WENZL SEES LEADERSHIP VINDICATED BY STATE'S HEFTY SALARY INCREASE

By PAUL KTEB

ALBANY—A worried but jubilant Ted Wenzl last week detailed the nearly quarter billion dollar pay and benefits package won by the Civil Service Employees Assn., of which he is president, that will give state workers generally a 14 percent increase within less than a year.

All current employees will receive a salary increase of at least $1,400, with the possibility of more through increments and a special vacation buy-back benefit.

There was no doubt that Dr. Wenzl felt his leadership of the organization was vindicated by the state's hefty offer, which now goes out to the membership for approval.

He said in a press conference last week that "last year we had to recognize the state's fiscal problems and help its efforts at that time to save jobs. I knew from long experience that this year we had to save careers by making state employment worthwhile and thanks to the hard-worked efforts of a magnificent coalition negotiating team, we got what we needed."

For the state agencies and departments represented by the CSEA—as well as other state workers—here's what adds will find in forthcoming paychecks:

• As of April 1, a 5 percent raise or $500, whichever is greater.

Another 4 percent increase Oct. 1, or $400.

• 5 percent more next April 1, or $500, whichever is greater.

Additional items in the package:

• $5 million fund to maintain current health benefits. Should there be a surplus at the end of the year it will be used to improve benefits.

• A $5 million fund for job reallocations.

• Employees for the first time will be able to be paid for five vacation days should they choose not to take that much of their annual earned vacation.

The CSEA agreed to employees using their (Continued on Page 9)

CSEA At Work On Scale Permanency

Disciplined Unity Gave Muscle To CSEA's Demands

The effectiveness of disciplined calm and determination under fire in resolving

(Continued on Page 6)
## Open Continuous State Job Calendar

<table>
<thead>
<tr>
<th>Position</th>
<th>Salary</th>
<th>Code</th>
</tr>
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<tbody>
<tr>
<td>Assistant Clinical Physician</td>
<td>$26,161</td>
<td>20-413</td>
</tr>
<tr>
<td>Associate Actuary (Life)</td>
<td>$18,369</td>
<td>20-330</td>
</tr>
<tr>
<td>Supervising Actuary (Life)</td>
<td>$26,516</td>
<td>20-332</td>
</tr>
<tr>
<td>Principal Actuary (Life)</td>
<td>$26,454</td>
<td>20-331</td>
</tr>
<tr>
<td>Associate Actuary (Casualty)</td>
<td>$18,369</td>
<td>20-416</td>
</tr>
<tr>
<td>Supervising Actuary (Casualty)</td>
<td>$26,516</td>
<td>20-418</td>
</tr>
<tr>
<td>Senior Actuary (Casualty)</td>
<td>$18,142</td>
<td>20-341</td>
</tr>
<tr>
<td>Clinical Physician</td>
<td>$27,974</td>
<td>20-404</td>
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<tr>
<td>Clinical Physician II</td>
<td>$31,055</td>
<td>20-415</td>
</tr>
<tr>
<td>Compensation Examining Physician I</td>
<td>$29,942</td>
<td>20-408</td>
</tr>
<tr>
<td>Dietitian</td>
<td>$9,514</td>
<td>20-407</td>
</tr>
<tr>
<td>Supervising Dietitian</td>
<td>$12,760</td>
<td>20-408</td>
</tr>
<tr>
<td>Electroencephalograph Technician</td>
<td>$7,546</td>
<td>20-304</td>
</tr>
<tr>
<td>Food Service Worker</td>
<td>$6,672</td>
<td>20-352</td>
</tr>
<tr>
<td>Hearing Aide</td>
<td>$11,337</td>
<td>20-211</td>
</tr>
<tr>
<td>Histology Technician</td>
<td>$8,311</td>
<td>20-212</td>
</tr>
<tr>
<td>Hospital Nursing Services Consultant</td>
<td>$11,337</td>
<td>20-112</td>
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<tr>
<td>Industrial Foreman</td>
<td>$10,714</td>
<td>20-558</td>
</tr>
<tr>
<td>Institution Pharmacist</td>
<td>$11,337</td>
<td>20-112</td>
</tr>
<tr>
<td>Legal Careers</td>
<td>$8,051</td>
<td>20-113</td>
</tr>
<tr>
<td>Licensed Practical Nurse</td>
<td>$8,051</td>
<td>20-114</td>
</tr>
<tr>
<td>Maintenance Man (Mechanical)</td>
<td></td>
<td></td>
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<tr>
<td>(Except for Albany area)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Medical Specialist I</td>
<td>$27,942</td>
<td>20-407</td>
</tr>
<tr>
<td>Public Servant</td>
<td>$10,155</td>
<td>20-339</td>
</tr>
<tr>
<td>Medical Specialist II</td>
<td>$33,704</td>
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<tr>
<td>Mental Hygiene Therapy Aides Trained</td>
<td>$7,204</td>
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<tr>
<td>Mental Hygiene Therapy Aides (TBS)</td>
<td>$7,216</td>
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<tr>
<td>Motor Equipment (Statewide except Albany)</td>
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</tr>
<tr>
<td>Nurse II</td>
<td>$9,456</td>
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<tr>
<td>Nurse II (Labor)</td>
<td>$11,337</td>
<td>20-585</td>
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<tr>
<td>Nurse II (Psychiatric)</td>
<td>$11,337</td>
<td>20-586</td>
</tr>
<tr>
<td>Nurse II (Maternity)</td>
<td>$11,337</td>
<td>20-587</td>
</tr>
<tr>
<td>Nutrition Services Consultant</td>
<td>$31,404</td>
<td>20-415</td>
</tr>
<tr>
<td>Principal Actuary (Casualty)</td>
<td>$26,454</td>
<td>20-417</td>
</tr>
<tr>
<td>Principal Actuary (Life)</td>
<td>$26,454</td>
<td>20-418</td>
</tr>
<tr>
<td>Physical Therapist</td>
<td>$11,337</td>
<td>20-177</td>
</tr>
<tr>
<td>Psychiatrist I</td>
<td>$27,942</td>
<td>20-390</td>
</tr>
<tr>
<td>Psychologist I</td>
<td>$33,704</td>
<td>20-391</td>
</tr>
<tr>
<td>Radiology Technologist</td>
<td>($7,632-$9,004)</td>
<td>20-334</td>
</tr>
<tr>
<td>Radiology Technologist (T.B. Service)</td>
<td>($8,079-$9,797)</td>
<td>20-334</td>
</tr>
<tr>
<td>Secretary</td>
<td>$11,337</td>
<td>20-593</td>
</tr>
<tr>
<td>Senior Medical Records Librarian</td>
<td>$11,337</td>
<td>20-348</td>
</tr>
<tr>
<td>Senior Physical Therapist</td>
<td>$12,760</td>
<td>20-138</td>
</tr>
<tr>
<td>Senior Social Worker</td>
<td>$17,429</td>
<td>20-123</td>
</tr>
<tr>
<td>Asst. Social Worker</td>
<td>$14,422</td>
<td>20-125</td>
</tr>
<tr>
<td>Senior Stationary Engineer</td>
<td>$10,714</td>
<td>20-101</td>
</tr>
<tr>
<td>Special Education (T.W. PROGRAM)</td>
<td>($16,358,$16,549)</td>
<td>20-312</td>
</tr>
<tr>
<td>Stationary Engineer</td>
<td>$9,546</td>
<td>20-100</td>
</tr>
<tr>
<td>Assistant Stationary Engineer</td>
<td>$7,616</td>
<td>20-103</td>
</tr>
<tr>
<td>Graphic Arts</td>
<td>$7,616</td>
<td>20-104</td>
</tr>
<tr>
<td>Varsity Type Operator</td>
<td>$5,811</td>
<td>20-306</td>
</tr>
</tbody>
</table>

