Fast Unemployment Money For Snow-Bound

ALBANY—The Civil Service Employees Assn., noting that some 25,000 non-teaching school district employees it represents have been idled across New York State by the forced closing of some 1,300 schools due to the natural gas shortage crisis, reminded those employees that the usual waiting period for unemployment benefits has been waived and that they should immediately apply for unemployment benefits at their local NYS unemployment office.

The CSEA's statewide non-teaching school district employees committee reported that school district employees idled because of the school closings, and other local governmental employees idled because of severe winter weather conditions in some parts of the state, might be eligible for immediate unemployment benefits. They should contact the CSEA's Office of Local Government at statewide headquarters in Albany with any questions. The number is (518) 434-0191.

The CSEA said that efforts to contact directly the local officials at each affected school district have been hampered by the large number of districts involved. Many of its officials in the areas heavily hit by severe winter storms are unentering their services to storm-related assistance efforts, often working around the clock.

Fact-Finding Hearings

Open In Albany Feb. 7

ALBANY—Fact-finding hearings into the contract dispute between the Civil Service Employees Assn. and the State of New York, affecting 145,000 state workers in four major bargaining units, were scheduled to begin on Monday, Feb. 7, and continue on Tuesday. Additional dates, if required, were to be scheduled.

The fact-finding hearings were to be conducted in the basement room of the State Education Department building in Albany by noted labor mediator Theodore W. Kheel, of New York City. Some members of the panel include John Sands, professor of law at Albany Law School, and Robert Rubin, professor of law at Syracuse University College of Law.

The dispute, over a contract expiring July 1, 1977, went to impasse in December and subsequent mediation efforts by the State Public Employment Relations Board failed to resolve the issue.

As the dispute entered fact-finding, the CSEA was demanding a salary increase of 12 percent with a minimum of $1.200, and the State was offering a $350 increase effective April 1 and a 5 percent increase effective Jan. 1 (Continued on Page 3)
Near Agreement To Fill 15 Jobs At Psychiatric Center Industrial Shops

ALBANY—At Leader presstime, an agreement was being worked out between the State and the Civil Service Employees Assn. to create 15 new positions in the industrial shops of state psychiatric centers.

The agreement is the result of a contract grievance the CSEA filed last spring on behalf of industrial shop workers whose jobs were being eliminated by the closing of the existing industrial shops and the contracting-out of their work to private-industry employees.

The CSEA, representing more than 5,000 employees of Mental Hygiene facilities in the state, called the move a violation of contract provisions barring such contracting-out. The case was scheduled to go to arbitration Jan. 14, but the state's Office of Employee Relations offered to settle the matter with the CSEA without arbitration, by the creation of the 15 new positions.

The new jobs will fall into the job titles of maintenance assistant (Grade 9); and supervising garment worker (Grade 7). The items will be filled by employees who were laid off when the state began closing the shops.

"We are glad the 15 new items have been created through the union's endeavor," said William McGowan, CSEA executive vice-president and the chairman of its Mental Hygiene chapter presidents council. "It shows the state that we are willing and able to stand up for our rights. I hope this will make the CSEA members even more vigilant in our fight against contract violations on the part of the state."

You may not be dying to give blood, but some day you may be dying to get it.

Federal Retirees Meeting Scheduled

MANHATTAN—The next regular meeting of Manhattan chapter 23 of the National Association of Retired Federal Employees will be held on Wednesday, Feb. 16, 1977, at the McBurney YMCA, 23rd St. between 7th and 8th Ave., at 7:30 p.m.

Joseph Poole, revenue agent of the Internal Revenue Service, will speak and answer questions on "Tax Problems of Federal Retirees." All Federal retirees are invited to attend.

Jewish Employees To Meet Feb. 23

MANHATTAN — The Jewish State Employees Assn. will meet Feb. 23 at 5:30 p.m. in room 5890 of the World Trade Center. The main business of the meeting is scheduled to be a discussion of the pending commission for officers for the coming year.

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Please send me FREE information

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8. PROGRAMS NOW AVAILABLE ARE:

1. NEW 77 CARS—

2. 3. TVS, REFRIGERATORS, STEREOS, FREEZERS, AND CONDITORS at approximately 5% over actual dealer cost

4. ISRAEL HOLIDAY PROGRAMS NOW AVAILABLE ARE:

1. NEW 77 CARS—

2. 3. TVS, REFRIGERATORS, STEREOS, FREEZERS, AND CONDITORS at approximately 5% over actual dealer cost

4. ISRAEL HOLIDAY PROGRAMS NOW AVAILABLE ARE:

1. NEW 77 CARS—

2. 3. TVS, REFRIGERATORS, STEREOS, FREEZERS, AND CONDITORS at approximately 5% over actual dealer cost
Orange County Court Workers Lincoln Pay

(Continued from Page 1) CSEA local president Carol Dubovick challenged a directive issued earlier by the administrative judge for the Ninth Judicial District stating that those Orange County courts would remain open on that date.

