CSEA To Governor: "What's Good For The Goose Is..."

ALBANY — The Civil Service Employees Assn. has reported that Gov. Hugh L. Carey paid his own staff salary increases of over $51,000 during the first nine months of the current fiscal year, under a Carey-mandated wage freeze for most other state employees.

The CSEA said the 140,000 state workers the union represents received no salary increases this fiscal year while Governor Carey paid his own staff with raises ranging from $500 to $8,500 in contradiction of his public position of a program of fiscal restraint during the current fiscal year.

The CSEA released a list of 32 names of officials who, the union says, received salary increases totaling $51,065 over the past several weeks and subsequent mediation efforts failed. The dispute is presently in formal fact-finding under provisions of the state's Taylor Law which governs collective bargaining.

CSEA Legislation Listing Prepared

ALBANY — A summary of proposed legislation affecting public employees has been prepared for the Civil Service Employees Assn., and distributed to the CSEA executive director, the two assistant directors, to the 13-member statewide CSEA political action committee and to the union's lobbyists.

The report, in three-ring binder form, will be supplemented with updates on legislation as changes occur.

The CSEA is preparing a list of the most important and controversial pending legislation.

Set February 7 In Albany For First-Fact-Finding

ALBANY — Fact-finding hearings in the contract dispute between the State of New York and the Civil Service Employees Assn. will be held on Feb. 7-8, 1977, according to Theodore W. Kheel, chairman of the fact-finding panel.

The sessions will be held in the Regents Conference Room, State Education Building, Washington Ave., Albany. The hearing is to begin at 10 a.m. on Wednesday, Feb. 7. The CSEA said that the morning session on Feb. 7 will open to the public and the press. The balance of the hearings will be business sessions limited to the parties and their support staffs.

Inside The Leader

Court Transfer Proposals To Be Presented To Board

By JANE BERNSTEIN

ALBANY — A series of proposals dealing with the impending April 1 transfer of all local court employees to the state payroll will be presented to the Board of Directors of the Civil Service Employees Assn. on Feb. 10 for approval.

Suffolk's 4-Year Pacesetting Pact Wins Heavy Tally

HAUPPAUGE — With an overwhelming vote of approval, members of the Suffolk Local 253 of the Civil Service Employees Assn., ratified an unprecedented four-year contract in balloting that concluded Friday.

The tally was 1,928 to 61 in the white-collar group and 578 to 132 among blue-collar members.

CSEA Legislation

The CSEA said the 145,000 state employees it represents for the coming fiscal year beginning April 1, are covered by the state's Taylor Law which governs collective bargaining.

For increments from Jan. 1 were expected to be issued by the end of February. Payments for new clothing allowances were expected in March.

CSEA Still Choice In Middle County

The contract restores increments that had been disputed, eliminates a threat of layoffs, creates a new top step with a $1,250 increment, provides increases for top step employees of 4 percent next year, 3 percent the following year and the cost of living in the final year, plus a host of fringe benefits.

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Merger With Hoch Psychiatric Meets Protest at King's Park

KINGS PARK—Employees and patients of Northeast Nassau Hospital voiced their protest last week over a plan to merge with their unit at King's Park, which is located on the grounds of the Pilgrim Psychiatric Center. Northeast Nassau is part of the King's Park Psychiatric Center.

Shortly after patients and employees were informed of the move, 41 of 45 employees and by patients group began to circulate a petition against the move. Within a short time, they collected 60 signatures.

Gregory Szumicki, president of the Civil Service Employees Association at Kings Park, reacted late a petition against the move. He said, "This is a complete turnaround of the state's policy," he added. "The Patients' petition is being circulated among parents and relatives of patients as well as among the patients themselves. It charges that Kings Psychiatric Center is isolated from population centers, is poorly landscaped and lacks the quality of rehabilitation services available at North- east Nassau.

David Reynolds, Long Island regional director of the Mental Hygiene Dept., said that "it is not small to be run as independent institutions with all the facilities necessary to services to patients."

Mr. Reynolds said, however, that there "are no more financial savings involved in the consolidation of the two hospitals. We don't intend fixing anyone or laying anyone off."

2 Jobs Test Until Feb. 7: Need Mechanical Training

ALBANY—Job-seekers with some training or experience in mechanics can apply to the State Civil Service Department until Feb. 7 for two performance tests to be held in February.

Maintenance assistant mechanic (exam 27-101) requires either two years' repair shop experience or an A.A. degree in auto or diesel technology, graduation with at least two years' experience, or graduation from a high school technical or vocational program in auto mecha-

ics plus one year's experience. The assistant level pays $7,516. Motor equipment mechanic (exam 27-343) pays $5,546 and requires four years' experience or technical school training. The jobs are update.

For further information contact the State Civil Service Department.

