I feel that the city is in a crisis, and when things get tough, people start looking out for themselves. They are out to take care of themselves. In order to do this, they have to lay off many of the minority workers. Also, they're always laying off from the bottom. If they could lay off only one employee, they might be able to save two or six lower level jobs, but they don't look at it like that. They'd rather see five or six of these families suffer instead of one upper, well-to-do family. They're not thinking about the public and I hold them responsible for a lot of the problems that we're having."

Jeanne M. Serry, housewife: "Civil service workers were hired for the sake of the public. They were fired for the sake of the public. The courts will have to decide whether or not the firings and layoffs, as they went in the past, will continue. If they hire women and minority groups back is a decision that will have to be made by the court. The city just can't continue in a certain way of thinking in the recent past with the hirings of minorities. It's a vicious circle. We're back to the old same. And they're going to be the first to be laid off. I haven't noticed really the chances on the force. The minorities are always the first to go—in many cases, recently. As far as getting minority groups into city jobs, they have qualifications, but you can't hire all the people. The city is in a crisis, and when things get tough, people start looking out for themselves. It's almost a self-law—self-preservation—which applies to anyone and everyone. Society and government are really looking out for the public, they are out to intentionally hurt one specific group, but they are out to take care of themselves. In order to do this, they have to lay off many of the minority workers. Also, they're always laying off from the bottom. If they could lay off only one employee, they might be able to save another or six lower level jobs, but they don't look at it like that. They'd rather see five or six of these families suffer instead of one upper, well-to-do family. And they're not thinking about the public and I hold them responsible for a lot of the problems that we're having."

Letters To The Editor

Ancestral Rights

Abuse Services. Although 78 percent of our readers come from the government, we still have to look for the community to $20,000 to prevent Quints. 'Hospitality House' will present Andy Williams in concert Thursday, July 1, at 8:30 p.m. in the Coloseum. If we hope to keep our readers happy can help us and also make a pleasant evening at the show.

SUSAN B. MITCHELL

Director, Resource Developement

Don't Repeat This!

(Continued from Page 6) the guidance of Senator Charles Bellamy, as chairwoman, and Senators Mayor Owens and John Santusco as members.

According to a report, as of Jan. 1 of this year, 672 mortgagors out of a total of 1,790 are in default in the City on their mortgage payments. It requires little but effective management and supervision to make sure that mortgagors are collected or the properties foreclosed.

It would indeed be unfortunate if the City refuses to do the demands of the Treasury Department to make the public employers pay for the failures of management.

Civil Service Law & You

(Continued from Page 6) to the city, the City Manager's statement, made public to the petitioner, determines whatever or not his discharge to discharge petitioner was valid, but another determination or diminishment by the plaintiff's discharge was a mistake and based upon incorrect information. The court held that it would be an injustice to petitioner to suggest that a person is deprived of liberty when he is not deprived of one position and is free to seek another. Also, this conclusion would apply to a public employee whose pension is

Don't Repeat This!

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Southwestern chapter 177 president Mary Converse, armed with reports, seeks information to aid her members at Allegany State Park.

SUNY College at Geneseo chapter 608 president Walter Roberts listens for response to his question during general delegate session.

Erie County chapter 815 president Victor Marr, left, and Erie Educational Employees chapter 868 president Salvatore Muccio, right, oversee registration for meeting hosted by their chapters. Checking in is SUNY at Fredonia chapter 607's Mary Ann Beutham. Registrars, from left, are Mary Jean Bensfelder, Kay Smallbough, Barbara Justinger and Joanne Nipstein.

Western Region third vice-president Ramona Gallagher, of Buffalo District Labor chapter 355, confers with CSEA executive vice-president William McGowan, of West Seneca Developmental Center chapter 457, concerning political action.

Buffalo chapter 002 president Peter Biauober lives up to his reputation for speaking his mind on issues that concern his 1,600-member chapter.

Rochester Transportation Region 4 chapter 506 president Bud Saunders represented interests of region's other major metropolitan area.

West Seneca Central School unit of Erie Educational Employees chapter 868's delegation was headed by president Norman Lemke, who was accompanied at meeting by Rebekah Royle and June Fesner.

Representing E. J. Meyer Manor Hospital unit of Erie County chapter 815 were, from left, Charlene Norman, Turner Lane, Florence Oli and Stephen Caruana. Here they are seen as they listen to educational program.

