

# Civil Service LEADER

America's Largest Weekly for Public Employees

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## Sad Day At Harlem Valley

See Page 3

# CSEA VOWS CONTINUED FIGHT AGAINST FIRING STATE AIDES



Philip Del Pizzo is led away after being arrested as protest leader at Middletown State Hospital in attempt to stop transfer of patients who were without

relatives to act on their behalf. Del Pizzo is president of the Civil Service Employees Assn.'s Mental Hygiene chapter at Middletown.

## CSEA Members, Staff Aide Arrested At Middletown Protest On Patient Move

MIDDLETOWN — Four persons, including two officials of the Civil Service Employees Assn., were charged with obstructing government procedure here while protesting a transfer of patients from the Middletown State Hospital.

Sixty patients were transferred to the Hudson River State Hospital at Poughkeepsie in the first step of a reduction in services at the facility, caused by State budget cutbacks.

Robert Guild, of Albany, a representative of CSEA, and Phillip De Pizzo of Middletown, president of the State Hospital chapter of CSEA, were charged along with two hospital employees, Kathie Van Dermark, 21, of Middletown and Richard Moran, 24, Cudebackville.

All four pleaded innocent and were released in \$250 bail each by City Court Judge Wilnot Decker.

Authorities said the four tried to block doorways of buses transferring the patients. (See picture

report on Page 9.)

The State Hospital employs about 1,100 and stands to lose some 400 jobs due to the cutbacks.

Another protest was staged at Harlem Valley State Hospital, but there were no arrests. (See story on Page 3.)

### Citizen's Committee

At Leader presstime, it was learned that a committee of private citizens from towns along the Hudson River Valley had gone to Harlem Valley to oppose the transfer of patients.

The group, comprised of civic,

business and religious leaders, also wired Governor Rockefeller and Attorney General Louis Lefkowitz to protest the transfers and to demand a complete investigation of the Mental Hygiene Dept.

### Bendet Re-elected By A Landslide

Solomon Bendet was re-elected president of the New York City chapter of the Civil Service Employees Assn. by a landslide, it was announced at a chapter meeting last week.

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## Court of Appeals Rules Against CSEA On Budget

Following a ruling late last week by the Court of Appeals, the State's highest court, that the Civil Service Employees Assn. and fired State Employees had no standing in a case to have the State budget declared unconstitutional, the CSEA Board of Directors rescheduled a May 26 meeting to May 18 in order to work out methods of preventing the further firing of State workers.

At that time, Board members will hear the results of a poll taken among CSEA's membership on whether or not to give the Board authorization to call for a Statewide job action should there be evidences of serious violations of the working contract between CSEA and the State.

Preliminary indications are that the poll is overwhelmingly in favor of such action.

### Reaction to Ruling

Dr. Theodore C. Wenzl, CSEA president, said it was a bitter disappointment that the majority of the members of the court did not follow the lead of their chief judge, Stanley H. Fuld, who said in dissenting opinions that CSEA did have standing in the case and that the budget was unconstitutional.

"In my opinion," said Dr. Wenzl, "the Court avoided its responsibility in ducking the issue of whether or not the budget is unconstitutional."

Solomon Bendet, second vice-president of the Employees Association and the CSEA member

who first brought attention to the fact that the budget was in allegedly illegal form, had mixed emotions about the decision.

He declared that:

"I am encouraged by the fact that the highest jurist of the State, the Chief Judge of the Court of Appeals has ruled in our favor. I am disappointed in the fact that four judges skirted the main issues and decided the case on the basis of 'standing.' Who has more 'standing' than people who are losing their jobs? There is one man in the State who unquestionably has standing. As a defendant in this case, he has taken the position on television that the Civil Service Employees Assn. is correct in its contention that the budget is unconstitutional. I am hopeful

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## Nassau Chap. Now Forming Pact Demands

(From Leader Correspondent)

MINEOLA — The first full strategy meeting of the steering and program committee of the Nassau chapter, Civil Service Employees Assn. will be held June 2 to map the objectives for a new contract.

Negotiations are expected to begin about July 1, it was announced by chapter president Irving Flaumenbaum.

The new 75-member committee was formed recently by Flaumenbaum to ensure grass-roots representation in the formulation of goals for the new contract. Committee members are already gathering recommendations from members in every department. Members may contact any of the 75 members or forward their recommendations to the chapter office, Post Office Box 91, Hempstead, N. Y.

The negotiations will be aided by regional attorney Richard Gaba and Manny Vitale, CSEA staff collective bargaining specialist.

*Don't Repeat This!*

## Political Actions This Year Set The Stage For 1972

THERE is little doubt that the stage for the election year of 1972 is being set right now. From Washington, D. C., comes word that the most talked about topic is not the Vietnam war and domestic

(Continued on Page 2)

# The Fire Officer



By Raymond Gimmler  
 Uniformed Fire  
 President,  
 Officers Assn.

The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.)

## Fire Dept. vs Productivity

THERE IS a lot of loose talk in the press about obtaining increased productivity from the municipal employee unions, in return for possible improvements in new contracts.

IMPLICIT in this kind of talk is an insinuation that the people of the City are not getting their money's worth from their civil servants right now.

I'LL JUST speak for the Firefighters today.

THERE ARE approximately 14,000 men in the Fire Dept., 2,600 of them Fire Officers. This is the work they do:

IN THE MONTH of April, there were 13,985 fires in this City. In the same month in 1970 there were 12,300. In 1969 there were 12,104.

EVERY SINGLE category of alarms (from one to five alarms) was higher this April than last April, and last year's monthly total was, in turn, higher than 1969.

THERE WERE 3,671 emergencies last month. In April, 1970 there were 3,295 and in 1969 there were 3,013.

THE COMPARATIVE totals for false alarms are 8,355 in April 1971; 6,930 in April 1970; and 6,251 in April 1969.

FOR THE FIRST four months of this year, the figures are going out of sight for fire incidents. There has been an increase in alarms of all types, from 71,490 in 1969 to 75,204 in 1970, to 85,738 in 1971.

WE HAVE FOUND 143 civilians dead in fires this year already, and two fire officers have died trying to save people in burning buildings. The injury totals for all firefighters are appalling. In the first four months of 1969, we had 1,560. Last year we had 1,931. This year we have suffered 2,259 injuries already. At this rate, one out of every two firefighters in the Department will be injured this year.

THE DIFFERENCE in the firefighting job from what it was 30 years ago is even more startling. In 1939, the Fire Dept. answered 45,000 alarms of all types. Last year there were 262,000. This year we will have twice as many false

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## Don't Repeat This!

(Continued from Page 1)  
 issues, per se, but how things are adding up in terms of next year's presidential race.

It can be also said that in New York City and in Albany the frantic action to slash public payrolls, keep down taxes and pass the buck on almost all problems needing responsibility is done very much with an eye on what the political rewards will be at the polls next year.

It can reasonably be said that Republicans in the State feel the public is going to applaud them for the revolt against Governor Rockefeller's budget and particularly his many proposals for new taxes. As a matter of fact, they are getting quite a bit of applause right now from different sectors of the public.

But whether or not the cheers hold up for more than a year is a different story. The general public has not yet felt fully the effect of the cutback in State services. Mental Hygiene Dept. institutions in particular are cutting deeper than the average citizens know. Not only are employees being fired, but also there is a step-up in getting patients discharged and many families are not aware that the difficult job of taking care of a mentally disturbed person will be thrust back on them.