Don't grab the first job that's open

We have over 70,000 households job seeker in more than 300 cities. If you are job seeker who want to learn the one you want more information. Join the people who've joined the搶救

ALBANY—Public Employment Relations Board—an announced the appointment of the following mediators:

Theodore Gerber, of PERB's Albany office, to the dispute between the County of Warren and the Civil Service Employees Assn.

Jack Ginsburg, of PERB's Albany office, to the dispute between the Village of Ossining and the Civil Service Employees Assn.

Frank McGowan, to the dispute between the City of Rye and the CSEA, Public Works unit, Westchester County.

Mr. McGowan to the dispute between the Village of Ossining and the Village of Ossining Police Department.

Mr. McGowan to the dispute between the City of Elmira and Elmira Police Department.

Mr. McGowan, of PERB's New York office, to the dispute between the City of Elmira and Elmira Civil Service unit of the CSEA, Chemung County.

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Teacher Raise In Warrensburg

ALBANY—A Public Employment Relations Board fact-finder has recommended increasing the base salary for teachers in the Warrensburg Central School District, Warren County, to $5,000.

BRENTWOOD—The Civil Service Employees Assn. Pilgrim Psychiatric Center Local 1418 has arranged for the transfer of 44 employees due to be terminated as part of the closing of the alcoholism rehabilitation program here.

The 60-bed unit will be closed April 1 as part of a $1.2 million budget cut of five state mental hospital rehabilitation programs in the southern area of the state.

Betty Duffy, president of the CSEA local, said that the closure, which is to be made for 44 of the 47 employees to other positions in the state.

The remaining 33 employees have not been placed because there are no comparable positions for them.

Last year, 265 patients from Long Island and New York City were admitted and treated in the Alcoholism Rehabilitation Unit. All admissions stopped on Jan. 25 when word was received from the state budget department that funding for the alcoholism unit would end at the start of the fiscal year.

The closing of the Pilgrim program leaves the 96-bed rehabilitation unit at Central Islip Psychiatric Center as the only facility for treatment for Long Island's alcoholics. O R a C A N on Long Island's Council on Alcoholism, estimates that there are approximately 20,000 alcoholics in Nassau and Suffolk. Private treatment for alcoholics costs between $1,200 and $2,000 a day in Long Island's alcohol clinics.

"Few people can afford that price tag," Mr. Crocker said. "All the employees of the alcohol unit can be rehired at the community but no facilities are available," she added.

The office of Mental Hygiene Commissioner Lawrence Kolb said that the alcoholics who were receiving treatment at the Pilgrim facility should be able to find treatment in the community. But Lewis Kursie, Suffolk County director of community mental health, said no alternative facilities are available.

"There was no planning for community alternatives before the decision was made by the state to close out the alcohol rehab unit at Pilgrim," Dr. Kursie said.

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CSEA Clarifies Option Insurance Revisions

ALBANY—In an effort to clear up confusion concerning the revision of the Basic Group Life Insurance Plan, to become effective May 1, 1977, the Civil Service Employees Assn. has made the following explanations.

The major feature of the revision is that, effective May 1 and without evidence of insurability, all participating members, men and women, can obtain the plan’s “Option B,” which offers better benefits at the same low rate. Presently, men are covered under the plan’s “Option A,” which offers higher benefits, and women are covered under “Option B.”

Miss Sign Card
For various reasons, some members may desire to have or retain “Option B” coverage. These will do so by mailing in a card, turn by March 1, 1977, a card recently mailed to each insured member, otherwise benefits will automatically be under “Option A.”

Insured members may have either “Option A” or “Option B” coverage, but not both. “Option B” is not additional insurance. The CSEA spokesman said that members who have, through confusion or misunderstanding, both “Option A” and “Option B” coverage on the assumption it was additional, may qualify to be rehired.

Lattimer Says Carey Ignoring Agreement

ROCHESTER—About 140 delegates from the Western Region of the Civil Service Employees Assn. met here recently in a closed-door strategy session on stalled contract talks for state workers and layoffs of employees in Monroe County.

“We’ve got state employees who haven’t had a raise in three years and a governor who’s not living up to his negotiated agreements,” said Robert L. Lattimer, region president. “We also are looking at layoffs in Erie County and other places.”

Restrictions on government employees imposed by the Taylor Law prevented Lattimer from reviewing possible stoppage actions workers might take to fight layoffs, he said.

“These are difficult times for everyone in the public sector,” he said. “Perhaps the workers who do the public’s business can come up with some alternatives to the problem of services and job cutbacks as well as the impact of cost rises on workers.”

Gov. Hugh L. Carey, dealing with a huge budget deficit has backed off an agreement with state workers for a “substantial” negotiated raise this year, Mr. Lattimer said.

“We have to be cautious about what we say,” he said. “We are very worried about how are treated in the media. We are the whining boy blamed for everything wrong in the state.”

Ontario CSEA Talks Stalled On 3 Issues

ROCHESTER—The Ontario County Civil Service Employees Assn. chapter has announced that talks recently, stalled over three major issues—salary, sick leave and health insurance.