Orange County chapter president Dubovick took issue with the original directive from district administrative Judge Joseph P. Gugliardi, of White Plains, pointing out that the CSEA contract with Orange County provides for a holiday that falls on a Saturday to be observed as a paid holiday on the previous Friday, Saturday, Feb. 12, in Lincoln’s Birthday, listed in the CSEA contract as a paid holiday. Ms. Dubovick, who was prepared to file a formal grievance over this decision of courts on Friday, called the reversal by Judge Gugliardi “an important contractual victory that preserves the integrity of the local contract.”

In top photo are some of the Downstate Medical Center employees who participated in meeting where process was passed urging parent union to develop contingency plan of preparedness in event CSEA stance would appear to be in violation of contract.

Robert Keeler presided over meeting of Downstate Medical Center’s Civil Service Employees Assn. chapter 646 last month. Meeting was among many being held throughout state to discuss developments and possible strikes for state employees.

Charge Rockland-SEIU Conspiracy

(Continued from Page 1) recently had the terms of their salaries and working conditions for 1978 imposed upon them by legislative action, and were eager to begin negotiations for a 1979 contract.

Despite the union’s demands that negotiations start as soon as possible, however, the county

never did sit down to bargain for the new contract. This brought on a declaration of impasse by the CSEA, as well as the improper practice charge.

Last week, a hearing on the improper practice charges was to be held before PERB hearing officer Louis Patack in New York City. But SEIU made a surprise appearance at that meeting, demanding to adjourn the hearing and to be allowed to speak as an “intervenor” in the proceedings. Mr. Patack denied the outsiders’ motion to adjourn the hearing, and sent their petition to be held before full PERB board.

Meanwhile, the two parties involved in the dispute—the CSEA and county—signed a stipulation describing the events that led to the filing of the improper practice charge. Appearing for the union was attorney J. Martin Cornell, field representatives Larry Beanblossom and Mr. Braun, regional field supervisor Thomas J. Lupoeillo.

L.I. Opens Nominations For Regional Officers

NORTH AMITYVILLE—Joseph Atiello, chairman of the Long Island Region nominating committee, has announced that the committee will receive nominations for regional officers until March 1.

The panel held its first meeting Tuesday, Feb. 1 at the Regional Headquarters building here. Mr. Atiello, former president of the CSEA at Kings Park Psychiatric Center, said persons interested in seeking office should submit their names, the offices and their qualifications.

Serving with him on the committee are: Arthur Levine, Long Island State Parks; Carl Pugliese and Alice Hachey, Nassau; Ruth Ormsby, Eustis Meadow Public School; Arthur Henshaw, State University at Farmingdale; Al Castaldi, State University at Stony Brook; Mike Corbin, Suffolk Educational; Rose Gill, Pilgrim Psychiatric Center, and Lou Mannellino, Region 10 Department of Transportation.

Central Region V Sets Meeting Agenda

SYRACUSE—Central Region V of the Civil Service Employees Assn. holds its first delegate meeting of the year Feb. 25 and 26 in this city. CSEA vice-president Richard Cleary, head of the region, has announced an agenda for the two-day meeting at the Hotel Syracuse.

An educational seminar on election procedures will be the main event for the first evening. This will be held to help prepare regional leaders in the conduct of union elections in late spring.

Fact-Finder Supports Rensselaer

(Continued from Page 1) picture look very bad indeed. "The county has a chance now to check its figures and see if the fact-finder's suggested settlement is affordable. I don't know which way the CSEA negotiations will go but I believe the facts have proved the CSEA's case," Mr. Swita said.

A special membership meeting was called for Feb. 4, 1977, to present the fact-finder's report to the membership.
President Jimmy Carter has been preoccupied with the energy crisis but he is still looking for energetic people to fill many non-civil service posts.

Interested job-seekers should contact the agency with job openings.

The Leader hereby continues its select list of jobs Mr. Carter may fill.

(Continued from previous week)

Director of Economic and Policy Research

Director of Economic and Policy Research, GS-18.

Director of Selective Service, Level IV.

Applies to the following positions:


Chairman, 9th Circuit Court of Appeals, Board, OS-15. 2 Members, Appeal Board, OS-15. Deputy Director, GS-17. Confidential Assistant to the Assistant Secretary, GS-11. Office of the Secretary (General Counsel), GS-18.

Confidential Secretary to the General Counsel, GS-18.

Office of the Secretary (Executive and Policy), Director, GS-17. Deputy Assistant Secretary for Public Affairs, GS-16. Director, Editorial Operations Division, GS-16. Director, Service Support Division, GS-18. Special Assistant to the Assistant Secretary for Public Affairs, GS-15, 16, 17.