### It All Adds Up

Centers for the aged are being closed, research staffs dismissed on several projects, scholarship funds shrinking, etc. Individually, the persons and monies involved don't sound like much. But when you add them all together, the number of persons affected is considerable.

The same thing is true, of course, in threatened drawbacks of services in New York City.

What all this adds up to, is that the applause of 1971 could turn into the boos of 1972. Political leaders may feel that they have the next session of the Legislature to make adjustments — but it may be too late.

Of course, the State's supplemental budget is not yet complete and there may be some restoration of services where the pinch is producing the loudest yells. The next few days will tell the story of how committed to retrenchment the politicians really are.

### Fills Judicial Seat

Governor Rockefeller has appointed William R. Roy, of Syracuse, to the State Supreme Court, Fifth Judicial District, to fill the vacancy created by the death of Justice James H. O'Connor. The term will expire December 31 of this year. Annual salary for justices in the Fifth JD is \$38,333.

## Your Public Relations IQ

By LEO J. MARGOLIN



Mr. Margolin is Professor of Business Administration at the Borough of Manhattan Community College and Adjunct Professor of Public Administration in New York University's Graduate School of Public Administration.

## When Boundaries Dissolve

ALMOST EVERYTHING IS on television these days, and the Metropolitan Regional Council doesn't want to be an exception.

THIS UNIQUE organization of chief elected officials in the tri-state metropolitan area of New York, New Jersey and Connecticut is finding that some of the problems it is trying to solve are catching up with its individual members.

CIVIL SERVANTS are directly aware of these problems—such as traffic into and out of New York.

THE MRC MEMBERS have discovered that from some places known as "nearby New Jersey," it requires two hours to reach New York's City Hall for a meeting.

THEN IT IS TWO hours back to "nearby New Jersey," after a two-hour meeting discussing mass transportation, sewage disposal, water and air pollution, and a host of other problems common to an area of 12-to-15 million people.

THE MRC FEELS that with closed circuit television its members can get together in a matter of minutes. The television arrangement will allow more frequent consultation.

THIS IS ALL to the good, civil servants will tell you, because the common problems of the metropolitan area are multiplying.

IN FACT, TALK to any knowledgeable veteran civil servant in New York and you will hear some solid common sense, such as:

DESPITE THE differences in geographical names, there is no separating the governmental problems of New York City from the rest of the metropolitan area in the states of New York, New Jersey and Connecticut.

MUCH AS SOME people would like, there is no such thing as building "Berlin Walls" around New York City or any of the separate government entities comprising the New York metropolitan area.

LIKE IT OR not, all Metropolitan Regional Council members are in the same boat. Name

a problem and each member is groping for a solution.

HOPEFULLY, THE MRC will help solve these problems for everyone.

IN ADDING THE tool of television at a cost of \$500,000 a year, the MRC would like to increase its effectiveness many-fold.

AT LEAST, this will keep the MRC reasonably even with the multiplying problems of its vast area.

## Hunt Account Clerk For Naval Base Job

A fiscal accounting clerk (typing), GS-501-4, salary \$6,202 to \$8,065, is needed at the U. S. Naval Station, Brooklyn.

Duties consist of the following: Keeps records of deposit money collected from the operation of various recreational facilities. Maintains records of major accounts for a variety of financial transactions in the Special Services Division. Prepares the payroll for approximately 27 full- or part-time employees. Must be qualified typist.

Further details and application forms may be obtained from John Crowley, U. S. Naval Station, 136 Flushing Ave., Brooklyn. The telephone number is 625-4500, ext. 598.

## Biz Advisory Unit

Vincent P. Moravec, Buffalo district manager of community relations for Bethlehem Steel Corp., has been appointed as chairman of the State Business Advisory Committee on Management Improvement. A committee member since 1966, Moravec succeeds Edmund J. McCormick, of Yonkers, who resigned.

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## How Does It Feel To Get The Ax? Ask Anne D'Giff!

How does it feel to get the ax after 13 years of permanent State service?

Anne D'Giff, an employee of the Brooklyn Aftercare Clinic on Fulton St. knows how it feels and has reported the facts to her Assemblyman—Brian Sharoff.

Describing the "Storm Trooper tactics" of the State in cutting jobs, Mrs. D'Giff described how a budget cutback team came into the office, met with the staff and explained the effects of the State budget cuts on both employees and employers. Then the ax fell. She was handed the pink slip.

Her statement was supported by a petition bearing the names of 20 subordinate employees who protested the firing of their boss.

In her letter to Assemblyman Sharoff, Mrs. D'Giff said:

Dear Sir:

I am employee of the Department of Mental Hygiene. On Monday, April 26, 1971, the entire staff of the Brooklyn Aftercare Clinic, 490 Fulton St., Brooklyn, were told that three representatives from Albany were to meet with us to discuss the cutback in the State budget, and how it would affect us. Their names are Mrs. Sue McNamara, Mr. Dubois and Dr. Miles.

We were briefed as to what this would mean in loss of employment to some of the staff, and the cutback in services to the mentally ill patients.

Much to my surprise, I was given a "pink slip." I couldn't believe it, as I have been a permanent State employee for the past 13 years. In my position I supervise a staff of 20 to 24 clerks, stenographers and typists. I am also a notary public (part of my duties), I fingerprint all new employees, and I am also in charge of the disbursement of Medicaid funds.

When I questioned the reason for my termination, I was told that I was a "provisional" in grade 12, and that all "provisionals" were being fired. I accepted this explanation. I was then down-graded to my permanent item which is a senior typist-Grade 7. However, Mrs. McNamara politely told me that this item was eliminated, and, therefore, they had no choice but to fire me. I cannot understand this. How can anyone be fired from a permanent item? It was always my impression, and everyone else's who is a civil servant, that it is almost an impossibility to fire anyone who is permanent.

I was told by Mrs. McNamara that I really had nothing to worry about, that my name would be put on a preferred list. However, there is a "freeze" on hiring, and I was told by other sources that there may be very poor chances to be rehired, preferred list or no preferred list.

To me, it was as though a group of Storm Troopers came

### Designate Evans

Governor Rockefeller has announced reappointment of Harold B. Evans, Sr., of Watertown, as a member of the Thousand Islands State Park Commission. He will continue on the unsalaried Commission until 1978.

marching in to 490 Fulton St., and said, "you," "you," "you," off with your heads, you are superfluous, you are no longer needed, out you go!!! I want to say that I deeply resent this. I have worked hard and devotedly on my job. I have paid my taxes without complaining, and now I am treated like a number. Apparently, being a sincere and dedicated civil servant does not mean a thing.

I am calling upon you to prevail upon your fellow legislators to vote to restore the budget cuts so that my job and morale will be restored.

Sincerely yours,  
Anne D'Giff

## MHEA Vows 'Full Support' To CSEA Acts

STATEN ISLAND — The complete support of the Mental Hygiene Employees Assn. has been pledged to the Civil Service Employees Assn. "in any action taken to protect the jobs of State employees and the lives of patients in the State's Mental Hygiene Department facilities."

Irene Hillis, president of MHEA, took the stand last week in a communication to Dr. Theodore C. Wenzl, CSEA president. "We have been working with and through CSEA for many years," Miss Hillis noted, "and they have been protecting the interests of all State employees. We, in Mental Hygiene, are proud to be members of both organizations and we can affirm that our faith in CSEA has been completely justified over the years."