Monroe County chapter 816 second vice-president Robert Bray takes part in the interchange of opinions prior to vote on controversial motion.

CSEA director George Brown (Erie County) is flanked by two members of CSEA regional field staff who were former chapter leaders: James Stewart, formerly of Masten Park Drug Rehabilitation Center, and Robert Young, formerly of Erie County.

They may not look it here, but SUNY at Buffalo chapter 602's Roger and Jerry Frieda are two of region's most energetic workers. She is also chairman of the committee to coordinate regional meetings.
Heated Debate Draws Charge Of 'Vendetta'  

In Other Action, Latimer Praises Fauser, Bull For Innovative Ideas; Gallagher Outlines Political Goals

BUFFALO—The status of retired persons in the hierarchy of the Civil Service Employees Assn. came up for sometimes heated debate at a recent meeting of the CSEA's Western Region 61.

In the end, delegates to the session, in a suburban Blackwell motel, turned down two proposed resolutions seeking a change in CSEA rules to prevent retirees from holding statewide CSEA office except posts in the union's Retiree Division.

The delegates also passed a resolution that would restrict retired CSEA members from voting on matters pertaining to retirees.

The resolutions were introduced to the meeting by Delegate Salvatore Mogavero, president of the Erie Educational chapter and head of the CSEA's County Division. He emphasized he would soon be affected by the resolutions when he retires.

He had proposed the resolutions earlier but dropped them after William Doyle, a retiree and president of the Niagara County County Committee, said they were a "vendetta to get President Theodore Wendl and Bob Bendet out of office." Mr. Wendl, a CSEA vice-president, leads both the New York City chapter and New York City Regional.

Mr. Doyle also was present when the resolutions were passed.

Mr. Mogavero withdrew the resolutions at this time. Mr. Doyle also characterized them as attempts "to push Wendl and Bendet out of the door unceremoniously."

Dr. Wendl retired to devote full time to his duties soon after William Doyle, a retiree and Bendet out of office. "Mr. Bendet, a CSEA vice-president, leads both the Union's chapter and head of the CSEA's Executive Committee, but may serve full dues may hold chapter of representatives on the State Executive Board or unit functions.

The principal element, he stressed, was to gather the sentiments of the officers before endorsing candidates for office.

"These endorsements are coming from you," she said. "What we're trying to do is get ourselves together."

Once endorsed, she said, CSEA hopes to provide financial backing or volunteers for candidates. The money, she added, is being raised by a committee from personal donations.

The "game plan," site outlined includes:

• No endorsements of statewide candidates without consultation with the committee.
• Gathering information regarding candidates, including reasons why the committee should or should not endorse them.
• A survey letter to be sent to candidates seeking their positions on matters of interest to the CSEA.
• A "candidates' night" shortly after the Sept. 14 primary to meet and evaluate the office seekers.

What delegates at Western Region VI (Buffalo) meeting is lineup of officers headed by CSEA vice-president Robert Latimer, standing. Joining the regional president at the head table are from left, Secretary Judy Burgess, of Ontario chapter 955; first vice-president Genevieve Clark, of Roswell Park Memorial Institute chapter 203; regional president Bob Smith, of SUNY at Buffalo chapter 602; and third vice-president Ramona Gallagher, of Buffalo District Labor chapter 355.

The Erie Educational and the Erie County chapters were hosts. The meeting was run on a different schedule, with a hospitality room Friday evening and no banquet Saturday evening after the business session.

The Erie Educational and the Erie County chapters were hosts. Friday evening's session was highlighted by a discussion of the CSEA efforts regarding legislative "lobby" by James Roemer, CSEA attorney. The CSEA has sought to eliminate or reduce the payments "in lieu of expenses" which are drawn by legislators.

Columbia Strike Ends

(Continued from Page 1)

County authorities claimed the strike had little or no effect on county operations. This claim was scornfully denied by unit members.

During the strike, CSEA members posted at the county offices were told to refuse to serve any notices or papers, and to ignore any demands from county employees, who were ordered by the authorities to cease all work. The county employees were given no option but to comply with the strike, as the strike was declared a legal one.

We hesitate to call them the Grand Old Ladies of CSEA, even though they are retired, since they are two of the most active and youthful spirited women in the union. Left is former Western Conference president and current statewide education chairman Celeste Rosene, 514, of Buffalo chapter 663, and at right, Gowanda Psychiatric Center chapter 466 president Mary Bull, who has been honored at two special presentations within the past year, for the Western Region and the Mental Hygiene Presidents Council.