Office of the Secretary, Director, GS-18. 10 Special Assistants to the Deputy Assistant Secretary for Legislation, GS-12. Office of the Secretary (Planning and Evaluation), 2 Deputy Assistant Secretaries, GS-18, 17. Special Assistant to the Assistant Secretary, GS-11. Office of the Secretary (Centralized Comptroller), Deputy General Counsel, GS-18.

** FEDERAL SALARY SCHEDULES 1976

The information in the body of this report reflects grades or salaries as of September 30, 1976. Where an ungraded position has a salary range, the basic entrance salary as of September 30 is shown. In some cases, the entrance salary may have been increased subsequent to September 30, 1976. In all cases, as there was a general increase in the salaries of most Federal while-collar employees effective on the first day of the first pay period beginning on or after October 1, 1976, this appendix shows the salaries that are in effect for the different grades of the several pay systems that after that pay increase, under Executive Order 11814, October 1, 1976.

Executive Schedules

The Executive Schedule consists of five levels, with the following salary ranges:

Level I $80,000
Level II $65,000
Level III $50,000
Level IV $35,000
Level V $30,000

However, under Public Law 94-440, the Legislative Branch Appropriations Act, 1977, funds are not available to pay the rates shown above at most positions at Executive Schedule levels. Instead, most positions at Executive Schedule levels are still paid only at the rates that were in effect on September 30, 1976, as follows:

Level I $28,000
Level II $24,000
Level III $22,000
Level IV $19,000
Level V $19,000

This report does not indicate which specific positions are paid at the rates shown above; however, certain positions which pay at the Executive Schedule levels continue to be paid at the old rates. As stated in the report, effective on September 30, 1976.

Postal Executive Schedule

Grade 18 $15,070 Level 17 $17,270 Level 16 $19,411 Level 15 $21,779 Level 14 $26,863 Level 13 $32,153 Level 12 $39,364 Level 11 $49,500 Level 10 $50,350 Level 9 $52,800 Level 8 $60,200 Level 7 $64,400 Level 6 $70,200 Level 5 $78,000 Level 4 $85,800 Level 3 $94,000 Level 2 $103,500 Level 1 $114,000

Compensation of Permanent Federal Employees, Levels 1 to 18

June 1976

Postmaster, GS-18 $70,200
Deputy Postmaster, GS-17 $64,400
Assistant Postmaster, GS-16 $52,800
Assistant Postmaster, GS-15 $49,500
Superintendent of Post Office, GS-14 $49,500
Assistant Postmaster, GS-13 $39,364
Postmaster, GS-12 $39,364
Assistant Postmaster, GS-11 $32,153
Postmaster, GS-10 $29,600
Assistant Postmaster, GS-9 $26,863
Postmaster, GS-8 $24,181
Assistant Postmaster, GS-7 $22,000
Postmaster, GS-6 $20,486
Assistant Postmaster, GS-5 $18,505
Postmaster, GS-4 $16,770
Assistant Postmaster, GS-3 $15,070
Postmaster, GS-2 $13,500
Assistant Postmaster, GS-1 $12,000

Petrol Executive Schedule

Grade 22 $22,500
Grade 21 $21,646
Grade 20 $20,808
Grade 19 $19,005
Grade 18 $17,279
Grade 17 $15,696
Grade 16 $14,111
Grade 15 $12,526
Grade 14 $11,031
Grade 13 $9,536
Grade 12 $8,041
Grade 11 $6,546
Grade 10 $5,051
Grade 9 $3,556
Grade 8 $2,061
Grade 7 $1,561
Grade 6 $1,061
Grade 5 $561
Grade 4 $80
Grade 3 $80
Grade 2 $80
Grade 1 $80

Camps

Mickey Owen's Baseball School

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Tampa, Fla.

Annual Camp

July-August

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Phone: (800) 347-8743

A camp for boys, ages 8-18, will be held at the Mickey Owen's Baseball School. The camp is designed to improve baseball skills and enjoyment of the game. No experience is necessary. Participants will be divided into teams based on age and skill level. The camp will include daily practice sessions, games, and special guest appearances by professional players. The cost of the camp is $250 per week. Pre-registration is required.

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Conclusion

The information presented in this report reflects the salary schedule changes in effect as of September 30, 1976. It is important to note that the Executive Schedule levels have been frozen, and only the rates that were in effect on that date will continue to be paid. The information provided should be used as a guide for understanding the current salary structures within the Federal government.
The State Assembly has released its first payroll list for the 1977 session with most staff members receiving raises over last year. How do you react to this in the face of the breakdown in the current negotiations for state employees?

The PLACE
Greedmoor Psychiatric Center, Queens

Murray Kalb, principal accountant: "There is no point where it will be difficult for them to be effective in their work. Certainly, the state has an obligation to reach a satisfactory settlement on wage demands and an agreement on other legitimate contract considerations."