MHEA took a strong stand in the last election for bargaining agent by calling upon its State-wide membership to vote for CSEA.

"If any organization can stop the budget cuts that affect both the employees and the patients—and ultimately the public at large—it is CSEA," Miss Hillis added.

## Catskill Thruway Aides Win Annual Award For Safety

ALBANY—The Catskill Maintenance section of the Thruway has been named winner of the annual safety award for being the safest of the 21 crews that maintain the Thruway.

Second place went to the Kingston Maintenance section and third place to West Henrietta.

The 20 sections were rated on equipment accidents, personnel accidents and a safety manual rating.

J. Peter Mesick is supervisor of the 27-man Catskill section, and Joseph Annese and Clifford Butler are foremen.

## 'The Lucky Ones Will Die'

# Moving of Patients From Harlem Valley Hospital Is A Study In Tragedy

(From Leader Correspondent)

WINGDALE—"Some were crying, some smiling. Most seemed depressed and unsure about the future. Six of them were helped onto the two buses by hospital security guards."

Thus did Mrs. Anna Besette, mental hygiene representative for the Civil Service Employees Assn. at the Harlem Valley State Hospital describe the departure of 50 elderly patients for St. Lawrence State Hospital in Ogdensburg, on Monday.

Despite the efforts of some 75 of the Wingdale facility's 1,700 employees, who blocked two of the entrances to building B and both entrances to the hospital grounds, the patients were driven away at 8:15 a.m., right on schedule. The removal of 400 patients is a second facet of recent State-mandated budget cuts at Harlem Valley. The first is the cutback of 131 employees.

The patients had lived in Building B which, along with its sister building A, had been termed by the State Department of Mental Hygiene "physically unsafe."

### A Feeling Of Rage

Dr. Josephine Evarts, associate physician at HVSH in charge of medical care in building B and longtime practitioner in Miller-ton, said her reaction to the Monday transfer was "rage."

She said she imagined "some of them will die. The lucky ones, that is. The majority were completely upset and depressed, wondering what was going to happen to them. Some of them were very devoted to the building. Some had lived in B for over 30 years," said Dr. Evarts.

Commenting on the State's determining the two buildings to be closed as "firetraps," Dr. Evarts said, "It's one of Dr. Miller's daydreams (Dr. Alan D. Miller, commissioner of mental hygiene)."

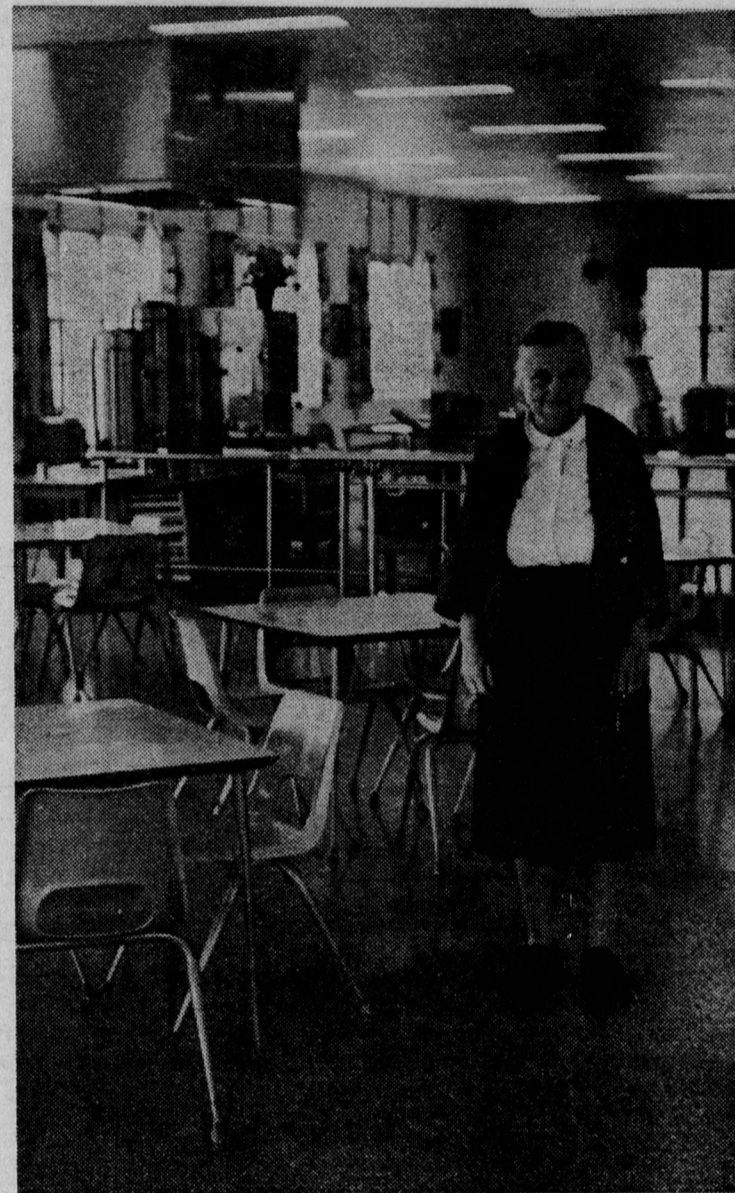
For the last three days, Dr. Evarts has been working closely with the CSEA in its efforts to procure a "show cause" action against the Department of Mental Hygiene. The action would block the removal of any more patients until sufficient reasons are given.

As far as the selection of the Monday group, Dr. Evarts said, "They had to be able to walk and take care of themselves. The ones who went were those without relatives and any visitors." Another 100 are scheduled to leave Wednesday morning (May 12) and the last group, about 150, will leave May 26 for other institutions in the State.

Patrick G. Rogers, director of CSEA field services statewide, and a group of his lieutenants spent Monday trying to locate at least one patient's relative. Had they been able to do so they could have obtained their "show cause" action, which had to be signed by a relative and a physician. Dr. Evarts was ready and willing to sign for the action.

She said she had been co-

(Continued on Page 8)



This modern, stainless steel-equipped dining room of building A at Harlem Valley State Hospital, Wingdale, has been termed "Physically Unsafe" by the State Department of Mental Hygiene in the latest of cutback acts that also includes the laying-off of 131 employees. Dr. Josephine Evarts, show here, is fighting for a "show cause" to prevent the transfer of 400 patients from the institution. She has told the State: "Hitler's method was more humane" than their transfer orders.

## In Utica

# Pickets Protest State Closing Of MV Office

UTICA—Some 100 State employees, supported by local government workers in the Utica-Oneida County area, spent their lunch hour last Friday, picketing the State Office and the firing of 19 career civil service workers.

Ted Modrzejewski, field representative for the Civil Service Employees Assn., which represents the employees, noted that "in crises like this, we are all for one and one for all."

"We are attempting to alert the general public of the reduction in service they will be receiving by this foolish economy measure. While the State is firing 19 people who serve the public directly, the Department of Motor Vehicles is hiring new deputy commissioners to fill positions that have been vacant for some time. If the services of these two people were not needed in the past, why should they be needed now? We feel that the salaries of these non-competitive, political appointees could better be spent in retaining the Utica employees," Modrzejewski said.

## West Point Food Service Duties Require Knowhow

Candidates for food service jobs at the U. S. Military Academy "must have sufficient experience or training in this line of work to perform the duties." However, West Point has not specified any set amount of experience in order to be considered.