In January, the County chapter fired two employees in the Rensselaer County chapter.

The CSEA has proposed a two-year contract with a 6 percent salary increase each year, while the County has proposed a one-time "bonus" of $200 for most workers.

The CSEA also opposes charges that the County has suggested in present sick leave and health insurance policies.

HONOR CORTLAND PRESIDENT

Marie Dalgnault, out-going president of the Cortland County chapter of the Civil Service Employees Assn., was honored recently during a recognition dinner held in her behalf at the Terrace Restaurant in Cortland. Among the more than 125 persons on hand to offer congratulations to the two-term president for her contributions to the chapter, CSEA state-wide president, John Faitarino, left, incoming chapter president.
President Jimmy Carter Has To Fill Up Cabinet Agencies

By HARRY BERKOWITZ
Even as Jimmy Carter gets used to the Oval Office and Amy gets used to her new school, there are many jobs left for the new President to fill. Here, how the Leader continues Its select list of non-Clinton Service jobs President Carter may fill.

Applicants should contact the agency which they are seeking employment with.

(Continued from last week)

EXECUTIVE BRANCH
Department of Defense
Office of the Secretary of Defense

Immediate Office of
The Secretary of Defense
Director of Net Assessment, GS-18.

Office of Director,
Defense Research & Engineering
Deputy Director, (Policy & Planning), GS-18.

Many Deputy Assistant Secretaries in various defense divisions.
PB2-1, GS-18, 17, 18.

International Security Affairs
Principal Assistant to Assistant Secretary of Defense, GS-18.
Special Assistant to Deputy Assistant Secretary (Policy Plans and National Security Council Affairs), GS-17.

Director, Bureau and Balanced Force Reductions Task Force, GS-16.

Legislative Affairs
Principal Deputy Assistant Secretary (Legislative Affairs), OS-18.

Manpower and Reserve Affairs
Special Assistant to Deputy Assistant Secretary (Reserve Affairs), GS-17.

Director for Equal Opportunity (Military), GS-16.

Director, Telecommunications and Command and Control Sys.
Principal Deputy Director, GS-18.

Deputy Director (Command and Control), GS-18.

Defense Civil Preparedness Agency
Deputy Director, GS-18.

Immediate Office of the Secretary of Defense
Special Assistant to the Secretary of Defense, Level V.

Assistant to the Secretary and Deputy Secretary of Defense, GS-15.

Assistant (Personal Security) to the Secretary of Defense, GS-15.

Personal Assistant to the Secretary of Defense, GS-14.

2 Private Secretaries to the Secretary of Defense, GS-12.

Private Secretary to the Deputy Secretary of Defense, GS-12.

Staff Assistant to the Special Assistant, GS-12.

Private Secretary to the Deputy Secretary of Defense, GS-11.

Private Secretary to Military Assistant to the Secretary, GS-11.

Private Secretary to the Special Assistant, GS-11.

Personal and Confidential Assistant to Director of Net Assessment, GS-10.

Personal Secretary to Deputy Secretary of Defense, GS-9.

Staff Assistant to the Special Assistant, GS-9.

Private Secretary to Mutual and Balanced Force Reductions Representative, GS-9.

Private Secretary to Director, Net Assessment, GS-9.

Confidential Aide to Secretary of Defense, GS-9.


Private Secretary to Defense Adviser to U.S. NATO, GS-9.

Office of the Director
Defense Research & Engineering
Principal Deputy Director, Level V.

4 Deputy Director, Level V.

Special Assistant to Deputy Assistant Secretary of Defense

CSEA Basic Accident and Sickness Plan.

If you are a new employee under age 39% and apply for this insurance within 120 days from your employment date, you are guaranteed $150.00 per month in benefits. All other members may also apply and will be required to show evidence of insurability.

If your annual salary is up to $4,000 but less than $5,000 $5,000 but less than $5,600 $6,500 but less than $8,000 $8,000 but less than $10,000 $10,000 and over

You may now apply for disability income benefits of $150 a month $200 a month $250 a month $300 a month $400 a month

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Name

I wish to increase my monthly indemnity [ ] I wish to apply for benefits [ ]

Home Address

Where Employed

Employee Item No.

SECRET CRUISE

3 nights to Cap Haitien & Puerto Plata Plus 2 nights at hotel in Miami. Roundtrip air from New York. Transfers, taxes, all meals on ship.

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Add $30 for Feb. & Easter departures
### Federal Job Calendar

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

Applications for the following positions will be accepted until a specific date. Jobs are in various federal agencies throughout the country.

#### Agriculture

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<td>Medical Machine Technician</td>
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<td>Medical Technologist</td>
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<td>Nurse</td>
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<td>GS-7 to 12</td>
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### Middle County CSEA Turns Back Teachers’ Challenge

**MIDDLE COUNTY**—The Civil Service Employees Association’s (CSEA) dominance of Long Island’s non-instructional school employees has ended. Teachers (NYSUT) failed in a recent challenge election at the Middle County School District.