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the State Department of Civil Service, State Office Building Campus, Albany, New York 12226. New York 14202.

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## Non-Teaching Unit Pickets Hicksville Board of Education

MINEREA—The Hicksville unit of Nassau Education Local 885, Civil Service Employees Assn., picketed the Hicksville board meeting at Division Avenue High School recently to protest the board's failure to negotiate with the non-teaching employees at the school district for the 1977-79 school year, and negotiations are at an impasse.

Philip Alfano, field representative for the unit, has requested that a super fact-finder be appointed to the dispute.

"But," Mr. Marr added, "because of not keeping up with the times, they cannot employ employees who are not working, in addition to providing insurance carriers to increase doctors' fees. The main reason is to keep the state's reform to allow state employees to keep their health benefits provided by the state to public employees have not kept pace with the private sector."

Mr. Marr blamed the problem on the state's refusal to allow state employees to keep their health benefits provided by the state. Each time the CSEA brings up health benefits at the public forum here that health benefits provided by the state to public employees have not kept pace with the private sector.

He said other political subdivisions have avoided the statewide plan with an employee suffers and becomes second-class citizens as far as health insurance is concerned. Mr. Marr told a forum conducted by Group Health Inc., "In the mid-60s New York State employees have been covered as good as any in private industry," Mr. Marr told a forum conducted by Group Health Inc.

Mr. Marr suggested integrating the statewide plan with an employee's health and welfare system. He said other political subdivisions have avoided the statewide plan with an employee's health and welfare system. They do not have to worry about cost-of-living increases to their employees once again suffer and become second-class citizens as far as health protection.

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Contracting Out Of Bus Driver Jobs Draws Fire Of Lakeland CSEA Unit

PEERSKILL - The Civil Service Employees Asn. is considering legal action against the Lakeland School District over the teachers' demand for the contracting out of bus drivers' jobs. The bid will be opened April 29, 1977.

James Larson, president of the CSEA unit representing the workers, said that "the Board of Education's decision is a subterfuge and an obvious attempt to circumvent civil service rules and regulations."

The buses are currently operated by career civil service personnel who claim to lose tenure and benefits by Civil Service law if the board's plan is implemented.

Mr. Larson said that the buses are now manned by drivers of proven reliability who have transported children to and from school over thousands of miles without incident. He stated that the board is gambling with the welfare of the children and placing lives in jeopardy by committing them to "an unknown quantity for the sake of a few bucks."

Joseph O'Connor, CSEA field representative, noted that the district has its own proposal will lose control over the drivers and will lose a drivers training program that emphasized safety for the children. "Our drivers are proud of their record and know many of the school children personally," Mr. O'Connor said.

Any saving anticipated by the district, he said, would be speculative since district-owned buses will be utilized, school property and grounds will be used, and funds to operate the buses will be provided by the district.

Mr. O'Connor said that full-time drivers and 30 part-time drivers will be affected by the board of education's proposal. Though the Lakeland unit is currently negotiating a contract effective July 1, 1977, the district has said nothing to the union about its plan regarding the bus drivers.

Programmer

ALBANY - A computer programmer from the state statistical control system was killed in a long hang-gliding flight, said bureau officials, who flew him to the scene.

A Long, Fullfilled Life Ends

One week before her death, "Grandma" Louise Legler of the SUNY Hospital, East Syracuse, noted her 111th birthday April 8 at a party attended by friends and relatives at the nursing home. Among those celebrating her birthday were her nephew Jack Gallagher, Civil Service Employees Asn. state-wide treasurer; great-great-great-nephew John Gallagher, and niece Edith Biddle of Syracuse.

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

A LONG, FULLFILLED LIFE ENDS

Information for the Calendar may be submitted directly.

APRIL

29 - Division of Housing and Community Renewal. (1) 4 p.m., hydraulic Restaurant, 1 World Trade Center, N.Y.

29-31 - Southern Region III county division educational workshop: Camelot Inn, Route 9, Poughkeepsie.

30 - Herkimer County Local 222 installation dinner-dance: 6:30 p.m., Chico's Restaurant, Herkimer.