The other side, what the officers see as representatives of the 44 state and 15 local government chapters that belong to the 14-county Western Region VI that extends from Seneca Lake to Lake Erie in the west, and from Lake Ontario in the north to the Pennsylvania border in the south.
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THE MADISON COUNTY PSYCHOLOGIST POST

WAMPsville—The Madison County Civil Service Commission has announced an opening for a staff psychologist in the County Mental Health Department.

Applications may be filed by July 12 for the $13,861-$20,461 salaried position; additional vacations may accrue.

There are no residency requirements, but applicants must have a doctoral degree in psychology and two years of supervised employment or engagement in appropriate psychological activities. A license or limited permit to practice as a psychologist in the state of New York is also required. Applicants will be evaluated on their training and experience.

Applications can be obtained from the Madison County Civil Service Commission, County Office Building Wampsville, N.Y. The telephone number is (315) 366-2041.
CENTRAL ISLIP — The chairmanship of Al Varacchi, president of the CSEA chapter at Stony Brook University, will be feted by chapter members and friends on his retirement after 39 years' service to the State Department of Correctional Services.

A retirement dinner will be tendered Mr. Weise on Monday, June 28, at the Brooklyn Navy Yard Officers' Club. Cocktails will be served at 7 p.m. with dinner at 8 p.m. Tickets are $13.50 each and the event will feature a band and entertainment, according to dinner chairman John Eversley. Checks should be made payable to the CSEA N.Y. Parole District chapter. A donation toward a gift for Mr. Weise would be appreciated from those unable to attend the dinner.

Committee members are Samuel Solovey, Jean Burke, Elaine Childers, John Hart, Veronica Serfin, Joanne Bruno, Linda Horton, Linda Ferrara, Claudette Robinson, Elizabeth Credle, Abe Simon and William Weinstein. Checks should be sent to Mr. Eversley at 314 W. 40th St., New York, N.Y. 10018. His telephone number is (212) 966-5800.

SURVEYOR LIST

ALBANY — An assistant land surveyor 2 eligible list, resulting from open-competitive exam 24-349, was established by the State Department of Civil Service. The list contains 71 names.

LOTTERY TO RESUME

The state lottery, crippled by management problems since last October, is set to resume operations in mid-August. The August operation will be introduced by the sale of $1 "instant lottery" tickets. With the "instant lottery" game—tried in other states but not by New York—participants can check their tickets by scratching off a foil-like substance from the lottery card. This reveals a number which is then compared to a previously selected winning number. In case of a match, the ticketholder is entitled to a prize, and the winning number will be drawn again for those who did not win. The "$1 instant lottery" game and a revival of the form of the old 5-cent ticket weekly drawing will be added after August. Prize amounts have not yet been set. Despite negative reaction. it was reported that new lottery director John Quinn remains firm in his plans to contract with out-of-state firms to develop and produce new varieties of the same. Gov. Hugh L. Carey predicted that the state lottery's mid-August start-up date target, the state will manage to make $50 million in this fiscal year. The old lottery raised $40 million in its last full fiscal year operation.

INCREASE BIAS SUIT POWERS

The U.S. Supreme Court has ruled unanimously that federal employees have the same rights as those working in the private sector to have full trials in federal district courts when filing Title VII job discrimination complaints. The decision was seen as a victory for federal rights groups who believe the issue should be handled under the equal justice clause. With the "instant lottery" game—tried in other states but not by New York—participants can check their tickets by scratching off a foil-like substance from the lottery card. This reveals a number which is then compared to a previously selected winning number. In case of a match, the ticketholder is entitled to a prize, and the winning number will be drawn again for those who did not win. The "$1 instant lottery" game and a revival of the form of the old 5-cent ticket weekly drawing will be added after August. Prize amounts have not yet been set. Despite negative reaction. it was reported that new lottery director John Quinn remains firm in his plans to contract with out-of-state firms to develop and produce new varieties of the same. Gov. Hugh L. Carey predicted that the state lottery's mid-August start-up date target, the state will manage to make $50 million in this fiscal year. The old lottery raised $40 million in its last full fiscal year operation.