William Duffy, welder, operations: "I feel that we are coming to the end of the great disparity. Each year in my class, whereby a person could work to his own ability to better his family and support his family in a decent manner. Now it seems that the State Assembly is treating the two-class system, the very rich and very poor. The middle class, a very large group, is suffering the unemployed, and the upper crust who cherish their tax loopholes."

The Editor: The Leader

The Leader: "The state employees have not received a raise in three years. Why should we have to dig into our pockets to pay for their raises in order for them to continue a luxurious life? We have families to support like they do and we do it on a fourth of the salary many of them make. Aren't they causing the inflation they and we would cause if we were to receive a pay raise?"

Frieda Schiehman, senior account clerk: "Why are they more special than we are? Is it because the favored few work closely with the executive and legislative leaders? Our workload has increased tremendously, while our workforce has been cut by attrition with no replacements in sight. No new clerical help has been hired, yet we are expected to produce an excess of work. We are working under pressure and our attitude certainly will have to change if the small group, who is essential to the running of state facilities, is completely ignored.

Al Brunston, clothing clerk: "I don't understand why civil servants are being denied a raise in very word terms. The Assembly in the same month grants raises to its aides. It feels it shares total disregard for the rest of the civil servants. We haven't received a cost-of-living raise in three years. Why should you require us to dig into our pockets to pay for their raises in order for them to continue a luxurious life? We have families to support like they do and we do it on a fourth of the salary many of them make. Aren't they causing the inflation they and we would cause if we were to receive a pay raise?"

Pamela Dalton, supervisor: "I resent the State Assembly for voting rates for their aides. I only feel that most of us here are underpaid for the type of work we do. I also know many people who are in the same situation. When the government does this, it does great harm for the morale of the whole system. New York State employees have not received a raise in three years. Why should we have to dig into our pockets to pay for their raises in order for them to continue a luxurious life? We have families to support like they do and we do it on a fourth of the salary many of them make. Aren't they causing the inflation they and we would cause if we were to receive a pay raise?"

Eugene Hamilton, account clerk: "I react with disappointment and dismay. In the light of all that is going down in the CSEA negotiations, I find no justification for their actions. Do you have to be directly working for the Assembly to get a raise? The workload has increased, due to retirement, and we have not received some token increase? If incentive and high performance on the job is required, then we require the raise that has been promised to us."

Cash Awarded by State For Money-Saving Ideas

ALBANY—Seventeen state employees won a total of $1,100 in cash awards in January for money-saving ideas submitted to the New York State employee suggestion program. The program is administered by the State Department of Civil Service. Estimated first-year savings from these suggestions total $15,225.

Suffolk Exams Close Feb. 16

RAUPPAUC—The Suffolk County Civil Service Department is accepting applications for eight open competitive examinations until Feb. 15.

Senior bookkeeping machine operator (open competitive exam. No. 17-151) pays $8,890 and has March 19 written test. Marcellin operator (o.c. 17-154) pays $5,898 and also has a March 19 written test.

Principal map drafter (o.c. 17-148) pays $12,000 and has March 19 written test. Town purchasing director (o.c. 17-147) has a March 19 written test and about a $14,000 salary.

Letters to the Editor should be less than 200 words. The Editor reserves the right to edit or condense. Political topics of letters that exceed the maximum length. Meaning or intent of a letter is never changed. Extensive letters that cannot be edited to a reasonable length are not used unless their viewpoint is so unique that, in The Leader's judgment, an exception should be made. All letters must be signed and bear the writer's address and telephone number. Names will be withheld upon request.

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Walking The Plank To Work

The controversy over five New York City Sanitation Department workers who refused to walk a plank—pirate fashion, the workers would probably say—ended almost as quickly last week as it started, and that's probably just as well.

Debunked claims that were cast aside were thrown across each other in the public debate over the workers' behavior. The economic picture in the city. While the Republicans still retain a two-to-one edge in the political party enrollment, the Democrats now control the county's ten towns. Moreover, the Democratic organization is solvent and has no problem raising funds.

The mayor and his wife are over 65, and the youngest member of the House of Representatives is 65 and 10 years old. The previously uncompetitive Reformers have become quite promising over the same period. The new law provides for twice yearly installment payments, instead of lump sum payments. This is treated as ordinary income. The wind is the fact that the mayor and his wife are over 65.

Questions & Answers

Q. When you contact a social security beneficiary, there will be an application and determine if you are eligible for disability benefits on your own work record or on your husband's. A disabled widow may qualify for benefits at age 50. A divorced woman may qualify for benefits at age 51.
Flaumenbaum Blasts Merit Reform: "Boss Tweed Days"

MELVILLE—"I can't believe that the County Executive is going to ask, 'who worked hardest this month?' He's going to ask, 'Who's going to eat me?'"

The statement, part of a sharply satirical attack against Governor's latest proposals to reform the civil service Merit System, was delivered by Irving Flaumenbaum, president of the

Mr. Flaumenbaum told the group that some- seeking politicians were damaging the future of labor-management relations in the public sector by promoting "myths" about alleged high salaries and pensions in the civil service.