30 - Brooklyn Developmental Center Local 447 executive committee meeting: 4 p.m., Brooklyn Developmental Center, 685 Fountain Ave., Brooklyn.

30 - Margaret Drish retirement party: 6:30 p.m., Starker's Round-Rounder Motor Hotel, 266 S. Washington, Albany.

30 - Nassau Educational Local 865 workshop for member unit officers: 9:30 a.m., Local Headquarters.

MAY

6 - Capital Region IV Mix and Mingle: 5 p.m., Polish Community Center, Washington Ave. Extension, Albany.

6 - Capital Region IV Meet the Candidates night.

14 - Western Region IV interim meeting: 7:30 a.m., Treadway Inn, Buffalo.

16 - Capital Region IV meeting: 5:30 p.m., Campus Cafeteria, State College, Albany.

17 - New York Metropolitan Retirees Local 910 meeting: 1 p.m., 2 World Trade Center, room 5980, Manhattan.

17 - Hudson Psychiatric Center Local 410 meet the candidates night: 7:30 p.m., Cheney Conference Room, Poughkeepsie.

18 - Buffalo Local dinner meeting: 5:30 p.m., Stater Hilton Hotel, Buffalo.

18 - Oneida River Psychiatric Center Local 410 election of officers: 8 p.m., Cheney Conference Room, Poughkeepsie.

20-21 - Mental hygiene departmental workshop: Frier Tuck, Route 30, between Silvercreek east 20 & 21, Carthall.
If you're a Civil Service employee and hold the Blue Cross Statewide Insurance Plan with a PA. or N.Y. Certificate Number, you're safely covered for any and all your medical disorders requiring long-term rehabilitation. Three of Brunswick Hospital Center's five fully-accredited hospitals are specialized to provide you with the kind of rehabilitation treatment you may need. Also, local subdivisions of New York State Plans, Medicare and most major medical group insurance are readily acceptable with us.

So, if you need long-term rehabilitation for your medical problems, check out your insurance policy today or, better yet, call us in Amityville, New York and we'll help you figure it out right away. Our phone number is 516: 264-5000. Chances are, you're already completely covered. And, because we care—we'll take good care of you...

**Physical Rehabilitation**

Our Physical Medicine & Rehabilitation Hospital is fully-staffed for the long-term treatment of physical disabilities and other chronic illnesses. Here, you can be skillfully treated by professional specialists: a trusting physician creates your specialized treatment plan—followed through by understanding nurses, physical, occupational, recreational and speech therapists. Psychologists and social service counselors round out your requirements.

A superbly equipped hospital designed to help you regain a fuller, active life. For more information, call 516: 264-5000 / Ext. 228

**Alcoholism Rehabilitation**

Our Brunswick House Alcoholism Hospital has been created for the full treating of alcoholism victims. Each resident is assigned a special treatment plan to meet his or her special needs and carried forth by a full staff of alcoholism specialists: medical, nursing, psychological, social service, counseling and family therapists.

The newest of our fine hospitals, Brunswick House rehabilitates alcoholics and returns them to full activity—recovered and able to meet life's problems. Call us at 516: 264-5000 / Ext. 361

**Psychiatric Rehabilitation**

Our Psychiatric Hospital—with its bright, cheerful atmosphere—maintains the most modern facilities for the mentally and emotionally ill, the drug-addicted and those requiring custodial assistance. Its specially staffed of mental health professionals treat all residents in effective teamwork—to gain greater recovery. These dedicated specialists: the doctors, nurses, psychiatrists, psychologists, social workers, occupational and recreational therapists—all give of their expertise to overcome psychiatric disorders and return the resident to a better life. For more about this, call 516: 264-5000 / Ext. 268
LEGISLATIVE PENSIONS

By JANE BERNSTEIN

In recent years, the public and the press of New York State have been given to criticizing public pension plans. And much of the focus for these attacks has been, in particular, the pension plan for state executives and legislators.

The pressure became so great, in fact, that the plan was discontinued July 1, 1975, supposedly preventing any more legislators or legislative staff members from enrolling in it.

This was not the end of the benefit. The Legislature voted to reopen the plan from July 1 through Dec. 31, 1976, to allow Queen. Assemblywoman Rosemary Gunning (R), to collect a retirement allowance under the special policy.

During the period of the reopen, approximately 150 other legislators and legislative aides also slipped into the plan (or 80A under the New York State Retirement System Laws). Certain eligibility requirements were enforced at the time, leaving about 80 people on the waiting list, and 150 others turned away who were found to be ineligible.

What is it that has made the plan so lush? What are the enriched benefits that so angered the public, including incidentally members of the regular New York State Retirement System?

The legislative retirement allowance is based on 1/60th of the final average salary multiplied by the number of years of service in the system up to 20 years. This final figure must not exceed 73 percent of an individual’s final average salary.

This formula for calculating the pension under 80A yields a higher figure than does the formula in the regular state pension plan.

The pension vests after ten years of service and is payable at age 55. The regular state plan also vests after ten years of creditable service, but in certain cases, full benefits are not payable until age 60. An individual under this plan may retire at age 50, but would have to take a reduction in his or her retirement allowance.

Members of the legislative plan are permitted, as are regular plan members, to buy back credits for World War II service. This right was given to members in 1945 and required a rate of contribution based on legislators’ salaries during World War II instead of then-current annual salaries. (The salary of a state legislature during the war was approximately $2,500 per year.) All legislators had been required to contribute to the state pension system until 1960 when the system was made non-contributory. (It became contributory again for those coming in during 1976.)

It is obvious that the payment for the credit bought quite a bit in the way of benefits for a small amount. The right to buy back was extended to other state and local employees within the state employ, as long as they have at least ten years in the legislative position.

Robert Tilove, author of Public Employee Pension Funds, writes, by way of explaining the “lush” pension benefits of legislators, that voters originally kept the salaries of their representatives low. To compensate for this, the legislators had no choice but to vote increased pension benefits for themselves. In some states, legislators still do make low salaries. In New York State, this is not true. The current minimum annual salary for an Assemblyman or Senator is $23,300.