PRISONER EMPLOYMENT

A reform bill intended to encourage private enterprise to provide jobs for prison inmates by building facilities adjacent to state prisons has been unanimously passed by the State Senate. The sponsor, Sen. Emanuel Gold (D-Queens), described himself as "still a little bit stunned" by the rapid passage of the measure. The bill authorizes the State Commissioner of Correctional Services to sell or lease land or property to private concerns willing to employ or train at least 50 inmates. The employer would be obliged to hire an equal number of persons not in prison who are receiving unemployment benefits. Inmates would receive only one-sixth of their salaries. Some portion of their salaries would revert to the state to reimburse the state's costs. The bill also provides that persons who sign an agreement to work as other workers. However, some portion of their salaries would revert to the state to reimburse their upkeep and costs. The bill would be added after August. Prize amounts have not yet been set. Despite negative reaction, it was reported that new lottery director John Quinn remains firm in his plans to contract with out-of-state firms to develop and produce new varieties of the same. Gov. Hugh L. Carey predicted that the state lottery's mid-August start-up date target, the state will manage to make $50 million in this fiscal year. The old lottery raised $40 million in its last full fiscal year operation.

STATE SECRETS

United Press International's Albany office notes that due to Republican efforts to force a $500 million tax cut in the state budget, the Capital Region has been frozen an "imminent disclosure" of information about the growth of state revenues. To guard against leaks, Budget Director Peter Goldmark has ordered all departments involved in collection of state revenues to seal dissemination of such information to his office. However, a New York Times story last week quoted Comptroller Arthur Levitt and Mr. Goldmark's aides were called down to the state for the first two months of the fiscal year "had come in near or at projected levels." No figures were released, but the Times story noted that the revenues are 12.7 per cent above the two-month period of last year. The state has since completed a $2.7 billion spring borrowing package and the news blackout was seen as a means of protecting the package's prospects.

IDLE SITES

About $1.1 million will be spent this year, according to Gene Weisman of the Albany Knickerbocker News, to heat, light and provide security for five vacant state facilities. The five are Office of Drug Abuse Services facilities at Ravena, Gloversville and Watervliet; a former girls' training school at Hudson, and a tuberculosis treatment center in Oswego.

INDUSTRY ENCOURAGEMENT

A task force set up by Gov. Hugh L. Carey to suggest ways of keeping industry and business in New York State has recommended cuts in state income taxes and tax breaks to manufacturers. The task force had the following recommendations: Eliminate the state 5.5 per cent surtax on personal incomes; reduce over five years the maximum rate of the income tax from 15 per cent on taxable income in excess of $14,000 to 14 per cent on taxable income of $15,000; halve city and state taxes on the first $5,000 of firm corporate earnings, and ease the stock transfer tax to halt the exodus of Wall Street firms from New York City.
Outdoor Job? It's Here

MANHATTAN — Job seekers who like to travel and also become involved with law enforcement work should take notice that applications are being accepted for special agent (wildlife) with the U.S. Civil Service Commission.

July 6 is the deadline for filing applications.

The job pays $9,925 at the GS-5 level, for which only general experience is required, and $11,664 at the GS-7 level, which also requires specialized experience.

Applicants with sufficient experience will be given a four-hour written test. The GS-7 level requires three years' general experience, which should show ability to work with people, assemble pertinent facts, prepare concise reports and accept responsibility.

In addition to three years' general experience the GS-7 level requires one year's specialized experience in progressively responsible (criminal) or comparable investigative work.

Education can be substituted for experience. One year of college study counts as nine months' experience; one year of graduate study in law enforcement or related fields may be substituted for specialized experience.

Applicants may obtain Announcement No. 625 at Federal Job Information Centers and should complete application card form 155A-435 and send it to Washington Area Office, U.S. Civil Service Commission, 1900 E. Street, N.W., Washington, D.C. 20415.

FINANCE SVCS

ALBANY — An Educational Finance Services eligible list, resulting from open-competitive examination, was established May 21 by the State Department of Civil Service. The list contains 1,928 names.

ALBANY — Eighteen state employees won cash awards totaling $4,024 in the program's money-saving ideas submitted to the New York State Employee Suggestion Program. The program is sponsored by the State Department of Civil Service and first-year savings resulting from these suggestions was $4,024.

Awards and winners are:

1st — Burton Zwickler, Brooklyn, an employee of the Department of Social Services. $11,046 at the GS-7 level, which also requires specialized experience.