Offering a starting pay of \$2.76 to start, West Point states that the jobs will have rotating shifts that include week ends. However, room and board privileges at reduced rates will be available for those wishing to

utilize these services.

For further details, write: Department of the Army, Civilian Personnel Div., West Point 10966. Phone calls may also be made to W. E. Finnegan, at (914) 938-2115.

## Screening Stresses Physical

# Overseas Assignments Awaiting Applicants For Patrol Agent Job

Aside from the \$8,098 base salary and assortment of fringes forthcoming, candidates for border patrol agent may find added incentive in knowing that many overseas assignments are available.

The accent is on enforcing immigration laws, including the detection of smuggled goods. Males who pass the physical and other criteria are eligible, regardless of previous job history.

Citizenship and driving experience are the other prerequisites involved. Once it is determined that you meet these qualifications, expect to take a comprehensive written and oral exam. Once appointed, your employer will be the U.S. Immigration and Naturalization Service."

Explains the job bulletin, the Service "is responsible for administering the immigration and nationality laws . . . Its officers are on duty throughout the United States and at stations in Europe, Bermuda, Nassau, Puerto Rico, Canada, Mexico and the Philippines. In the performance of these duties, they are required to conduct investigations, detect violations of the law, and determine whether aliens may enter or remain in the U.S.; they collect and evaluate evidence, adjudicate applications such as petitions for visas, and preside over and present the Government's case in hearings."

### The Salary Climb

Pay scales are based on a 40-hour workweek, providing compensation for overtime frequently. The \$8,098 annual salary mentioned above is the basic entrance wage. After a successful year, promotion to the journeyman level of patrol agent at GS-8 will lead to a raise to \$8,956. On the basis of a second-year appraisal, agents may be advanced to the GS-9 position, earning \$9,881. Thereafter, the opportunity exists for promotion to a supervisory role, reflected in pay.

Persons seeking to apply for border patrol agent should observe these requisites:

The age stipulation asks entrants to be at least 21 at the date of appointment. No maximum age limit is set forth, though.

—A driver's license supplemented by one year of licensed road experience will be requested. Appointees can anticipate taking a road test on a govern-

ment vehicle to ascertain driving skills.

—The written test will measure verbal abilities and judgment. Estimates place the time span at about two hours.

—The oral interview comes to candidates having passed the written portion, in order of their standing on the register. Interviews will seek to find out "if applicants possess the personal qualities necessary for successful performance of the duties of the position."

—The job generally assumes "rigorous environmental conditions" and thus the applicant's being in superior physical shape is important. Height and weight minimums are 67 inches and 140 lbs. respectively. Vision in each eye must be 20/40 snellen; height requirements ask for "ability to hear the whispered voice at 15 feet each ear." Other areas to be scrutinized for medical purposes — teeth, nose, mouth, throat, extremities, lungs, heart and blood vessels — are outlined in the examination notice.

Persons appointed will get travel expenses, uniforms and living quarters in addition to regular fringe benefits (vacation leave, sick leave, insurance, retirement benefits, etc.).

### Test Site Centers

The Federal Government will conduct tests for patrol agent in these localities: Albany, Auburn, Batavia, Binghamton, Bronx, Brooklyn, Buffalo, Elmira, Glens Falls, Hempstead, Hornell, Ithaca, Jamaica, Jamestown, Malone and Middletown. Also, Newburgh, New Rochelle, New York, Niagara Falls, Norwich, Ogdensburg, Olean, Oneonta, Oswego, Patchogue, Peekskill, Plattsburgh, Potsdam, Poughkeepsie, Riverhead, Rochester, Saranac Lake, Schenectady, Staten Island, Syracuse, Utica, Watertown and Yonkers.

In acquiring an application, visit or write the Federal Job Information Center in Manhattan. They are located at 26 Federal Plaza, at the corner of Lafayette and Duane Sts.

## Wage Major Drive For Freight Aides

Positions as freight rate specialist are the target of the current recruiting drive being waged by headquarters of the Eastern Area, Military Traffic and Management Service, 1st Ave. and 58th St., Brooklyn.

Those applying can aim for GS-7, 8 or 9 classifications, providing the wages of \$8,582, \$9,493 and \$10,470 respectively.

Increases go to \$11,156, \$12,337 and \$13,611 respectively, plus fringe benefits. Three years of general traffic or transportation experience is required plus one to two years of rating and routing of freight by rail or motor. U.S. citizenship is required.

Interested applicants may call (212) 439-5400, Ext. 2111, for additional information and application.

## Ask More Auditor Staffers On L.I.

An order to find more auditors has gone out to the Suffolk County Civil Service Dept., which faces a May 21 cutoff for applications.

The posts now start at \$335 biweekly and are open to non-residents of the County. Minimum qualifications specify holding a bachelor's in accounting from an accredited college.

Candidates will undergo a written test, also, dealing with areas like accounting practices, accounting problems, analysis of data, and supervision. The test date listed: June 5.

In order to apply, call: Suffolk County Civil Service Dept., Riverhead, at (516) 727-4700. Applicants should request Announcement No. 11-216.

# What Hope for the Mentally Ill?

Research scientists have established a brilliant and proud record in the battle against diseases which have been all but wiped out. The battle must go on because much remains to be done in the fight against mental illness, drug addiction, epilepsy, multiple sclerosis, stroke and cancer. And now the State of New York unwittingly is changing sides in the fight at ultimate great expense to itself and the people of New York—but why? In one bold stroke the Department of Mental Hygiene has wiped out six research laboratories working on the problems of mental illness and drug addiction and crippled a seventh by cutting it in half. A penny-wise economy has been achieved by summarily firing two hundred scientists and dismantling their laboratories, but everywhere hope must burn dimmer for the helpless mental retardates, the tortured drug addicts, the tormented patients crowding our mental hospitals, and the thousands of relatives who suffer with them.

Join the fight for mental health. Keep our laboratories open. The hour is very late but only you can stop this senseless destruction. Write at once or wire Governor Nelson A. Rockefeller and your State senator and assemblyman at the State Capitol, Albany, N.Y. 12224; Commissioner of Mental Hygiene, Alan D. Miller and Associate Commissioner for Research, Benjamin Pasamanick at the New York State Department of Mental Hygiene, 44 Holland Avenue, Albany, N.Y. 12208.

If you would like to help, contact:

THE COUNCIL OF RESEARCH SCIENTISTS  
P. O. BOX 379  
STATEN ISLAND, NEW YORK 10314

# U.S. Govt. Booklet Outlines Means Of Obtaining Position With Federal Svce. Abroad

The U.S. Civil Service Commission, in response to a growing number of inquiries, has issued a booklet entitled "Federal Jobs Overseas," which explains how these jobs are filled and the conditions of employment.

Openings occur "in almost every occupational field," notes the announcement, citing a special need for construction and maintenance workers, doctors, nurses, teachers, technical experts, mining engineers and meteorologists. Also in demand are clerks, stenographers, typists, geologists, skilled tradesmen and social workers. A void also exists for marketing personnel and economists.

Generally, local eligibles are appointed if the labor supply permits. In other cases, however, applicants are sought in the continental U.S. "When Government employees are not available for transfers overseas, and qualified U.S. citizens cannot be recruited locally, these vacancies are filled through the regular competitive exam process," it was noted.