In addition, state representatives also receive $4,600 a year for office rental; $15,000 a year to pay staff, and much more if they head a committee; round trip air fare to and from Albany each week, and other daily expenses.

Many who work in this building in Albany found themselves eligible for a retirement plan with benefits exceeding those in the regular plan for public employees. It’s a case where Captains gains.

This does not include the yearly holidays which legislators vote themselves. Last year they amounted to $32,850.

A state Retirement System consultant said, “This pension plan was really developed to provide a good pension to legislators who generally have fairly short job spans, unlike someone who goes to work for the State Insurance Fund and winds up staying there 40 years.”

He added, “Unfortunately, it’s the type of plan that can easily be abused.”

Perhaps the New York State Legislative plan is not that “lush” when one considers that a United States Supreme Court Justice can retire on full pay at age 70 after 10 years of service, or at age 65 after 15 years. But many New Yorkers view 80 A and its benefits with envy.

The plan is closed now, after the letting in of those last 150 workers who either were eligible to join it before 1973 and didn’t, or who dropped out and then wished to rejoin it. But what about its chances of reopening in the future?

Deputy State Comptroller John Mauhs says, “If it opened in 1976, I’m sure, if the Legislature is so inclined, that it also may be revived in ’77 or ’78. There’s nothing to prevent it.”

"They Originally Were High To Compensate For Low Incomes." ...But Things Are Different Now
Detente At Home

NEW YORK STATE'S citizens, as well as its employees, will benefit from Governor Carey's abandonment of determined neglect toward the men and the women who work under him and by his reaction to the reality of state wages sapped by continued inflation, belated though that reaction was.

As Theodore C. Wenzl, president of the Civil Service Employees Assn., so dryly summed it up: "We were forced to recognize the state fiscal crisis last year; it was the state's turn to recognize ours.

The wage offer, which is expected to receive overwhelming approval by the vast majority of state employees, will provide a 14 percent increase for employees in the lower grades and an 86 of the Civil Service Law provides one exception to this general rule. Section 86 provides, in pertinent part, that if a position in the labor class held by any honorably discharged veteran is abolished for economic reasons or vacancy exists, the terminated employee shall be entitled to similar positions if vacancies exist, and the terminated employee shall be entitled to similar positions if vacancies do exist.

The victory scored by the CSEA transmutes the immediate day and evening. It is a step forward in the direction of peace and detente at home. It is a step toward better understanding in both news and editorial columns.

Governor Carey was extremely tardy in recognizing the merit of the CSEA's position, but recognize it he did and he is to be congratulated for helping everything to end on a positive note. Detente at home is as important as detente abroad.

Good News—Finally

NEW YORK CITY civil servants got some of the best news in years last week.

Mayor Beame and the city's financial wizards announced that there will be approximately 15,000 city jobs opening next week. For the month of July, 30,000 city employees laid off a year and a half ago will get their jobs back.

City officials have finally seen the folly of their previous decisions that resulted in massive layoffs which, in turn, nearly brought city operations to a dead stop. We trust the events of the past year and a half have taught us all something that can be utilized at the next crisis.

Happy Birthday, New York

TWO hundred years ago, on April 30, 1777, the New York Legislature met in Kingston to adopt the state's constitution. Because of the astute work of the Civil Service Employees Assn. negotiating team and a just reconsideration by Gov. Hugh Carey, the state spent its 200th birthday operating in fine order, its employees possibly never feeling better.

Happy Birthday, New York! It's a great celebration when everyone gets a piece of the cake.
LETTERS TO THE EDITOR

Death Benefits

I am writing to all my friends to protest this injustice verbally and in writing. I hope this situation will be rectified.

JAMES J. ROCK
St. Petersburg

LETTERS POLICY

Wants Explanation

Editor, The Leader:

On behalf of myself and the members of my local, and all my fellow members of CSEA, I wish to state clearly our position on the paper print the full article the author,"The average earnings and time out for child caring, or zero earning years."

Barry Markman
The Leader

ED NOTE: Mr. Markman is incorrect in his statement. In the April 27, 1974, issue of The Leader, as political action chairman of the CSEA's Metropolitan Region II. He holds that position with the union local at South Beach Purtinical Center.

In justice

Editor, The Leader:

My attention has just been called to the glaring injustice done to the New York State Retirement System employees. It is hard to believe that such a glaring injustice is being done to the group.

Florence A. Churchill
President, Police and Fire Line of Duty Widows

Wants Explanation

Editor, The Leader:

I demand that the paper print the full article proposed by the State of New York to CSEA members.

This should include any reference or explanation to what many upstate newspapers have said of the pending items in this agreement.

Barry Markman
The Leader

ED NOTE: Mr. Markman is incorrect in his statement. In the April 27, 1974, issue of The Leader, as political action chairman of the CSEA's Metropolitan Region II. He holds that position with the union local at South Beach Purtinical Center.

...
HERE'S HOW MEDIA GREETED CONTRACT

Good press.  How long has it been? A new public employee might answer flippantly, "Too long." Long-time members of the CSEA know that "too long" does not quite describe the situation: "Forever" is possibly closer to the truth.

Why now?

No one seems to know for sure. Perhaps it is because people in all levels of society, in government service and in the private sector, are all feeling the economic pinch. Perhaps the good press is somehow generated by a genuine sympathy for the plight of low-salaried state workers.

But another factor that also cannot be discounted is the respect which the Civil Service Employees Assn. generated by its well-organized, high-powered strike preparation, which threatened the State of New York with a total shutdown of its services. The Governor took that prospect seriously, and so did the state's newspapers.

The "Daily News," in a moderately critical editorial, recognized the power of the CSEA by saying in the first paragraph, that the state workers received a 14 percent increase "after brandishing a strike threat under the noses of Albany officials."

The editorial continued, questioning the generosity of the settlement, "very likely to have a ripple effect," which could prompt other government workers to challenge the administration for higher wages.