1st — Anna M. Schwartz, Brooklyn, a member of the Department of Social Services.

1st — Rita M. Rosencranz, Albany, a member of the Department of Social Services.

LEGAL NOTICE

The National Wiz Company

The following is the notice of a cert.

The National Wiz Company is an existing business in the City of New York. Wa.

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ALBANY—Accident and Sickness Disability Plan policyholders have been notified of a premium increase to take effect July 1.

For policyholders who did not receive notification from Travelers Insurance, their letter is reproduced below.

Dear CSEA Member and Travelers Policyholder:

The Accident and Sickness Disability Plan for CSEA members has been administrated by Taf Bush & Powell since its inception in 1935 and endorsed by The Travelers since 1933. Benefits paid to policyholders are currently in excess of five Million dollars per year, and on an accumulated basis since 1935, CSEA members have received over Thirty Million dollars in claim benefits. In the most recent policy year, one out of every five insured received benefits from their accident and sickness insurance.

The ever increasing number of claims has been paid under the Accident and Sickness plan underwrites the value of this protection. It has also made evident the fact that in order to continue the policy at the same level of benefits, a small increase in premium is now necessary. This will be the first rate adjustment since 1953.

Accordingly, the New York State Insurance Department has approved a 6% rate increase for one year to be effective with the first pay period following July 1, 1976.

We regret the necessity of the rate adjustment. However, even after the rate increase, the premium for a CSEA accident and sickness disability policy remains competitive to similar policies offered to the general public. For instance, a 30 year old worker would pay 20% to 30% more for comparable Travelers' coverage outside the CSEA plan depending upon age, sex, and occupation.

If you have any questions regarding your policy or if you wish to make any changes in your coverage now, I urge you to contact your Taf Bush & Powell representative immediately.

Sincerely,

Frank J. Fosiero
Secretary

P.S. Also enclosed is your copy of the Additional Benefits Rider (AM Nashville Rev. 7/75) which extends the additional free benefits you have under your policy for one year beginning July 1, 1976. Retain this important document with your policy.

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**Reasons for Increased Premiums**

**The Travelers**

**Life, Health and Financial Services Department**

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**CSEA in PCs Fight**

*Continued from Page 1*

was distributed to employees.

"Salaries are a negotiable item in contract talks, and it is in the interest of the Authority to refuse to discuss such items," Mr. Goring said.

"The Authority is attempting to hide behind a smoke screen, saying that the State of New York benefits. The fact is we are negotiating only with the Bridge Authority on behalf of their employees, and the Bridge Authority showed a profit of almost last year and anticipates a profit of at least 7 percent this year.

Mr. Goring further accords the Bridge Authority a buying five new cars and five new trucks, which it absolutely does not own. They found the means to waste on those vehicles, but they have no concern for the welfare of their employees, who are forced to try to subsist on a salary that is nowhere near adequate now because of the huge increase in inflation since the last contract."

The disputed contract affects toll collectors and maintenance employees of the Bridge Authority assigned to five bridges spanning the Hudson River. They are the Mid-Hudson Bridge at Poughkeepsie, the Rip Van Winkle Bridge at Catskill; the Bear Mountain Bridge at Peekskill; the Kingston-Rhinecliff Bridge, and the Newburgh-Beacon Bridge.

The last contract expired on March 31. Negotiations have been under way since well before that date.

"We had an agreement by both sides and had withdrawn our original salary demands until Mr. Burns sabotaged a peaceful settlement by trying to unilaterally change an agreement we had arrived at over two long sessions we were conducted with. I sincerely believe that the mediator will probably be working to bring the Bridge Authority back toward the middle ground before both sides had reached an agreement and Mr. Burns destroyed the accord," Mr. Goring concluded.

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**CSEA's Membership Drive To Begin; Recruiter Prizes**

*Continued from Page 1*

Payment of a $5 award will be made to any CSEA member responsible for a new member enrolling in the union through Nov. 30. Promotional kits will be mailed to all CSEA chapters, along with instructions and application forms for signing up eligible employees.

At the local chapter level, CSEA officials will distribute the recruiting materials to individual members. In the union's County Division, chapters will also forward supplies of the materials to unit representatives.

Payment of awards to successful recruiters will be made at two different periods, one during the campaign on or shortly before Dec. 15 and one following its conclusion, on or before Feb. 14.