The cynical of this approach in poisoning the attitude of public service employees against the elected leaders of government, and producing an atmosphere much more likely to promote strikes by public employees, Mr. Flaumenbaum said.

Negotiations are hampered by the "Tweed Law" because it imposes sanctions against labor but

(Continued on Page 18)

Lennon Rebuts Radio Editorial On "Merit"

FISHKILL—An editorial by radio station WGNU supporting a proposal that "merit replace seniority" has drawn fire from Southern Region III president James Lennon of the Civil Service Employees Assn.

The proposal that "pay and promotions for state workers should be based on merit, rather than on years of service" was submitted to a panel of consultants hired by the state to study the civil service Merit System and to recommend changes in that system.

In his rebuttal, which was aired by the radio station on Feb. 1, Mr. Lennon expressed the CSFA's opposition to the idea stating that its adoption would mean a return to the "spoils system."

"The present system ensures that the most qualified candidate gets the job, and that rewards are given for long and meritorious service—and not for being the crony of the boss," Mr. Lennon said.

The CSFA recently announced plans to hire its own consultant to conduct a probe of the Merit System. The action is in

(Continued from Page 6) still unknown, but will clearly be considerable for both the state and its local government. The virtual abdication of industries and stores in many communities, with the forced layoffs of employees, will ultimately be reflected in decreased tax collections at both the state and local government levels.

In addition, snow removal costs and potential increase in welfare costs will add more weight to local government costs at the very moment when the Governor's budget spells out a program of fiscal austerity. While the Governor's budget spells out reductions in state aid for school districts, most if not all of the districts are necessarily worried about the impact on school budgets of increased fuel costs over the course of the severe winter.

Under the circumstances, it will take all of Barnabas's considerable persuasive talents to keep the legislators in line as they grapple with the budget for the next fiscal year.

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at your New York State authorized Volkswagen dealer.
"We can't allow the Merit System to be replaced."

Ernest G. Dusmond, president of the Education chapter, and a member of the CSEA statewide Board of Directors, addresses the meeting to suggest that the members express support for a telegram sent by Theodore C. Wenzl, statewide president of the Civil Service Employees Assn., to Gov. Hugh Carey.

Seated on the left side of the table are Tim McInerney, chapter president of the Department of Transportation; H. William Lucas, treasurer of the DOT chapter; Ernst Stroebel, president of the Division of Labs and Research chapter; Al Mead, president of Health Local 664; Pat Martino, vice-president of Local 664; Anthony W. Manessi, treasurer of Local 664. On the right are Jim Stewen, president of the Capital District Armories chapter; Muriel Miller, president of the Motor Vehicles chapter; Tom Flavin, of Local 664. On the right are Jim Stevens, president of the Capital District Armories chapter; Muriel Mustrey, of the Motor Vehicle chapter; Bea Verleger, delegate from the Higher Education chapter; Betty Tallman, of Higher Education chapter; Frank Decker, of Local 664, and Tom Flavin, also of Local 664.

Seated from left, Don Longale, executive vice-president of Albany County chapter 801 and president of its South Colonie Schools unit; George Mickel, SUNY at Cobleskill chapter president; Eileen Hodgkins, treasurer, Environmental Conservation chapter; Jimmy Gamble, president, Environmental Conservation chapter.

State Executive Committee chairman Thomas McDonough, of the Motor Vehicles chapter, listens attentively as a report is made to the membership about the status of contract negotiations with the state.

From left are Norma Paige, secretary of the Audit and Control chapter; Gerald Toomey, president of the SUNY Central Administration chapter; Grace Fittamaurice, delegate from Audit and Control; Don Burgaier, president of Audit and Control; Bea McCoy, treasurer of Audit and Control, and members of the Board of Directors; Pauline McDonough, delegate from the Audit and Control chapter.
Negotiations Update At Region IV Meeting

By KENNETH SCHEFF

TROY—The Capital Region's Jan. 17 meeting opened with a screening of the increasingly popular "Gone With the Wind" remake, a 20-minute documentary depicting Donald H. Wollet, director of the Office of Employee Relations, and Gov. Hugh Carey's representative in the state's negotiations with the State Service Employees Assn., performing his now famous "the CSEA has no leadership" speech.

Reaction of the audience was swift: laughter, as if Mr. Wollet's remarks were not to be taken too seriously. The group seemed to see through the performance and enjoy it as an evening's entertainment. One CSEA member was heard to ask if and when this short subject film would appear on Home Box Office. Nominations for placing the film into several award categories also came spontaneously from the floor.

Jack Carey, director of state affairs for the CSEA, responded to Wollet's charge that the difficulty in meeting with the union was knowing who the designated CSEA negotiator was. "I was the one Wollet was dealing with," Mr. Carey said. "I'm not sure who I was dealing with."