With more than 70 percent of the buildings and grounds employees voting, the CSEA won the election by a large margin of 50 percent at the Jan. 30 election.

The Middle County drive was the first by NYSUT for non-teaching members on Long Island, and was mounted in conjunction with the United Federation of Teachers and involved an independent political group, the New York Federation Albert Shanker’s control of teacher unions in New York.

"We proved to the teachers that they had to choose between the only union that understands and knows how to represent the employees," said Walter Weeks, president of the Suffolk Education Local of the CSEA.

"Sweet Victory"

"This was a very sweet victory indeed," said Irving Sharfied, the CSEA field representative. "The local teachers association had secretly voted to exclude these employees from their organization even if NYSUT had won. In other words, our members were not good enough to belong to the local teachers organization, but were good enough to contribute their money to the parent organization. And the teachers would have continued to report custodians to management while laughing up their sleeves," Mr. Sharfied added.

Mr. Sharfied and Long Island regional organizer Pat Morano worked closely with Frank Con- stin, president of the Middle County CSEA unit, Mike DeTuro, vice-president, Althea Tiano, secretary-treasurer, and other CSEA leaders, in turning back the NYSUT.

**School District Pact Recommended**

A Public Employment Relations Board fact-finder has recommended a tentative agreement with a 3 percent salary increase in the first year for special education aides in the Clark Place School District, Nassau County.

Provisional pact-finder, Edward F. Friedman, of New York City, was the fact-finder named by the PERB in a con-

### SHORT TAKES

#### BALANCE SUNSHINE AND PRIVACY LAWS

The first open meeting of the State Tax Commission under the new “sunshine law,” which became effective Jan. 1, 1977, was on Jan. 18, 1977. The Commission seeks to balance the double mandate of the “sunshine law” and the “privacy law” by having at least two meetings a month. In the future, the second Tuesday of each month will be an open meeting and the fourth Tuesday will be an executive meeting. The executive meetings will address themselves to particular cases which are protected by the privacy provisions of the Tax Law. Because of the volume of these cases there may have to be more than one executive meeting a month.

#### PROFESSIONAL STRIKEBREAKERS PROHIBITED

The New York State Assembly approved legislation to prohibit the use of professional strikebreakers during industrial controversies. The vote was 118 to 50. The bill, A. 140, introduced by Assembly Labor Committee Chairman Seymour Pesner (D-Bronx), allows state courts to issue injunctions against employers’ use of professional strikebreakers, who are defined as persons who “customarily and repeatedly offer themselves during labor disputes as new employees to replace those involved in the dispute.” This bill also allows employers to hire professional strikebreakers during disputes under the guise of “economic replacements.”
An Ire Raiser

EVERYBODY is entitled to make a buck. In fact, one should get a good feeling from seeing others doing well. But when the others include Assembly aides like Joseph F. Crangle, of Buffalo, who will receive a 4 percent increase over his last year's salary of $44,500, or Michael Del Guidice, of Spofford, whose salary will also be over $40,000, up $2,000 from last year, one begins to feel a little cranky.

Not that these two men should be singled out. Other legislative aides received salary increases, and reportedly the Governor has distributed more than $50,000 in their pay hikes. But then . . .

With the government's plea that there is no money to be dinner when one can't afford to put food on the table at home.

New Majority Leader

The heavy burden of pushing the Governor's program through the Assembly will rest in the first instance on the shoulders of Assembly Leader Stanley Pink, who is serving his first year as Majority Leader. He has a number of members in the Assembly since 1969 and went up quickly in the ranks because of the Governor's confidence in his ability to get along with his colleagues.

Although he is a member of the regular Democratic organization, his liberal instincts permitted him to bridge the gap between the Democratic regular and reform delegations. Consequently, he is trusted and respected by all factions of the Democratic delegation. This puts him in the position of the flaming one among the different elements, the leader of the Democratic group.

Nassau County Assemblyman Leonard Kremer, who became chairman of the Ways and Means Committee, will be in touch with the Governor on all matters and will work for the welfare of the Nassau County bar association Labor Law Committee.

Proposed cuts in welfare and Medicaid services trouble Democratic legislators from Long Island and ghetto districts. Recommendations for revisions of formulas of state aid to education upon Democratic legislators from both urban and suburban areas. What looks like a bit of fiscal austerity, is very little by way of goodies that legislators can bring home to their constituents. The only bright spot on the horizon for the legislators is the Governor's plan for certain tax cuts.

No Reprisal Clause Protects "Anyone"

A PROFESSIONAL employee of a school district was absent from her position for 12 days without permission. During this same 12-day period, the Teachers' Association of that district was on strike. The employee refused to cross the picket line. The absent employee was not a teacher and she was, therefore, not a member of the bargaining unit covered by the teachers' contract.

The employee was discharged by the district and the Teachers' Association filed a grievance under its contract based upon the following language:

"The (district) . . . agrees it will not engage in any acts of reprisal against anyone because of their participation in the job action of Sept. 4 through 19, 1975" (emphasis added).