The "Buffalo Evening News" in its editorial called the settlement fair. A rating of fair, in a paper often critical of the state's workers, in an excellent testimony to the professionalism and maturity that went into this contract negotiation effort.

The editorial read in part:

"The Sunday accord reached by the Carey administration with state workers is cause for a greatly relieved public to credit both sides with good sense and responsibility in settling on an equitable contract that averts the disruptions of an illegal strike."

"The New York Times" quotes Governor Carey as saying: "The morale and effectiveness of our Civil Service employees could well be impaired if we did not find the funds to compensate them." Even the Governor, it seems, was impressed by the urgency of the workers' demands.

Cartoonist Hy Rosen in the "Times Union" of Albany graphically demonstrated the result of negotiations in terms of an olympic contest. "Everyone a Winner," read the caption in part. But Ted Wenzl, CSEA president, was on the center award platform in triumph as number one.
Labor Pains Leading Up To Birth Of State Contract

By HARRY BERKOWITZ

Balloting is under way for the contract proposal that averted a strike by 140,000 state workers threatened for last week. Ballot will be due back May 7 and counted May 9.

Details were revealed last week of the marathon negotiating session held in secret, that resulted in the proposed 14 percent maximum increase over two years for state workers.

Although the final session lasted 18 hours. It was not until the final few hours that the state and the Civil Service Employees Assn. began discussing the offer which would resemble the final agreement.

Participants in the negotiations, which were led by CSEA chief counselor James Roemer and chief state negotiator Donald Wolleti, said that it was the state that laid an offer on the bargaining table at about 7:30 a.m. on Sunday, April 17, that was drastically different from earlier offers and that approximated the final agreement. That agreement came about three hours after the offer was made in the early morning before the strike deadline.

Offer Break

Negotiations and broken off two days before the agreement was reached. At 5:30 on Friday afternoon, April 15 the union walked away from the bargaining table as CSEA president Theodore C. Wenzl charged that there would "absolutely" be a strike.

Union executives said on that Friday night that they regarded a strike offer for a 5 percent salary increase retroactive to April 1 plus one a one-shot bonus of 75 percent on Dec. 1 as even less attractive than earlier offers.

A fact-finding panel had recommended in March a 5 percent raise starting last April and another 3.5 percent starting next January. That proposal was unacceptable.

It would have cost the state $85 million in added salary—$45 million more than the original budgeted $40 million allotted from the 1977-78 budget.

The offer that was finally accepted, by a one-shot bonus of $215 million, covering two years rather than one, but the Governor said the additional cost was made possible by the low interest rate negotiated for spring borrowing by the state this year.

Election Year

Observers viewed the state's call for a two-year pact which would avoid the problem of negotiating in an election year, as even more important to Governor Carey than the dollar figure. But in the weeks leading up to the strike, state officials knew that after its previous offers very much and the union stuck with its demand for a 12 percent raise and one-year pact.

Negotiations resumed and then broke off the Friday before the threatened strike. Union executives say they were wondering whether the state's intrasession mean was it was going to accept the strike rather than give in. But actually the strike threat had sides worried, according to participants.

Substantial Changes

The entire offer was not drastically different. Each side cave in after a long series of five caucuses, but the strike threat still loomed without an acceptable compromise. At one point, the concept of the Sunday Daily Times arrived with its headline heralding the offer.

Wenzl Leadership Vindicated

(Continued from Page 1)

Wenzl Leadership Vindicated

For its case by newspapers and other media throughout the state who felt state workers should be rewarded for a strike. At the end of last year's fiscal crisis.

Wage Hike Can Exceed Ceiling

(Continued from Page 1)

that the union was not able to come to an agreement.

"I hate state workers for getting this increase," said one city police officer. "I don't see where they are doing any more work than we are to deserve this amount. We haven't had increases since 1975. If they can get more, we should get more, and I don't think we should settle for less."

But another city worker said he feels that 14 percent is a lot of money in the right direction.

"I say more power to the state employee for coming through with this," he said. "I think this may be a powerful bargaining point for city civil servants when contracts expire. I don't see how the Control Board could reject a pay hike for city workers when state workers have received one."

This is a sampling of the way the general public feels about the settlement. Now, what remains to be seen is how state workers who still have to live with it, view the 14 percent increase.

Civil Service Leader, Friday, April 28, 1977

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This is a sampling of the way the general public feels about the settlement. Now, what remains to be seen is how state workers who still have to live with it, view the 14 percent increase.
Conference About Labor is May 16-18

MANHATTAN — The New York University Institute of Labor Relations will hold its 39th National Conference on Labor, May 16-18 at the Baruch Plaza Hotel, Manhattan.

The conference is intended to bring together in the field of labor relations deal with issues of current importance. Participants include labor relations executives, labor union officials, attorneys, arbitrators, and others who work in labor relations.

Lecturers from labor, management, government, and law will speak on topics including negotiations under federal, state, and local law, and union and view union.

Those interested in attending should contact Bruce Beta, 305 Third Ave, Washington, New York, N.Y. 10003.

VetsToMeet

The Veterans Pension Compensation Plan extends the state and city public employee vets April 28, 6 a.m., at 116 Worth St. to receive benefits.

These events will allow veterans to gain extra retirement benefits for the time they spent in military service.

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BEST MUSICAL
This weekly Legislative update is provided by the Civil Service Employees Assn.'s office of legislation and political action.

**BILL AND SPONSOR**

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<tr>
<th>BILL</th>
<th>SPONSOR</th>
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<tr>
<td>A.092, Greco*</td>
<td>S. Flynn, multi-sponsored</td>
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**SUMMARY OF PROVISIONS**

This is the Agency Shop bill. It would require all non-members represented by a union to contribute an amount equivalent to the dues paid to the recognized certified labor organization.

**STATUS**

Passed Assembly, sent to S. Civ. Service Comm. | FAVOR

**CSEA POSITION**

FAVOR

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A.022, Greco* | S. Flynn, multi-sponsored

This bill would prohibit final offer evaluation as a means of resolving disputes in negotiations.