He said, "The facts are on our side. Every effort should be made to come to a good settlement."

"The facts are on our side."

From left, Capital Region president Joseph McDermott discusses CSEA business with Joan Hoffmeister, chapter president of Workman's Compensation Local 671, and Don Longale, executive vice-president of chapter 841 and unit president of South Colonie Schools.

Dan Campbell, public relations associate for the Capital Region, prepares movie projector for a film of the controversial interview with Donald Wollet, of the state's Office of Employee Relations.

![Image](https://example.com/image1)

![Image](https://example.com/image2)

![Image](https://example.com/image3)

Ernest Q. Dumond, president of the Education chapter, and a member of the Board of Directors of the CSEA, recommended that the group back the telegram set by the union's president, Theodore C. Wenzl, to Governor Carey critiquing the Wollet statements. The Region agreed to stand solidly behind Dr. Wenzl in this matter.

The meeting's most dramatic moment was an angry speech by Region IV president Joseph McDermott, who blasted an Albany Times Union editorial critical of the Merit System. "They're talking about management deciding who gets promotions and who doesn't," Mr. McDermott shouted. "They want to scrap a time-proven system that supplies the state with competent personnel, and replace it with the politically squalid spoils system."

He urged the membership to participate in a letter-writing campaign to James Pully, Commissioner of Taxation and Finance, who advocated the change in the state's promotion policy.

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He urged the membership to participate in a letter-writing campaign to James Pully, Commissioner of Taxation and Finance, who advocated the change in the state's promotion policy.

![Image](https://example.com/image4)

Above: from left, Cindy Egan, a member of the social committee from the Division of Criminal Justice, and Ron Lindell, also from that division, and chairman of the January Region IV meeting, chat with Nonie Kepner Johnson, chairman of the social committee and delegate from the Law Department.
Flaumenbaum Defends Merit

(Continued from Page 7)

not against management, Mr. Flaumenbaum asserted. "You want to have penalties. OK, fine. Just let them apply to both sides, so that before an employer provokes his employees into striking he might stop to think, 'I might go to jail for this.'"

Mr. Flaumenbaum accused some governments of provoking employees into striking "in order to balance their mismanaged budgets."

Mr. Pashash said Suffolk County was already preparing a proposal to do away with the traditional Merit System and make promotions and supervisory decision. "You already have that in the federal government," he said.

Mr. Pogrebins claimed that the Taylor Law has enabled public employees to gain advances that are not justified, and accused some governments of "giving away the store."

Both management representa-

Westchester Extends CETA

WHITE PLAINS—Westchester County has received notification of funding from the U.S. Department of Labor, to extend Titles II and VI of the Comprehensive Employment and Training Act.

County Executive Alfred DeBellis said a total of $4,500,000 has been received and will be used to retain 711 persons employed by municipalities, school districts and non-profit agencies throughout the two counties. An additional 450 persons have been hired under Title I of CETA.

Food Supervisor File By Feb. 16

WAMPsville—The Madison County Civil Service Commission has opened filing until Feb. 18 for a March 19 open competitive examination for dietary service supervisor.

At present there is one vacancy at the Cherry Hill Infirmary, which pays $7,758. For further information contact the commission at County Office Building, Wampsville.

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**Open Continuous State Job Calendar**

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**Supervising Actuary (Life)** $22,694 20-412
**Supervising Actuary (Casualty)** $24,516 20-412
**Compensation Examining Physician I** $23,742 20-420
**Social Worker** $21,428 20-420
**Dental Hygienist** $21,017 20-420
**Diettitian** $17,010 20-124
**Supervising Dietitian** $22,760 20-124
**Electroencephalographer, Senior** $21,157 20-403
**Food Service Worker** $5,827 20-252
**Hearing Examiner** $8,523 20-152
**Hospital Nursing Consultant** $16,538 20-112
**Industrial Forzen** $10,914 20-550
**Institution Pharmacist** $19,229 20-113
**Legal Careers** $11,164 20-113
**Public Librarians** $10,155 & Up 20-339
**Licensed Practical Nurse** $8,051 20-106
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HARWICHPORT, Cape Cod Area — Beach Plum apartments, garden or 2 bedroom, heat, hot water, cable TV, Harwich, Mass. 617-432-3113.

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Condominiums. First offering ever. New offerinc—1 to 3 bdrms, furnished. $30,000. 327-3272 Owner. 156 baths, frpl with wood burning. Phone (617) 394-5915.

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FARM 44

$35,000 maintainence incL insur. Owner. (617) 548-3894.

Homes located on the South side of Grinnell Ave., opposite Old Sterling Village, tenovated hoaue, 2 bdrms, bath, kitchen, den, study, garden, clothes washer and dryer. For information please call 617-289-9724 after 3 p.m.

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BEAUTIFUL Florida with black founr Myrtle Beach. Open incL fishing, camping, boating, incL fishing, camping, boating. For inforaaion please call 617-293-9735 or 293-3876.