The contract also contained a valid grievance and arbitration procedure.

The district moved in Supreme Court to stay the arbitration, which application was denied. On appeal to the Appellate Division, Third Department, the district argued that the provisional employee was not a member of the Teachers' bargaining unit, and that there was no intention to cover her under the Governor's program of the collective bargaining agreement. One judge dissented and agreed with that position. The majority, however, affirmed the lower court's dismissal of the application to stay the arbitration.

The court said:

"The fact that the employee involved is not a member of the bargaining unit is immaterial. Respondent maintains that the 'No-Represent Clause' provides that petitioner will not engage in any acts of reprisal against anyone because of their participation in the job action. Given the definition of an arbitrable grievance in the agreement as including the interpretation of meaning of any of the provisions of this agreement it is clear that the present controversy revolves around the meaning of the 'No Reprisal Clause'."

In the Matter of South Colonie Central School District v. Patrick Long, as President, South Colonie Teachers' Association, 386 N.Y.S. 2d 448.

A POLICE officer in New York City was brought up on charges of misconduct based upon a series of events which involved giving a ride to two females from Central Park to Tavern on the Green, a restaurant at the edge of Central Park. According to the charges, the officer entered the restaurant for no valid purpose; failed to notify the radio dispatcher of unauthorized person in his car; sat at a table in the cocktail lounge with five females while in uniform; refused to leave the premises without just cause after being asked by the assistant manager of the restaurant to leave the premises; failed to obey promptly an order of a superior officer, and committed certain other acts of insubordination.

After a review of all the evidence, the Trial Commissioner found the patroinl guilty of all specifications, except one. The Police Commissioner approved and approved
What's Your Opinion

By PAMELA CRAIG
QUESTION
Do you think that the merit system could be improved upon?

THE PLACE
New York Perchakie Institute, Manhattan

OPINIONS

Amanda Perez, secretary to director of administration: "Yes, I do. I guess from my own experience. There are those who are good at everything. I don't think those who are bad should not. As a result, a person who is performing a job, reliably and effectively, yet is unable to pass an exam, will not be afforded the permanent position. Yet when a person can walk on the streets, take an exam, pass it and take the job that another has already been doing for years. What does the exam prove? I feel what really counts in situations like that is the ability to have to put in the decision-making process. There should be like that is to allow the supervisor to have input."

Betty Cooper, stenographer: "Yes, I feel it could provide more protection for that kind of worker."

Wanda Battle, secretary to director of institute: "Yes, I do. I guess from my own experience. There are those who are good at everything. I don't think those who are bad should not. As a result, a person who is performing a job, reliably and effectively, yet is unable to pass an exam, will not be afforded the permanent position. Yet when a person can walk on the streets, take an exam, pass it and take the job that another has already been doing for years. What does the exam prove? I feel what really counts in situations like that is the ability to have to put in the decision-making process. There should be like that is to allow the supervisor to have input."

Betty Cooper, stenographer: "Yes, I feel it could provide more protection for that kind of worker."

CSEA has got to do something else. It would give the workers a boost of confidence."

David Arulian, medical photographer: "The Merit System needs a tremendous amount of improvement. As it stands now, politics plays an important role. In my opinion, this is the case of this position. If they are going to use the system, then they should strictly abide by its rules."

John M. Van Duzer, carpenter: "I feel the Merit System is absolutely the system to hire from. If the system didn't exist, the positions that would be filled would be filled by inexperienced metropolitan police appointees. In this case, I don't believe they should have to wait for years in between increments. If a person is working one job and performing it well, he or she should be able to receive an increment or raise. It would be a good morale and would make them try harder to do a good job. It's an incentive to improve the system."
CSEA STRENGTH IN UNITY MEMBERSHIP DRIVE

EXTENDED TO APRIL 1, 1977

Never in the history of our union has it been so vital to stick together — grow together and share the load to keep us strong. In these tough times, the greater the percentage of membership of any county unit or chapter, the greater the strength at the bargaining table. The greater the percentage of state employees belonging to CSEA, the greater the strength of the state bargaining units.

Therefore, we are offering members in good standing a cash incentive to recruit new members. There is no limit to the number of new members you may sign up. And while the cash incentive is nice to receive, the most important factor is the strength you will be helping to build for you and your fellow worker.

ONE (Member) WILL GET YOU FIVE ($5)

For each new member you sign up between now and April 1, 1977, CSEA will award you $5.00. After you have signed up the new member he must be on the payroll for four bi-weekly pay periods or the equivalent thereof.

CHAPTER OR UNIT PRESIDENT HAS CONVENIENT SIGN-UP CARDS

Ready to go? See your Chapter or Unit president for special sign-up cards which have a place to record all the necessary information. Send your cards in as soon as you sign up a new member — and we’ll credit your account with $5.00 for each member signed up.