The date for the Dec. 15 awards was selected to serve as a "Christmas Club" type of fund, to sustain interest and enthusiasm in the drive, however, and to give awards and to stir up interest in the drive, however, to stir up enthusiasm in the drive.
CSEAer Will Sit In State Retirement Advisory Body

ALBANY—For the first time, the Civil Service Employees Assn. will have a representative on the advisory council to the New York State Employees Retirement System.

Deputy Comptroller John H. Mauhs has asked CSEA President C. C. Bendet for a list of at least five CSEA members. From this list Mr. Mauhs will choose one to serve a term of three years on the pension system's advisory council.

Mr. Mauhs said, "I believe it is extremely important that the advisory council represent various interests. I hope to get at least one labor representative so that we may have a better understanding of the needs of employees."

Mr. Mauhs is said to be "long overdue step in the right direction."

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should write to the Civil Service Department, Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 5:30 p.m., except for one hour for lunch Tuesday, Thursday, and Friday, and two hours for lunch Thursday. Mondays, 9 a.m. to 5:30 p.m.

Those seeking the applications by mail must include a stamped, self-addressed envelope, to be received at the department at least five days before the deadline. Announcements are available on information dispensers.

By subway, applicants can reach the filing office via the IND (Boroughs I-III) BMT (City Hall) Line: Lexington Ave. (Brooklyn Bridge). For information on titles, call 566-8700.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201; phone: 596-8000; Board of Hospitals, 370 Jay St., Brooklyn 11201; phone: 652-5000.

The New York City Board of Higher Education advises teaching staff applicants to contact the individual job schools listed and fill them through the Personnel Department directly.

For a list of the regional offices of the Department of Civil Service located at the World Trade Center, national headquarters, New York 10046 (phone: 488-4258; 10 a.m.-3 p.m.); State Office Campus, Albany: 833; Rte. 80, W Genesee St., Buffalo 14202 (9 a.m.-4 p.m.); applicants may obtain information by personal presence in either office (the Albany office only) or by applying in person at any of the regional offices.

Various State Employment Service offices can provide applications in person, but not by mail.

For positions with the United Civil Service Commission, New York State, applicants should contact the Staffing Services Unit, Room 1400, Office of Civil Admin., 270 Broadway, New York,

phone: 488-5111.

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JULY 5-25: U.S. Army, N.Y. to Albany via AMTRAK.
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JULY 27-28: N.Y. to UTICA and
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Columbia County Contract Crisis Is Resolved

Tension Mounts
Gathered around car to hear radio announcement of latest development in Columbia County contract dispute early last week, employees — including Alban Lasher, top left — hear that substitutes will be hired to replace workers during the labor crisis. Moments later, County officials left County Office Building where they had issued their statement. Shown as they leave are, from left, County Attorney William Stompinito, Board of Supervisors Chairman Samuel S. Simmons and chief negotiator John Nord.

Picketers Confident
Despite the increasing tensions, employees continued to picket county buildings. Some of the random reactions, following announcement of replacement hirings, were:
"I'm so mad, I don't care if I do go to jail."
"If it takes six months, I'll star here six months."
"We'll be the new welfare recipients. They got a 14 percent raise and we got nothing."
"Who will train the new people, and put up with the insults that we receive from the public every day?"

Aid For Troops
Support for picketers took many forms, including financial contributions from other concerned organizations. In photo at left, CSEA Albany Region IV second vice-president John Vallee, left, reviews the situation with Martin Phillips and Joseph Floss. Columbia County is in the southeastern corner of Albany Region. In photo at right, Kenny E. Burger, left, and Fred Eggleston, both Highway employees, bring refreshments and snacks for picketers' lunch. Note that many of the marchers wore CSEA tee shirts in order to dramatize the union cause.

Crisis Center Corps
At the Columbia Crisis Center in downtown Hudson, chapter leaders and CSEA staff members man the temporary nerve center during the 10-day labor dispute. In addition to telephones, the center was also equipped with a citizens band radio to keep in touch with the CSEA mobile unit. In first picture, Albany Region IV public relations specialist Daniel Campbell and state area phoners, from left, Columbia negotiator Pete Mullins, unit president Dale Funk and field representative Aaron Wannamaker confer. In other photo, collective bargaining specialist Neal Carlson reviews situation with field rep Donald McCarthy.