1/4 Acre on West Coast, Florida (Beachfront Property), already developed, ready for home site. $12,000 value, incL all taxes. White P.O. Box 2309, Greenbush, N.Y. 12740 Tel: 910-274-7754 or 977-2851.

3 bedroom, downtown. $75,000 for all. 342 T.flex, Down, 2 1/2 bdrms, 4 baths, in Dr. Black, minutes from shopping and skiing. For information please call 617-243-3160.

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$35,000 maintainence incL insur. Owner. (617) 548-3894.

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RENTAL REAL ESTATE

1/4 ACRE WEST COAST FLORIDA

For rent, 3 bedrooms, 215 baths. Condominiums in beautiful Florida, including Cape TV, lovely, ample space. Large pool and clubhouse at downstairs. Golf course over 3 miles in length. $395 per week or $8700 per month. Contact K. R. Riley, 912 Circle, Orlando, Florida 32809. Phone (305) 423-0336.

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3 bedroom, downtown. $75,000 for all. 342 T.flex, Down, 2 1/2 bdrms, 4 baths, in Dr. Black, minutes from shopping and skiing. For information please call 617-243-3160.

1/4 acre on West Coast, Florida (Beachfront Property), already developed, ready for home site. $12,000 value, incL all taxes. White P.O. Box 2309, Greenbush, N.Y. 12740 Tel: 910-274-7754 or 977-2851.

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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.
Filing for Onondaga County Personnel

Syracuse—The Onondaga County Personnel Department has opened filing until Feb. 16 for four open competitive examinations with 19 written tests and until Feb. 18 for pharmacists I, which does not have a written test. Confidential II (exam no. 65-380) varies widely in salary and has 16 vacancies in various school districts in the county. Conservation District technician (65-432) pays $7,918. Animal control supervisor (65-433) pays $12,025-

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City should file at any of the Department of Personnel, 40 Thomas St., New York, 10013, open weekdays between 9 a.m. to 4 p.m., except holidays. Special hours for Thursdays are 8:30 a.m. to 4 p.m.

Those seeking 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 by mail.

By subway, applicants can reach the filing office via the IND (Chambers St.), BMT (at Chambers St.); FDR (North of Dutchess County) to Court St., or by 482 (North of Dutchess County) pays $7,918.

Several City agencies do their filing through the Personnel Department. The names and addresses of those agencies are their own recruiting and hiring. They include: Board of Education (65-635), City Department of Parks, 41 Thomas St., New York 10013, phone 686-8060.

The Board of Higher Education administers the open competitive examinations for City agency employees. Inquiries about the Department of Personnel should be directed to the Personnel Department directly.

STATE—Regional offices of the State Department of Civil Service are located at the World Trade Center, Tower 2 55th Floor, New York 10048 (phone 686-4246) 10 a.m. - 3 p.m.; State Building Campus, Albany 12239; State Building, Section 100, 1 W. George St., Buffalo 14030; 8 a.m. - 4 p.m. Applicants may obtain announcements by writing (the Albany office is only one of the seven that can supply mail in either of the three branches.

Various State Employment Service offices accept applications for competitive examinations in person, but not by mail.

For positions with the United States System throughout New York State, applicants should contact the United States Employment Service, Room 108, Office of Court Admin., 270 Broadway, N.Y., phone 648-8143.

FEDERAL—The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 360 Central Plaza, New York 10007. Its hours are 8:30 a.m. to 5 p.m., weekdays only.

Delegations from the Central Plaza have been deployed to the various offices. Federal titles have no deadline unless otherwise indicated.

ALBANY BRANCH OFFICE

FOR INFORMATION regarding advertisement placements, contact:

JOSEPH T. BELLEW

303 SQ. MANNING BLVD.
ALBANY, N.Y. Phone IV-2-7474

Public health nursing supervisors (65-757) pays $12,250-$14,530. Pharmacists I pays $11,800-$14,360.

For further information contact the Department at 105 County Office Building, Syracuse, N.Y.

Retiring Soon?

There are 7 Financial mistakes that Retiring Civil Service Employees Often Make. Here are 3 of them:

- You decide not to purchase insurance because you are underinsured for your personal circumstances. (65-357)
- You decide to take a leave of absence from your employer. The most costly way to continue your coverage and there is for better ways to continue coverage while staying the same or better than the one you are in. This includes any example that requires any insurance company to compile its results, to the expense and come up with the new insurance company to consider.
- The difference in premium costs between your current plan and any new plan should be known and not advertised.

FREE RETIREMENT CONSULTATION ANALYSIS
You don't need to go through this analysis alone. The retirement commission will be available to help you decide what plan is right for you.

FREE RETIREMENT CONSULTATION HOT LINE NUMBERS: 1-800-826-8101 OR 1-800-826-8105.