We’ll keep your account up to date and will return to you, in writing, a receipt for each new member you’ve signed up. In approximately 8-12 weeks you will receive your cash payoff.

New members must work in a unit of government represented by CSEA. So we urge you CSEA members — go to it — start signing up non-members for cash in your pocket and security in your future.

NON-MEMBERS SHOULD HELP SHARE THE LOAD

If you’re a non-member, we ask you to think of this: sharing the load in these tough times is important. Legally, we represent you — at the bargaining table — and even in processing grievances. And we need your support — morally and financially — to fight the battles ahead. Our dues are most reasonable for the services provided. . . services which benefit you in many ways.

So help us share the load by signing up with us.

CSEA — the most powerful force in New York State working for public employees.
List Proposed Legislation

(Continued from Page 1)

The top 10 stores to dominate employee patronage includes a wide range of products and services. The stores are:

1. Atco, New Jersey
2. Bridgeport, Connecticut
3. Buffalo, New York
4. Chicago, Illinois
5. Cincinnati, Ohio
6. Dallas, Texas
7. Denver, Colorado
8. Detroit, Michigan
9. Houston, Texas
10. Los Angeles, California

According to the survey, the top 10 stores are likely to continue to dominate employee patronage for years to come. However, it is important to note that the survey is not conclusive and other factors may influence the results. Additionally, the survey was conducted in a specific region and may not be applicable to other areas.

Syracuse, New York — The Heights of Teamster Local 806 on Long Island was accused Jan. 21 in Federal District Court in Brooklyn of having taken $1 million as a fee for his services to the union and to its welfare and pension funds.

The charges were filed by the United States Department of Labor, as the first action in the department's two-year investigation of the International Brotherhood of Teamsters and the pension reform issue.

The suit named George Snyder of the union to pay himself at least $1 million for his services as a trustee of union funds which was "far in excess of any reasonable compensation to Mr. Snyder from the union's welfare or pension funds."

The federal action also named 12 past and present trustees of the welfare and pension funds of using pension money to redecorate the Melville Teamster headquarters. The suit asked for the appointment of a receiver to take custody of the three welfare, pension and annuity funds and for the ouster of the 13 past and present trustees including Mr. Snyder.

Teamster Local 806 moved to Melville from New York City two years ago.

The Legislative Chairmen
Got An Issue To Oppose Or To Support?

If you wish to support or oppose a bill, write or telephone the bill's sponsor, or contact the legislative committee that has been given the proper authority.

AGENCIES:

Health: John C. Dean, Room 112, Legislative Office Building, 472-2690.


Banks: George A. Cinottta, Room 941, Legislative Office Building, 472-6580.

Child Care: Howard L. Lascher, Room 422, Legislative Office Building, 472-3450.

Education: John C. Dean, Room 112, Legislative Office Building, 472-2690.


Consumer Affairs and Protection: Harvey L. Streetiun, Room 846, Legislative Office Building, 472-3600.


Education: Leonard P. Stavlsky, Room 717, Legislative Office Building, 472-2740.

Health: Alan G. Heyes, Room 717, Legislative Office Building, 472-2740.

Higher Education: Melvin H. Miller, Room 824, Legislative Office Building, 472-2060.


Judiciary: Leonard Silverman, Room 627, Legislative Office Building, 472-4210.


Labor: Beverlyn Paorner, Room 441, Capitol, 472-3440.

Local Governments: James W. McCabe, Room 526, Legislative Office Building, 472-2050.

Local Government: Harold E. Morgan, Room 903, Legislative Office Building, 472-2740.

Real Property: Peter G. Mirto, Room 822, Legislative Office Building, 472-3740.

Social Services: George W. Miller, Room 424, Legislative Office Building, 472-2510.

Transportation: Thomas R. Frew, Room 822, Legislative Office Building, 472-2510.

Taxes: Stanley Steinberg, Room 349, Capitol, 472-6161 and 72-7643.

Social Services: George W. Miller, Room 424, Legislative Office Building, 472-2510.

Taxes: Stanley Steinberg, Room 349, Capital, 472-6151 and 72-7643.

Local Governments: James W. McCabe, Room 526, Legislative Office Building, 472-2050.

Social Services: George W. Miller, Room 424, Legislative Office Building, 472-2510.

Taxes: Stanley Steinberg, Room 349, Capital, 472-6161 and 72-7643.

Local Governments: James W. McCabe, Room 526, Legislative Office Building, 472-2050.

Social Services: George W. Miller, Room 424, Legislative Office Building, 472-2510.

Taxes: Stanley Steinberg, Room 349, Capital, 472-6161 and 72-7643.
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- Rut Jones, Newsday

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"A FASCINATING AND EXCITING MUSICAL."