A. 4th Reg.

---

S. 11, Anderson, multi-sponsored

This bill would allow PERB to enforce the terms of a negotiated agreement.

A. Gov. Employees Comm.

---

A.195, Greco* | S.195, Delany, multi-sponsored

This would provide for an increase in the supplemental retirement allowance effective June 1, 1977, and would apply to more retirees.

A. Gov. Employees Comm.

---

A.225, Delany* | S.225, Delany, multi-sponsored

This would entitle Veterans of WW II and Korea to enroll in open competitive exams to obtain retirement credit if they were honorary discharged veterans and residents of N.Y. State at time of entry into service.

A. Codes Committee

---

S. 234, Schenectady | A.234, Delany*

This would allow local governments to negotiate disciplinary procedures with an employee organization.

S. Civil Service Comm.

---

S. 81A, Landes* | A. 81A, Landes*

This bill amends Section 75 of the Civil Service Law, allowing employers who are suspending a determination of charges, to elect to have a civil hearing determined pending the conclusion of criminal action.

A. 2/14 passed.

---

A.787, Bittner |

Increase to $4,000 the maximum amount a retiree may earn in job services during the year without a loss of retirement benefits.

A. Civil Service Comm.

---

A. 133, Smith, multi-sponsored

If the voter of a school district neglect or refuse to approve expenses for school cafeteria programs or services, the Board of Education may levy a tax to provide for same.

A. Education Comm.

---

S. 142, Schenectady | A.142, Hertel

This would make the cost of providing transportation for field trips, which are primarily educational in nature, ordinary and contingent school district expenses.

A. Education Comm.

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A.1840, Eckert, multi-sponsored

This amends the Retirement Law, modifying eligibility in the Retirement System, clarifying definitions and procedures and establishes a method of integrating Social Security into the Retirement System under COESC Retirement Plan.

A. Civil Service Comm.

---

S.2915, Garcia | A.4912, Cochrane

The bill would extend representation rights to employees of the Div. of Military & Naval Affairs.

A. Gov. Employees Comm.

---

A.2916, Flynn

This bill would extend the current $7,000 survivors' benefit for employees who retired prior to 1960.

A. Civil Service Comm.

---

A.1412, Field | S.1412, Harken

If a public employer is found to have committed an improper practice, it would be subject to remedial action ordered by PERB as well as a fine not to exceed $1,000 per occurrence which shall be paid to the employee organization.

A. Gov. Employees Comm.

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A.2925, Delany |

8 percent interest be paid by public employer as part of arbitration award in regard to a retroactive salary or wage benefit.

S. W & M Comm.

---

S.2434, Schenectady | A.2924, Delany

This bill allows disciplinary proceedings to be negotiated in local government contracts.


---

S.2750, Schenectady | A.159, Schenectady, multi. Nagle

This bill excludes from Taylor Law coverage, employees designated in supervisory, defines supervisor down to the level of a person having the responsibility to direct employees or effectively recommend the adjustment of grievances.

A. 3/30 Same as above. A3396-A

---

A.81, Greco multi. | A.159, Schenectady, multi. Nagle

This increases to $3,000 the maximum amount a retired person may earn in a public service position without loss of retirement allowance.

Signed into law.

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S.2557, Schenectady |

Eligibility for preferred list reinstatement shall be for a maximum period of 5 years from the date of separation or demotion.

A. Civil Service Comm.

---

S.2574, Schenectady | A.2574, Schenectady

This bill would allow a retired person who was on the payroll on or before June 30, '76 and who for reasons not attributable to their own negligence, did not become a member of the Retirement System before July 1, '76 to file written request with Comptroller before December 31, '77 for membership in the Tier II System.

A. Gov. Employees Comm.

---

S.2860, Flynn, multi. | A.2860, Flynn

This bill would amend Section 243 of the Military Law regarding credit for service in the military for the purpose of retirement and for additional credit in competitive examinations, to include in the calculation of Veteran a member of the armed forces who served on active duty for at least 181 consecutive days.

A. 3/30 amend & recom. to Comm. A2450-A

---

S.2608, Mine multi. sponsors | A.2608, Mine multi. sponsors

When person with lower rating on eligible list has been appointed to a position, the employee who was passed over may request and receive from the appointing officer, the appropriate reasons.

A. 3/30 passed - A

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S.126, B. Smith |

Authorizes probation officer who has reason to believe a warrant exists for a probationary employee, to issue an arrest warrant.

Signed into Law.

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A.140, Pasquer |

This bill would provide for the continuation of retirement Negotiations for local government employees.

S. Civil Service Comm.

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A.1680, Taylor |

Indefinite strike breakers.

S. W & M Comm.

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A.1337, Budget Bill |

Does not apply to those employees covered by a collective bargaining agreement.

S. Finance

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S.1311, Budget Bills | A.1311, Budget Bills

Permanently discharged veterans shall be eligible for pension credit for time spent in service.

S. Civil Service Comm.

---

S.3069, Marchi |

If PERB or a Court finds that acts of extreme provocation were committed by an employer, employees determined to be on strike shall have their reinstated and promotion terminated with any payroll deduction to be restored.

Signed into Law.

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S.3091, Flynn |

Service's Benefit of $3,000 for retired State employees shall apply to all State employees regardless of date of retirement.

S. Civil Service Comm.

---

S.3084, Schenectady |

Provides for the continuation of retirement negotiations for local governments until 6/30/78.

S. Civil Service Comm.

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S.3400, Schenectady |

This is an impasse, contract provisions shall continue.

S. Civil Service Comm.

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S.3423, Budget Bills |

Tends to a Governor's bills proposing cuts in aid to local school districts.

S. Finance

---

Signed into Law.

---

This bill allows for the negotiation of retirement benefits for local governments through June 30, 1977.

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A.802, Greco* | A.802, Greco*

This is the Agency Shop bill. It would require all non-members represented by a union to contribute an amount equivalent to the dues paid to the recognized certified labor organization.