For further information contact the commission at 140 Old Country Road, Mineola, New York 11501.
QUEENS VILLAGE — An agreement has been reached at Creedmoor Psychiatric Center on a program to provide counseling aid to employees with medical, social, behavioral, financial or alcoholism problems.

The agreement, a result of a five-month study conducted by a committee of union and hospital personnel, was signed last week. Serving as the administrative director was the Center's director, William L. Werner, and for the union, Terry Dawson, president of the 1,100-member Civil Service Employees Assn.

The program is titled "Employee Assistance Program," the new service is being offered to all levels of employees at the Center.

The study committee, which was headed by Center chief of service Herminie Plotnik, had been charged with exploring ways to help employees whose job performance needs improvement.

Assistance will be offered to employees at their own request or referral within the hospital, second-stage psychiatric center within the vast state Mental Hygiene organization.

Per协议 Cyrus Fine has been named coordinator of the program.

Emphasis of the program, Mr. Fine explained, is to maintain total confidentiality and to help employees to work at their highest level. It will be conducted independently of the institution's personnel department.

The signers emphasized that anyone seeking help in no way will jeopardize their employment records for terms of future promotions.

CSEA Information Station
Well-Received In Albany

ALBANY — The Civil Service Employees Assn.'s information station will shortly be winding up its first journey through the upstate and downtown Albany chapter locations.

The station visited at least 20 or 25 scheduled stops and has been well-received at all locations.

The CSEA field representatives, William Lochner and Greg Davis, have recently manned the station.

"People were pleasantly surprised to see that the CSEA was showing interest in serving their needs," Mr. Davis said. "They often would stop and ask, 'What's going on?' and when they discovered that the CSEA was there to find out if they had any problems, they were really impressed."

Mr. Lochner commented on the services the booth provided.

"Each location the station visited had several different things. First, we were highly visible and that impressed the membership. Second, we solved hundreds of those little problems that members have but never seem to remember to bring up to their officers. We handled our insurance information, Leader address correction cards, signed up members and established serviced and members as they required."

"Most significantly, CSEA members and non-members alike had ample opportunity to discuss issues and obtain their union's point of view. The booth was available for all state employees to utilize as an informational resource, and it should cause some employees who have been heard to say, 'CSEA is never around,' to reconsider their attitude," Mr. Lochner said.

John Corcoran, Jr., Capital Region CSEA field supervisor, summarized the station concept. "The Capital Region CSEA members and non-members alike had ample opportunity to discuss issues and obtain their union's point of view. The booth was available for all state employees to utilize as an informational resource, and it should cause some employees who have been heard to say, 'CSEA is never around,' to reconsider their attitude," Mr. Lochner said.

"This year the CSEA must be prepared to do what is necessary to secure the results our members expect and deserve. We must be prepared to go the last mile but also be prepared to stand our ground. Preparations have already been made by this region for recruitment, for the members and the membership. Now we must move to the next level, the local state chapters.

"By the end of the contract period, this region must be ready for whatever contingency develops."

Field supervisor Jack Corcoran explained the need for the establishment of such committees. "Last-minute planning never builds confidence, but knowledge that solid planning does exist lets the membership know that the CSEA is ready to do what is required of the membership. The job function is updated, basic implementation or participation must now be structured on the board level in order to make the present plans function properly."

Second Annual Legal Services At Health Meeting

ALBANY——Results of a survey done by the State Health Department Labs and Research Local 665 of the Civil Service Employees Assn. at a Feb. 4 meeting are expected to be reported to a CSEA's legal counsel. Mr. Burstein outlined the results of the survey and discussed and committees were selected for upcoming chapter elections.

Numerous other contract items were discussed, among other things, the CSEA seeking improvements in those contract articles and the State seeking to reduce benefits offered under the articles.

Among benefits the State was willing to negotiate on were personal days, from five down to three annually; first day of sick leave to one hour per year for all individual accidents; first 28 days of workmen's compensation to be changed to a specific number of days and the lowering of vacation credits accumulation from 40 days to 10 days per year payable in cash at retirement or separation from service.

Labor Group
Mar. Meeting

ALBANY — There will be a meeting of the labor-management committee of the New York State Department of Labor at 10 a.m., March 1, at Building 12 on the State Campus in Albany.

All employees of the Department of Labor are invited to submit problems or possible solutions to problems—the three Department of Labor representatives to the CSEA Board of Directors. These three representatives are, who are members of the labor-management committee, are: Robert Lattimer, CSEA Regional Office, Cambridge Square, 4240 Union Road, Cheektowaga, N.Y. 14225; Victor Costa, Vlalley View Regional Office, 3540; Victor Costa, Valley View Regional Office, 3540.

Tie 13 CSEA members on the labor-management committee will be meeting on Feb. 28 at 1 p.m. at the CSEA headquarters, 33 Elk St., Albany.

On the agenda for the March 1 meeting are such topics as appointment procedures, community relations, the budget department, and the affirmative action program.