- Rut Jones, Newsday
(Continued from Page 4) Office, Assistant Secretary of the Army (Office of Reserve Affairs) Deputy for Reserve Affairs, GS-7.
Office, Secretary of the Army Special Assistant, GS-15. Secretary (Reserve), GS-11. Office, Under Secretary Of the Army Secretary (Special Reserve), GS-18. Office, Assistant Secretary of the Army Manpower (Reserve), GS-16.
Office of the Secretary Secretary of the Navy, Level II. Under Secretary of the Navy, Level IV. 4 Assistant Secretaries of the Navy, Level IV. Office of the General Counsel General Counsel, Department of the Navy, Level V.
3 Deputy Assistant Secretaries Deputy Secretary, GS-15. 3 Special Assistants to the Military Assistant to the President, (Regulatory Review), GS-16. Private Secretary to the Secretary of the Navy, GS-11. Confidential Assistant to the Secretary of the Navy, GS-10. 4 Confidential Secretaries to the Assistant Secretary of the Navy, GS-10. Special Assistant to the Military Assistant to the President, GS-9.
DEPARTMENT OF THE INTERIOR Office of the Secretary Secretary Under Secretary, Level III. 6 Special Assistants, Level IV. Office of the Secretary 2 Deputy Under Secretaries, Level III. Director, Office of Water Research and Technology, GS-18. Chair, Board of Regional Council, GS-18. Executive Assistant to the Secretary, GS-15.
Director, Office of Hearings and Appeals, GS-17. Assistant to the Secretary and Director of Public Affairs, GS-17. Legislative Counsel and Director of Legislation, GS-17. Deputy Assistant Secretary, Fish and Wildlife, and Parks, GS-17. 2 Deputy Assistant Secretaries, Energy and Minerals, GS-17. Deputy Assistant Secretary, Program Development and Budget, GS-17.
Assistant to the Secretary (Alaska), GS-15. Technical Assistant to the Under Secretary, Alaska, GS-17.
Deputy Under Secretary, GS-16. Deputy Assistant Secretary, Fish and Wildlife, and Parks, GS-18. 2 Deputy Assistant Secretaries, Law and Water Resources, GS-18.
Deputy Assistant Secretary, Energy and Minerals, GS-18. Deputy Assistant Secretary, Ocean Mining Administration, GS-18.
Deputy Solicitor, GS-18. 5 Associate Solicitors, GS-17, 18. Office of the Secretary Special Assistant to the Secretary, GS-18. Office of Territorial Affairs Director, Office of Territorial Affairs, GS-18. Governor of American Samoa, GS-18.
Office of the Secretary Assistant and Science Advisor to the Secretary, GS-15. 15 Special Assistants, GS-15, 14. Assistant to the Assistant Secretary, GS-45. 15 Assistant Secretaries, GS-16. Confidential Assistant to the Secretary, Private Secretary, GS-12. 16 Confidential Assistants, GS-11, 12. Stewart, GS-5.
Law Enforcement Assistance Administration Administration, Law Enforcement Assistance Administration, Level III. Deputy Administrator for Policy Development, Level IV. Deputy Administrator for Administration, Level V. Assistant Administrator, Office of Juvenile Justice and Delinquency Prevention, GS-18. Immigration and Naturalization Service Commissioner, Level V.
Law Enforcement Assistance Administration Special Assistant to the Deputy Administrator, GS-18. 5 Special Assistants, GS-18.
Office of the Secretary Secretary of the Interior, GS-18. Under Secretary of the Interior, GS-18. 6 Deputy Assistant Secretaries, Level IV. Assistant Secretary, GS-18. 3 Associate Deputy Secretaries, Level III. Executive Assistant to the Assistant Secretary, GS-12. Associate Deputy Secretary, GS-15. Confidential Assistant to the Assistant Secretary, GS-15. Special Assistant to the Assistant Secretary, GS-15. 2 Special Assistants to the Assistant Secretary, GS-15.
Office of the Special Assistant, GS-18. 5 Special Assistants, Level IV. General Counsel, Level V. Commissioner of Welfare (Special Assistant, Secretary of the Interior), Level V. 10 Regional Directors, GS-17. 9 Assistants to the Secretary, GS-18. Special Assistant to the Secretary, GS-17. Special Assistant to the Secretary, (Continued on Page 15)
CIVIL SERVICE LEADER, Friday, February 4, 1977

REAL ESTATE VALUES

Publisher's Notice: All real estate advertised in this newspaper is subject to the Federal Fair Housing Act of 1968 which makes it unlawful to discriminate against any person in the rental or sale of a dwelling because of race, color, religion, sex, or national origin.

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(1) The ads are usually prepared by real estate brokers and are intended to advertise available properties.

(2) They may be used by individuals or families looking for housing.

(3) The information provided includes details about the properties, such as number of rooms, price, and location.

(4) The ads also include contact information for brokers or sellers who can provide more details or assistance in the real estate search.

(5) These ads are part of a larger real estate market where buyers and sellers interact to negotiate deals.

(6) The ads may use various strategies to attract potential buyers, such as highlighting unique features or competitive pricing.

(7) The ads are often placed in newspapers, real estate magazines, or online platforms to reach a wider audience.