A. Assembly. S. Senate. "-" bills initiated by the CSEA.

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Making Your Wife Happy in Retirement

Making Your Marriage-Happier in Retirement

Your Health in Retirement

Medicare and Medicaid

Your Legal Affairs in Retirement

Your Income

Ways to Increase your Income

The Woman or Man Who Retires Alone

Conquering Your Worries About Retirement

You'll find a lot of answers in

The Complete Guide To Retirement by Thomas Collins

paperback $3.95
The special work performance ratings and examination committee report was presented by Chairman Samuel Grossfield, of Rochester Local 113, at the CSEA spring convention at the Conrad Hotel last month. Other committee members were Al Castaldi, William Gagnon, Carl Garman, George Nazar, Marjorie Reeves, Lloyd Tipton, Robert Weilbom and Cynthia Chevanne.

"We have met twice with heads of the Department of Civil Service to discuss general and specific issues relating to Work Performance Ratings and Civil Service examinations."

A major theme of contention is the comparatively recent ruling in 1974, that within a department, the promoted employee must serve a probationary period. We pointed out that where an employee is treated like an entry worker—the supervisor need not document the reason for the Unfavourable Rating. Herein, the employee has limited grounds for an appeal. Receiving no satisfaction, we decided to go directly to the Civil Service Commission to request documentation and the right of appeal. As a result of our meeting with the Civil Service Commission, their response was as follows:

"The Commission was very sympathetic to the problems involved in this issue. Certainly the Commission would be unequivocally opposed to the present system of probationary period in an arbitrary and capricious manner. While current probationary procedures contain specific guidelines for the selection of employees to provide equitable administration, the Commission does recognize that abuses could occur in specific situations. However, there has been no specific evidence introduced to suggest that there have been any specific instances of this type of practice. It is certain none are supported by such evidence."

"We have met with the Department of Civil Service to discuss Work Performance Ratings and Civil Service examinations."

The special work performance ratings and examinations committee report was presented by Chairman Samuel Grossfield. Indeed the Civil Service Commission and its staff take into consideration, when processing an appeal, any actions or comments by the parties involved, (rater, reviewer, performance rating board, department head, etc.) which provide a more accurate and complete picture of the employee's performance during the rating year. The Commission's role in this process is totally independent from the agency head's and in no way could be considered as a process of affirmation of agency determinations. This is evidenced by the statistics of the past two years. Of the 84 appeals on unsatisfactory ratings for 1974, the Commission granted 17.

"In our 1974 report, we submitted a boxscore on unsatisfactory ratings covering the period from 1969 to 1973. We'd like to add 1974 and 1975."

Special Work Performance Ratings & Examinations Committee Report

Statewide CSEA Secretary Irene Carr, right of CSEA's Hudson Valley Community College Chapter, converses with CSEA figures as small as local 484's Hudson Valley Community College Chapter, converses with CSEA figures.

Richard Evans of Rensselaer County Local 484, Hudson Valley Community College, converses with CSEA figures, left.

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Richard Evans of Rensselaer County Local 484, Hudson Valley Community College, converses with CSEA figures, left.
Suffolk Jobs Filing Opens

HAUPPAUGE — The Suffolk County Civil Service Department has opened filing until May 12 for ten open competitive examinations. Most of the titles are for inspector jobs.

Building inspector and housing inspector (17-207) and plumbing inspector (17-230) pays about $8,000 to $10,000.

Senior zoning inspector (17-211), senior building inspector (17-207), and zoning inspector (17-211) pay about $10,000 to $12,000.

Town building and zoning ad-
inistrator (17-211) pays $15,000 to $17,000.

For further information con-
tact the Suffolk County Civil Service Department at 38 Lee Drive, Hauppauge, N.Y. 11787.

Flaumenbaum O.K., president of the Long Island Region of the Civil Service Employees Association, has re-ceived admiration for hundreds of cards, letters, and calls he received after undergoing eye surgery recently.

Mr. Flaumenbaum had corrective surgery to complete work undertaken last fall on his left eye. His operation was a com-
plete success, and Flaumenbaum has returned to his CSERA duties.

Expressions Thanks

NORTH AMITYVILLE — Irving Flaumenbaum, president of the Long Island Region of the Civil Service Employees Association, has received admiration for hundreds of cards, letters, and calls he received after undergoing eye surgery recently.

Mr. Flaumenbaum had corrective surgery to complete work undertaken last fall on his left eye. His operation was a com-
plete success, and Flaumenbaum has returned to his CSERA duties.

Dialysis Nurse

ALBANY — A home dialysis nurse eligible list resulting from open competitive exam 27-686, was established by the State Civil Service Department. The list contains 2 names.

RETRIEVAL PRESENTATION

North Hempstead Town Supervisor Michael T. Tully, Jr., presents a retirement certificate to Town employee Theodore Demarst of Bellmore Heights, who was a Maintenance Plumber in the Inspector Department since 1936.

Filing Ends May 4 For 4 Nassau Jobs

MINEOLA — The Nassau County Civil Service Commission has opened filing until May 4 for four open competitive examinations to be held June 4.

Assistant coordinator community youth services (exam 60-083) pays $10,000 in Oyster Bay and other salaries elsewhere. Social services research analyst 1 (66-116) pays $11,200.

Assistant superintendent of recreation (66-103) pays $17,000 in Oyster Bay and varies elsewhere. Director, Bureau of energy resources (66-249) pays $27,400.

For further information contact the commission at 140 Old Country Road, Mineola.

BUY U.S. BONDS!

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY — Persons seeking jobs with the City should file at the Department of Personnel, 46 Thomas St., New York, N.Y. 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 enclose 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.

For positions with the Unified Court System, call the Unified Court System at (212) 486-8700. For the Bureau of the Budget, call 659-8100.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 656-8000.