The minimum age stands at 21; there is no maximum. Physical standards are applied when suitable. A tour of duty usually is for a minimum of 36 months, and those selected are required to sign a transportation agreement. Candidates are subject to a security and character investigation.

#### Similar Criteria

In the main, qualifications are the same as Government jobs in the States. Foreign language fluency, while an obvious advantage, is not necessary for all titles. In most professional occupations, taking dependents overseas is allowed, while clerical posts are seen as best suited for single individuals. Salary is the same as for the title in the U.S., with the added benefit of a quarters allowance if Government quarters are not available.

Among the major agencies now recruiting personnel are: Department of Agriculture; Department of the Air Force; Department of the Navy; Department of the Army; Department of Defense;

Department of Commerce; Department of Transportation; Department of the Interior, and Department of State. Special projects which utilize civil service personnel are the Peace Corps, the Panama Canal Co., and the U.S. Information Agency.

For an application form and announcement, visit the Federal Job Information Center, 26 Federal Plaza, Manhattan. In addition to regular weekday hours, the Center is also open each Saturday until 1 p.m.

## Filing For TA Phone Maintainer Scheduled To Embark This Month

The sounding bell to start filing for phone maintainer, says the Transit Authority, is tentatively set to ring. The May filing dates, added a TA spokesman, are subject to Department of Personnel approval. Before making the trip to file, it might be wise to call the City Personnel Dept. beforehand at 566-8700.

While entry blanks can be picked up either at 49 Thomas St., Manhattan, or at TA recruitment offices, 370 Jay St., Brooklyn, the completed forms must be filed in person only at the TA offices. General application hours are 8:30 a.m.-3 p.m. on weekdays and through noon-time on Saturdays.

Exam Notice No. 0061 should be obtained in any case. The notice explains that standards demand a total of five years—during the last ten—of full-time work in the mechanical installation, maintenance and repair of phones, such experience preferably with a phone, alarm or

Young men, here is a message if you are interested in learning a trade. Four new apprenticeship training programs are being established. Starting rate for Building Construction Carpenter is \$4.18 an hour and for Shop and Mill Carpenters, \$2.77 per hour, and Millwrights and Carpet and Linoleum Installers, \$4.18 per hour. Applicants must be age 17 through 27 and have one year of high school with a final average grade of at least 60 and/or a high school equivalency. Applicants must also be U.S. citizens and be able to pass a medical exam as well as an aptitude test. Applicants

railroad company. High school grads need four years of similar experience.

#### Alternates Accepted

Emphasis was given to the fact that "equivalent experience will be accepted" and helper experience will be credited on a six-months-for-one-year basis. Veterans or military training is also okay, and relevant technical school training is expected to receive consideration, also.

Pay rates now stand at \$4.38 hourly, advancing with seniority to \$5.30. Applicants were reminded that all operational TA posts require a 40-hour work-week, including week ends and holidays in line with rotating shifts.

Promotional opportunities can lead to the foreman of telephones post, with current wages of \$11,475-12,948. Duties handled by phone maintainer deal with inspection and installation of phones, alarm, clocks and emergency equipment within the City subway system. Candidates will be appraised as to appropriate background, also facing the City's physical agility tests featuring broad jump and dumb-bell press proficiency.

## Peekskill Seeking More Custodians

Peekskill is perking up its recruiting campaign in an effort to locate more custodians, reports L. W. Landrum, chairman of the Civil Service Commission. Six vacancies exist at present and a June 9 deadline has been set.

The openings, situated with the City school district, pay \$6,000-7,600. On the test agenda is a July 10 written exam. Further information can be obtained at the Peekskill Civil Service Commission, City Hall, Peekskill 10566.

should be filed by June 4, therefore, interested applicants should go right away to any one of the Industrial Offices of the State Employment Service. In Manhattan, go to 255 West 54th St.; in Brooklyn to 250 Schermerhorn St.; in Queens, to 42-15 Crescent St., Long Island City, and in Staten Island, 25 Hyatt St., St. George.

In the Professional field, Dental Hygienists with a State license are wanted for jobs paying \$125 to \$165 a week . . . Registered Nurses are in great demand for both the evening and night shift. The annual wage is \$8,400 to \$9,900 plus a differential from \$1,500 to \$2,200 for night shift . . . Physical Therapists who have graduated from an acceptable school and have a State license can fill positions paying from \$8,000 to \$15,000 a year.

There are numerous attractive openings for Social Case Workers with a Master's Degree in social work plus one year of experience. The beginning salary is \$9,000 a year, and higher salaries are offered for additional experience . . . Apply at the Professional Placement Center, 444 Madison Ave., Manhattan.

On Staten Island there is an opening for Refrigeration Mechanic to maintain equipment. Must have a minimum of five years experience and a refrigeration license. The salary is \$200 a week . . . Stationary Engineers are also needed to maintain high pressure boiler equipment. They must also be licensed and experienced. The pay is \$5.07 per hour . . . First-

Class Auto and Truck Mechanics with their own tools and an operator's license is wanted for a job paying \$150 a week . . . Apply at the Staten Island Office, 25 Hyatt St., St. George.

The following are some of the industrial jobs that are open in Queens: Brake Operators able to set up and operate power brake on sheet metal can get jobs paying from \$2.38 to \$3.71 per hour, depending on experience . . . Spot Welders are also wanted and must be able to layout from blue prints, weld to close tolerance. The pay range is \$2.73 to \$3.61 per hour . . . There is also an opening for a Dictaphone Serviceman with electro-mechanical background. Must have his own car and the pay for this job is \$107 a week plus car allowance.

Tile Setters experienced in ceramic tile are wanted. No tools required. Depending on experience the pay is \$4.00 an hour . . . There are jobs for Locker Assemblers with five years experience in sheet metal. Must be able to install, put up lockers and shelving at \$3.50 per hour . . . Waterproofers are wanted to do waterproofing in private homes. Must be experienced and have own tools. A chauffeur's license is preferred. These jobs pay \$30 a day.

An Electronic Mechanic is wanted to fix and maintain electronic test equipment. Must have four years of education and/or experience in electronics. A resume of former experience is required. The salary is \$9,000 a year . . . Apply at the Queens Industrial Office, 42-15 Crescent St., Long Island City.

## The Fire Officer

(Continued from Page 2)

alarms as we had alarms of all types in 1939. In that year long ago, only 71 civilians died in fires. Last year we lost 307 people.

I THINK I could go on and on with statistics to show that firefighting is the toughest job in the City, and certainly the most hazardous. But I really only want to say one thing to the editorial writers and particularly the New York Times:

GENTLEMEN, get off our backs while we are trying to do a job for all the people of this City. Stop telling the people that they aren't getting their money's worth, even as we battle for a minute to catch our breath.

STOP SAYING that we are overpaid bandits who are out to bankrupt the City. Examine a little more closely Mayor Lindsay's threat to lay off firefighters, and put that threat up against some of the frightening statistics I've offered in this column.

STOP PLAYING prostitute for Mayor Lindsay's every utterance. Get off the firefighter's back and get after a Mayor who is running the City into bankruptcy on eight or nine billion dollars a year. If he can't find the fat in his super agencies, find it for him. All you have to do is look at the City payroll, starting with the \$45,000-a-year jobs.