(8) They play a crucial role in the real estate industry, as they facilitate the dissemination of property information and generate interest among buyers.

(9) These ads can be a valuable tool for those looking to purchase or rent properties, as they offer a glimpse into the available options in the market.

(10) The ads illustrate the complexity and diversity of the real estate sector, where both buyers and sellers engage in negotiations to reach agreements.

(11) They are part of a broader trend where technology and communication tools have transformed the way real estate is marketed and sold.

(12) These ads can also provide insights into the regional housing market trends and the preferences of potential buyers.

Take a moment to explore the ads and consider how they might inform your real estate search or decision-making process.
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TAMAR

Golf & Tennis
Civil Service Employees Assn., Suffolk Local 853 president James Carihan, left, swears in Brookhaven Town unit officers Ruth Kempf, president; John Girandola, first vice-president; Joseph Centineo, Civil Service Employees Assn. Suffolk Local 852 president James Corbin, left, swears in Brookhaven Service Commission, left so recom-

Plan To Drop Merit System

"This proposal would remove the competitive merit and fitness features of the civil service system which provides an equal opportunity for all, and revert back into the personnel group's re-

No Valid Grievance

The report, delivered to Victor S. Baburo, president of the Civil Service Commission, also recom-

WATERTOWN—A three-member panel has ruled that Sheriff Deputy Jack R. Draper, Civil Service Employees Assn. county unit member, did not have a valid grievance against Sheriff Irving F. Angel for implementation of change in shift-
Mr. Carter's Jobs

(Continued from Page 11)

Executive Assistant to the Secretary, GS-10.
Confidential Assistants to the Under Secretary, GS-15, 14, 13, 11, 8.
Secretary (Stenography) to the Executive Assistant to the Secretary, GS-16.

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WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons 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 4 p.m. Special hours for Thursdays are 8:30 a.m. to 4 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline. Announcements are available only during the filing period.

By subway, applicants can reach the filling office via the IND (Chambers St.); BMT (City Hall); Lexington IRT (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); 85 Courts St.; Brooklyn 11201; phone: 566-8300.

The Board of Higher Education advises teaching staff applicants to contact the individual schools; non-faculty jobs are filled through the Personnel Department directly.

STATE — Regional offices of the State Department of Civil Service are located at the World Trade Center, Tower 2 58th floor, New York 10048 (phone 486-1427; 10 a.m.-3 p.m.); State Building Campus, Albany 12235; Suite 760, 1 W. Genesee St., Buffalo 14202; 8 a.m.-4 p.m. Applicants may obtain announcements by writing (the Albany office only) or by applying in person at any of the three.

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

For positions with the Unified Court System throughout New York State, applicants should contact the Staffing Services Unit, Room 2120, Office of Court Admin., 270 Broadway, N.Y. phone 438-1414.

FEDERAL — The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 20 Federal Plaza, New York 10004. Its hours are 10 a.m. to 6 p.m., weekdays only; telephone 254-0452.

Federal entrants living upstate (North of Dutchess County) should contact the Syracuse Area Office, 301 Erie Blvd. West, Syracuse 13202. Toll-free calls may be made to (400) 525-977. Federal titles have no deadline unless otherwise indicated.

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The rush to retire

What do all these well-known Civil Service Employees Assoc. leaders have in common? It's the fact that within the last year or two they have retired from civil service employment. Nearly all of them continue to be vigorously influential within the union, though, as statewide, regional and or chapter officials. These pictured here are only a random sampling of those who have taken the plunge, and there are a number of other prominent leaders ready to go.

CIVIL SERVICE LEADER, Friday, February 4, 1977

The rush to retire

MANHATTAN—A retirement luncheon was held for deputy tax commissioner, associate compliance agent Samuel Emmett on Jan. 20 at Peppers Restaurant in the Fifth Avenue Hotel.

Mr. Emmett retired Jan. 16 after 32 years of service beginning Sept. 9, 1943, when he was one of three men appointed to the first civil service tax collector post.

Subsequently, he became the first senior tax collector in New York State and the state's first associate, then acting principal tax collector.

The several hundred people from around the state gathered at the luncheon included members of Mr. Emmett's family and people whom he had worked with and in some cases trained during his more than three decades of service.

Seymour Paken, senior tax compliance agent, introduced the various speakers, including former Commissioner of Taxation and Finance Mario Provacchio who said, "I'm proud to be here to pay homage to a man like Sam Emmett."

Theodore C. Wend, president of the Civil Service Employees (Continued on Page 14)

Newly retired Sam Emmett wastes no time in passing out calling cards announcing his new business venture. His enthusiasm and vigor in union activities have made him a well-known figure, but he chose to retire at 35 years' service with the state, because he did not want to make the "death gamble" in providing for his family. Left, from extreme corner of photo, are CSEA vice-president James Lennon, the union's director of education Edward Diamond and its assistant executive director Joseph Dolan.

(Continued on Page 14)