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 35th Floor, New York, N.Y. 10001 (phone 688-4242). State Building Campus, Albany 12239; Buffalo 170, 1 W. Grove St., Buffalo 14202; 9 a.m. to 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 Services offer applications in person, but not by mail.

For positions with the Unified Court System throughout New York State, applicants should contact the Unified Court System Unit, Room 1389, Office of Court Administration, 270 Broadway, N.Y., phone 488-4141.

FEDERAL — The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York, N.Y. 10004. Ha hours are 8:30 a.m. to 4 p.m. weekdays except holidays. Telephone 264-0422.

Federal employees retiring_upon (North) Dutchess County, should contact the Dutchess County Retirement Commission at 318 2nd Street, Wappingers Falls, N.Y. 12590. Federal felons working in state are listed in the Federal Register. Federal felons retiring_upon in the Dutchess County, should contact the Dutchess County Retirement Commission at 318 2nd Street, Wappingers Falls, N.Y. 12590. Federal felons working in state are listed in the Federal Register.
MANHATTAN—The Assembly Standing Labor Committee, chaired by Bronx Democrat Seymour Pomson, held an open hearing in New York City last month to seek views on pending legislation that would set occupational safety and health standards for employees of political subdivisions and certain other governmental agencies.

Among those who spoke in favor of coverage for public employees were CSEA's director of political and legislative action, Bernard Ryan, director of political and legislative action, and two representatives of the Civil Service Employees Assn. The CSEA's position was outlined by Bernard Ryan, director of political and legislative action, and another governmental agency.

The CSEA Board of Directors, as well as second vice-president of the union's Metropolitan Region II and president of Metropolitan Manpower Services Local 250, testified in favor of a proposal that public employees be covered by a comprehensive safety and health standard. In fact, the New York Civil Service Labor in its planning report recited was made by legislative directors.

The proposal, in addition to providing coverage for public employees, would be viewed by the state attorney general as providing coverage for the state for whom neither federal nor state law required occupied.

"If CSEA cannot agree with the conclusions reached by the Industrial Commissioner and his report on the approved legislation that he should be the sole authority for the establishment of health and safety standards, we think such standards must be statutory. Only by having a strong, effective enforcement by the inspectors as well as the state agency heads and the affected employees, can we assure a reasonable and constant standard reviewable only by this and successive legislative bodies. In addition to the statutory established standards, there must be statutory minimum standards. In other words, those sanctions must take is in your hands. Suffice it to say, that in the absence of these monetary fines where money only goes from one state pocket to another, the law will not work.

Full stop, it is the CSEA's position that adequate statutory standards with an inspector's finding and an attorney's action after an inspection reported a violation and an agency neglected to correct such condition. Without such action, any legislative compliance cannot be tolerated.

"We are convinced that only by developing statutory standards and sanctions can the public employee feel secure in his working environment. We do not believe standards or these changed by whim or political consideration offer little, if any, credibility to the public employee whom you may encounter in your daily work. Also, compliance based on persuasion rather than statute are inadequate in those days when agencies and the government itself are concerned with the ramifications of a potential strike. What agency head would feel compelled to install needed safety equipment when the threat is on a strong, certain sanction?"

"The New York State Department of Labor, of course, has been an advocate of spot checks. The Department also indicates that there are 5,000 work locations which are to be inspected and policed. Even a quick calculation based upon 50 inspectors and 10,000 work locations gives each inspector approximately 250 work assignements and 264 days in which to accomplish the assignment. This is less than one visit per year per work site. This condition, if the CSEA is to believe, will be the way open to token compliance, or even noncompliance. Naturally, this would be acceptable to our point of view and will allow no more than token inspections. The way open to token compliance, or even noncompliance, must be statutory.

"If the proposed state program is to be 50 percent federally funded, then the cost for additional employees that we will seek is cut in half—therefore creating a new cost for only 20 inspectors—hardly a terrible burden."

BUFFALO—John Elia and Elin Cybeath have been nominated as candidates to succeed Victor Marr as president of the Monroe County Local of the Civil Service Employees Assn.

Mr. Marr plans to leave his office to run for vice-president of the CSEA's Western Region, as announced by the CSEA's director of political and legislative action, Bernard Ryan, standing center, delivered the union's main argument at public hearing of Assembly Labor Committee last month in New York City on Occupational National Safety and Health Legislation for Public Employees. Balking him up is CSEA collective bargaining specialist Paul Burch, shown testifying at left. Other CSEA officials at hearing included statewide president William DeMarland, seated second from left, and statewide vice-president, Robert Lattimer, seated second from left. Assemblymen committee chairman are Seymour Pomson, (D, The Bronx), right, and David Greensburg (D, Brooklyn).

"It is clear and undisputed that public employees in New York State should be covered by a comprehensive safety and health standard.

"However, CSEA cannot agree with the conclusions reached by the Industrial Commissioner and his report on the approved legislation that he should be the sole authority for the establishment of health and safety standards. Without such action, any legislative compliance cannot be tolerated. Without such action, any legislative compliance cannot be tolerated. Without such action, any legislative compliance cannot be tolerated.

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"We are convinced that only by developing statutory standards and sanctions can the public employee feel secure in his working environment. We do not believe standards or these changed by whim or political consideration offer little, if any, credibility to the public employee whom you may encounter in your daily work. Also, compliance based on persuasion rather than statute are inadequate in those days when agencies and the government itself are concerned with the ramifications of a potential strike. What agency head would feel compelled to install needed safety equipment when the threat is on a strong, certain sanction?"

"The New York State Department of Labor, of course, has been an advocate of spot checks. The Department also indicates that there are 5,000 work locations which are to be inspected and policed. Even a quick calculation based upon 50 inspectors and 10,000 work locations gives each inspector approximately 250 work assignements and 264 days in which to accomplish the assignment. This is less than one visit per year per work site. This condition, if the CSEA is to believe, will be the way open to token compliance, or even noncompliance. Naturally, this would be acceptable to our point of view and will allow no more than token inspections. The way open to token compliance, or even noncompliance, must be statutory.

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