# The

A LISTING OF NON-CIVIL SERVICE POSITIONS  
THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

CIVIL SERVICE LEADER, Tuesday, May 18, 1971

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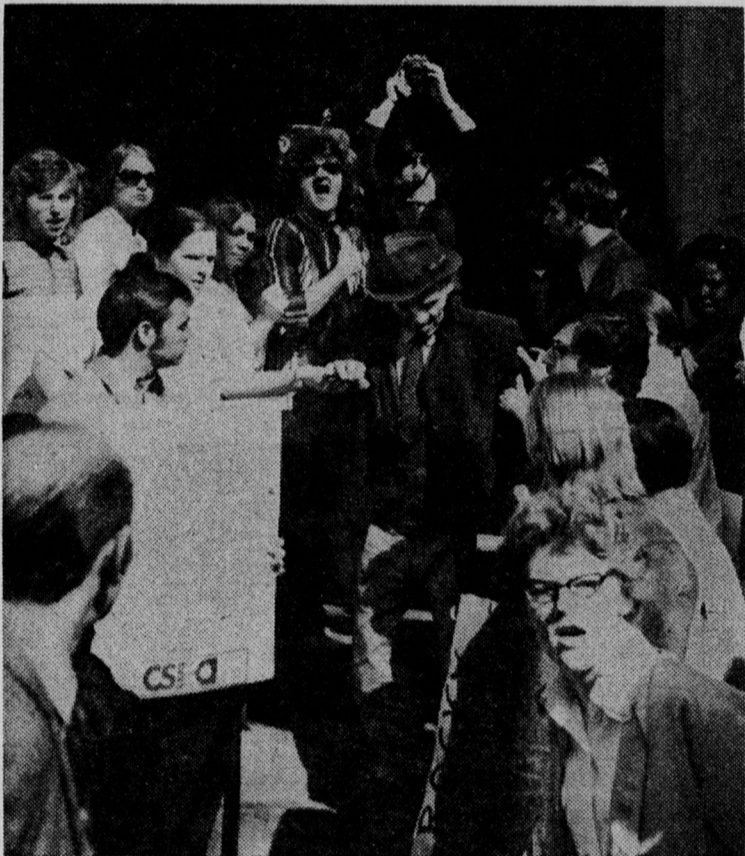
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TUESDAY, MAY 18, 1971

## A Study In Cruelty



Members of the Civil Service Employees Assn. at Middletown State Hospital help an elderly patient down the steps as he goes to a bus to be transferred to another institution. CSEA members tried to prevent the transfers, which they termed "a tragic and cruel mistake" on the part of the State.

**W**E urge Governor Rockefeller, Senate Majority Leader Earl W. Brydges and Assembly Speaker Perry Duryea, Jr., to take some time off from their "chores" in Albany and be on hand when patients are being transferred from one Mental Hygiene Dept. institution to another.

It is a study in cruelty.

These poor people live in a tenuous world at best. For many of them, their only human contact is with the ward attendant whose charge they are, and in many, many cases the relationship between attendant and patients is something that has been carefully built up over the years.

To play a numbers game with these unfortunates under the guise of budgetary austerity is political cynicism beyond belief. No one in this country would tolerate separating a child from its parents because of economics. Yet these patients, as dependent on their warders as children, are torn away from familiar and safe surroundings as though they were so many animals.

The entire Republican leadership in this State must face up to the fact that they are responsible for the mentally disturbed in our institutions—and for what happens to them through unfeeling and cruel treatment.

## Letters To The Editor

### Cites Good Record of Narco Rehab Center

The 60 percent record for rehabilitation made by the Arthur Kill Rehabilitation Center on Staten Island is unknown to our citizenry and policy makers. For the first time, a practical method for rehabilitation of the most difficult cases has proven itself at the Arthur Kill Rehabilitation Center. A solution for the drug problem can be found by copying the methods developed by the staff at this Center.

I worked about 18 months in the Arthur Kill Rehabilitation Center and I am now working at the Ridge Hill Rehabilitation Center in Yonkers. The two Centers, Arthur Kill and Ridge Hill, are employing all known techniques for rehabilitation.

An evaluation in depth by the Division of Research in New York City proved that 60 percent of the residents released from Arthur Kill were rehabilitated and did not return to drugs.

Much of the effectiveness of rehabilitation is due to the work of the teachers. An in-depth investigation by Dean V. Babst, deputy director of research, to find correlation between activities in the rehabilitation centers and rehabilitation of addicts, found a significant statistical correlation between achievement in the schools in the centers and rehabilitation.

When I left Arthur Kill, we had just completed our fourth high school graduation. Of 73 residents who took the high school equivalency examination, 70 percent passed. High school equivalency examinations were being given about every 2½ months. Teaching methods in the Centers are designed to reduce frustration, to create situations in which students can succeed, and to engage in communication between teacher and student.

These centers should not be closed, and their experienced staffs should not be fired. We have made a break-through in rehabilitation. Our success should be more widely publicized to help others working with the same problem.

Sincerely yours,  
Joseph S. Wright

## CSEA Participating In Nassau Student Career Program

(From Leader Correspondent)

**MINEOLA** — The Nassau chapter, Civil Service Employees Assn., will represent the public sector with an exhibit at a Countywide employment orientation for graduating high school seniors.

Chapter president Irving Flaumenbaum said CSEA will operate a booth equipped with descriptive literature and staffed by civil servants equipped to answer questions about careers in public service.

Employment Day—1971, as it is called, is sponsored by educators and businessmen and will be held May 25, 26 and 27 at Roosevelt Raceway.

### Fail Screen Test

Some 38 persons failed to attain licensure on the recent exam for motion picture operator.

## Civil Service Law & You

By RICHARD GABA



## Enforceability Of Provisions

**ABOUT ONE YEAR** ago, the Suffolk County Supreme Court had before it a contract negotiated between a teachers' organization and a board of education, for the purpose of determining whether certain provisions were enforceable. In that case, the board of education claimed it did not have the authority to enter into certain provisions of the agreement with the teachers. (**Board of Education, Union Free School District No. 3, Town of Huntington v. Associated Teachers of Huntington, Inc.**, 310 NYC 2d 929). The provisions that were challenged read as follows:

"The Board will provide protection of teachers by reimbursement for cost of replacing or repairing dentures, eyeglasses, etc., not covered by Workmen's Compensation, destroyed or lost as the result of an injury sustained in the course of his or her employment.

"The Board will provide reimbursement for repair or value, whichever is less, of clothing and personal effects damaged or destroyed during the course of and incident to employment, provided loss is not caused by negligence of the claimant. Personal effects do not include automobiles and/or other vehicles.

"Any member of the professional staff shall, upon presentation of his transcript and a bursar's receipt, be reimbursed in a lump sum in an amount equal to 50 percent of the cost per credit hour of such work up to a maximum of ten hours per year; provided the courses are of a content related to the curriculum or course of study taught by the teacher and are approved in advance by the Principal and Superintendent. The benefits provided above may be extended to other courses with the approval of the Superintendent.

"Each teacher who hereafter indicates his intention to retire one year prior to such retirement under the New York State Teachers' Retirement System or whose retirement is mandatory under such system shall receive at the start of the last school year of service a salary increase for that year equal to 5/10 of one percent (0.5 percent) of his current salary multiplied by the number of years of service in this school district, such salary increase not to exceed \$1500.

"No tenure teacher shall be disciplined, reprimanded, reduced in rank or compensation, suspended, demoted, transferred, terminated or otherwise deprived of any professional advantage without just cause. In no case shall this be done publicly unless so requested by the teacher. Any such action, including adverse evaluation of teacher performance or a violation of professional ethics asserted by the Board or any agent thereof, shall be subject to the grievance procedure set forth in this Agreement, provided that in the case of a non-tenure teacher, termination shall not be grievable."

**THE COURT** stated that the enactment of the Taylor Law was a legislative determination of the public policy of the State that employees could participate in negotiating terms and conditions of their employment. Nevertheless, it was not intended to grant public employers and their employees the right to agree and bind themselves to terms and conditions of employment not otherwise authorized by law. Following this reasoning, the court held that the 1st, 2d, and 4th provisions set forth above are terms and conditions of employment concerning which the board had lawful power to agree and to bind itself. The 3d provision was held by the court to be unlawful because there was no specific statutory authority for making the payments required. As to the provision, the court held that insofar as it makes disciplinary proceedings subject to the grievance procedure, and insofar as it subjects the action of the board in dismissing or removing a tenure teacher to the grievance procedure, are terms and conditions concerning which the board had no lawful power to agree and bind itself. However, insofar as the provision made actions relating to the supervision of teachers, non-disciplinary transfers, and adverse evaluations subject to the grievance procedure, the board had the power to bind itself.

**IN A RECENT** decision of the Appellate Division, Second Dept., reviewing the Suffolk County Supreme Court decision, the Appellate Division affirmed the lower court as to the 1st, 2d and 4th provisions. It reversed the court as to the 3d provision, and held that the reimbursement for tuition was lawful. The Appellate Court also affirmed that a board of education is better qualified than an arbitrator to decide whether a teacher should be dismissed for incompetency or misconduct, and that since the dismissal of a teacher is of such vital importance to the public and to the school children, that the contractual delegation to an arbitrator of the question of whether a teacher should be dismissed for incompetency or wrongdoing is void as against public policy. (319 NYS 2d 469.)



**INNOVATIVE PAIR:** Two Dept. of Highways employees, Charles L. Bogdan, of the Bronx, left, and Mario DiNoia, of Staten Island, right, proudly display their Employees' Suggestion Program award certificate presented to them by Deputy Highways Commissioner David W. Keiper, center. Bogdan, a plumber assigned to the agency's Queens Asphalt Plant in Flushing, was also rewarded with two checks and a certificate of merit for his three award-winning suggestions.

### Calls For Clerical Exp.

## New U.S. Office Asst. Title Proving Powerful Attraction

Among the varied Federal titles presently proving a strong attraction is the new position of office assistant, a job which combines three now-defunct clerical titles.

Hiring at GS-2 level is available to any U.S. citizen who has to his or her credit at least six months in performing clerical duties. Such background should be similar to the duties described below. If you meet the experience standard here, it is not vital that you have a high school diploma.

If you want to aim for the GS-3 level of the same title, you will need to produce one year of the experience described. Substitutes for work history are academic attainment: a high school diploma for GS-2 standards, and a full year of study beyond high school—at a secretarial or business school, junior college or four-year college — for consideration at GS-3.

The bulletin, Announcement

Also, persons who qualified for the old titles after June 1970 need not reapply. A description of work includes: maintaining financial, personnel, time, leave and payroll records; receiving, reviewing and verifying documents; answering inquiries in person, by phone or letter; ordering, stocking and dispensing supplies, and coping with correspondence.

#### Current Pay, Benefits

On a weekly basis, GS-2 office aides will receive \$94, while their GS-3 counterparts begin at \$106. Numerous benefits also are featured, such as nine paid holidays, two-weeks-plus vacation time and sick leave. Also, you will be entitled to low-cost life insur-

## Mark May 21 Deadline For Suffolk Posts

Entries for a quintet of open-competitive titles in Suffolk County Government, primarily in the auditing and accounting fields, are scheduled to shut off on May 21. The fifth title involved is that of cashier.

In all cases, residence will not be required and any person can apply if he or she meets the suggested training and experience. Written exams are on the agenda for June 5. Applicants should inquire to the Suffolk Cty. Civil Service Dept., Riverhead, L. I., or call (516) 727-4700.

The pertinent titles and an outline of qualifications follow: Accountant/\$335-472 — Required: Bachelor's degree in accounting.

Auditor/\$335-472 — Required: Bachelor's degree in accounting. Cashier/\$210-281 — Required: H. S. Graduation; year of experience.

Sr. Accountant/\$449-629 — Required: Bachelor's degree in accounting, auditor.

Sr. Auditor/\$449-629 — Required: Bachelor's degree in accounting; three years as accountant, auditor.

### Plan Cashier Exam

Applications for an open-competitive cashier examination are being accepted by the Peekskill Civil Service Commission until May 19, at 5:00 p.m. At present, there is one vacancy in the Department of Finance, salary range \$5,150 to \$6,540.

Applications and further information can be obtained at the office of the Civil Service Commission, City Hall, Peekskill, New York. The exam will be given on June 19.

### SHANLY PERSONALLY ESCORTED TOURS

Europe in 1971—\$649

22 unforgettable days through 15 countries . . . picturesque ions, all meals included. Fly from New York; deluxe motor coach through Ireland, England, France, Belgium, Germany, Holland, Luxembourg, Leichtenstein, Austria, Italy, San Marino and Switzerland. Visit London, Paris, Rome, Venice and other fascinating cities. Reserve early. Departure dates: June 10, Aug. 12, Sept. 2 & 23, Oct. 14.

Continental Circle Tour of Europe—\$699

A 22 day quality tour of Europe the way it should be seen, but seldom is. Visit romantic places such as Amsterdam; quaint Heidelberg; Munich; Salzburg; Vienna, city of dreams; the Isle of Capri; Rome, Florence and Lucerne. All meals and excellent accommodations throughout help assure you of a memorable holiday. Departs July 8.

Hawaii with Shanly—\$599

15 days—Deluxe accommodations—Island of Hawaii, Maui, Kauai and Oahu. Includes air from Chicago. 8 days on fabulous Waikiki beach. Selected sightseeing. Departs Oct. 23.

British Isles with Shanly—\$549

15 days—Ireland, Scotland, England—1st class hotels and all meals—Visit Limerick, Killarney, Dublin, Edinburgh, London, optional tour to Wales. Departs Sept. 30.

Grand Circle Western Tour—\$479

19 glorious days touring western U.S. (Grand Canyon-Las Vegas), Mexico and western Canada (Canadian Rockies-Lake Louise) by deluxe motor coach. Departs June 12, July 10, Aug. 7.

For details and literature write:

**SHANLY TRAVEL**

Suite 416 (28) 290 Main Street  
Buffalo, New York 14202

## Place Starting Pay Level At \$5,600 For Position Of Tab Machine Operator

The tables for tabulator operator salaries, open for filing until May 25, list a starting salary of \$5,600 and a ceiling pay level of \$7,550. The Personnel Dept. has reported some 24 vacancies at present, existing in assorted City agencies.

Job qualifications are minimal, calling for only six months of full-time experience in operating a tab machine. As a substitute, you may submit six months as the operator of a tab machine, collating machine, reproducer, sorter or interpreter, at least two directly involved with a tabulating device. Not credited: background in operating a key punch, adding machine, bookkeeping machine, calculator or verifier.

Responsibilities in the job are likely to include operating and wiring tab machines in line with detailed instructions and handling the operation, also, of collating, reproducing and sorting equipment. No written test is

planned, but applicants will be screened on the basis of training and experience. Thus, an Experience A Form must be completed at the time of application.

Entries are now accepted on weekdays only, at the City Personnel Dept., 49 Thomas St., Manhattan. Ask for Exam Notice No. 1028 in requesting an entry blank.

### Evans Reappointed

Harold B. Evans, Sr., of Watertown, has been reappointed by Governor Rockefeller to an unsalaried term as a member of the Thousand Island State Park Commission. The term expires Jan. 31, 1978.

## "A SUPERIOR FILM. A RICH, POETIC, AND BAROQUE CINEMATIC STYLE."

—Vincent Canby, New York Times



"'The Conformist' is intense and fascinating! It is one of the most interesting films I've seen in a long time. The murder scene will stay in my mind for a long time and so will other scenes in 'The Conformist'."

—Jeffrey Lyons, WPIX-TV

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STEFANIA SANDRELLI in  
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with GASTONE MOSCHIN DOMINIQUE SANDA and PIERRE CLEMENTI  
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For news behind the news — the news that affects you personally, read

NEW YORK DAILY COLUMN

New York's Newest Newspaper

with 20 pages of your favorite comics.

25c on your newsstand Fridays.

# Harlem Valley

(Continued from Page 3)  
operating with the Civil Service group "24 hours a day for the last three days." She said she would be "happy to do anything to throw monkey wrenches" into the transfer actions.

She said she has gotten local people to contact Assemblyman Emeel Betros and State Senator Jay P. Rolison. She personally contacted U. S. Senator James Buckley and told him the transfer action was a "State matter" and that "anybody running for election in the State would do well to disassociate himself from this sort of action." Dr. Evarts

said that Senator Buckley "asked for a complete memorandum on the matter."

Dr. Evarts said she told the Mental Hygiene Dept. she thought "Hitler's method was somewhat more humane than theirs," and that she was "not interested in culling the herd" for them.

Sixty-four attendants, two greenhouse men, six senior seamstresses, one maintenance man, one psychiatrist, one therapist, 29 kitchen and dining room workers, one recreation instructor and 26 others are slated to lose their jobs at the hospital.



Led (top photo) by Ann Bessette, one of the four Mental Hygiene representatives to CSEA's Board of Directors, demonstrators approach Harlem Valley State Hospital grounds to show their disapproval of forced transfer of patients. Employees are shown (center) blocking the hospital entranceway and (bottom) a bus set to remove the patients for transfer Upstate.

## Continues PA Post

Dr. William J. Ronan, of New York City, former Secretary to the Governor, has been reappointed by Governor Rockefeller as a member of the unsalaried Port of New York Authority. Dr. Ronan, chairman of the Metropolitan Transportation Authority, will continue service on the Port Authority until 1977.

## Election

(Continued from Page 1)

Others elected were Peter O'Regan, first vice-president; Mrs. Martha W. Owens, second vice-president; Frank Sanders, third vice-president; Seymour Shapiro, treasurer; James J. Chiaravalle, financial secretary; Selma Cohn, recording secretary, and Miriam Levy, corresponding secretary.

# We'll Fight On — CSEA

(Continued from Page 1)

that this fine individual, Comptroller Arthur Levitt will now institute an action that will require all of the judges to participate and decide the case on the merits. In such an event, I have no doubt that the budget will yet be ruled unconstitutional."

## Firings May Go On

In the meantime, the State may resume its goal of firing some 8,500 employees. The CSEA leadership, however, has no intention of dropping its battle to prevent the issuing of further pink slips.

"We are still carrying our battle to the public, to the Legislature and to the Governor," Wenzl said. "This issue is not dead because of an adverse court decision."

Here is how the decision went: The court majority said the

five employees' claim that the budget form that caused their firing "has not been demonstrated."

"Plaintiffs' real quarrel is with the amount of the appropriations, not with the form or the method whereby they were requested and enacted," the opinion said.

The CSEA had claimed the Legislature improperly delegated its responsibilities to the executive departments through the vagueness of the budget.

In one dissent, Judges Charles Breitel and Matthew Jasen said the plaintiffs had standing but that the budget, an 845-page document, was constitutional.

"Itemization is an accordion word," Breitel wrote.

He said the Legislature, not the Governor or the courts, was the sole judge of the specific nature of the budget.

Noting that Rockefeller's proposal was cut "mercilessly," Breitel said, "appropriation acts, if itemized sufficiently to obtain Legislative approval, are sufficiently itemized."

In his separate dissent, Fuld agreed the workers had standing, but also found the budget improper.

Provisions to allow the executive departments to shuttle money from one fund to another, he said, "enable the executive branch . . . to directly contravene and override the Legislature's intent. . . ."

The court's declining to rule on constitutionality followed a pattern set in 1970. Then, it also ruled that three Democratic Assemblymen, who challenged the "lump" appropriations, lacked standings.

## Sal Occhiogrosso

Salvator Occhiogrosso, an acknowledged expert in the workmen's compensation and disability benefits fields during his 34 years of public service, died March 15.

Mr. Occhiogrosso entered State service as a junior clerk. At the time of his death, he was a principal compensation claims examiner for the State Insurance Fund, attached to the office of the director of claims as his prime assistant and research and training officer.

A member of the SIF chapter of the Civil Service Employees Assn., Mr. Occhiogrosso was praised by chapter president Vincent Rubano as a "devoted and faithful champion of the State Fund, a warm and true friend of its employees."

He is survived by his wife, Elvira, and three children, Frank, Peter and Lisa.

## Panel Sets Discussion On Pension Trust Plan

Aiming to discuss revision to the staff pension plan, the pension trust committee of Civil Service Employees Assn. will get together on Tuesday, May 25, at 12 noon.

# Jefferson CSEA Pact Without A Pay Hike Because of Austerity

The Jefferson chapter, Civil Service Employees Assn., has a new contract with the City of Watertown which, for the first time in years, provides that there will be no pay boosts for municipal workers.

Younger employees will get their pay plan increments through an F step at the sixth year. Older employees, under terms of the contract negotiated by CSEA representatives with City Manager Ronald G. Forbes, get nothing in the way of salary improvement.

Negotiating off and on for the past three months for City members of CSEA were Mrs. Eleanor S. Percy, chapter president, and Richard J. Grieco. The employees did gain "additional retirement benefits of veteran service credit, allowance for unused sick leave and guaranteed ordinary death benefits. The cost: \$11,698."

CSEA also agreed to remove a clause requiring printing of the contract and a reopener clause on any new subjects or issues not covered by the contract.

In a letter to City Manager Forbes, following chapter ratification of the new one-year work contract, Mrs. Percy said:

"In view of the serious financial crisis, not only in the City but throughout the State and Nation, the members of the Jefferson chapter, CSEA, of the City of Watertown agree to hold the line on benefits and salary increases as you propose.

"However, we trust that the City itself, in turn, will follow an austerity program in every possible area.

## Clarification

To set the record straight, Mrs. Karen Lindstrom's former husband does pay for child support, although, since the children live with their mother, she is regarded as head of her household. A story about threatened layoffs in Long Island Mental Hygiene institutions, appearing in the May 4, 1971, Leader, stated that she is "the sole support of her family" and was unfortunately misinterpreted by some people.

"I personally feel that City employees should be commended for their cooperation and personal sacrifices.

"I wish also to point out that a deciding factor in the affirmative decision is due to the fairness, understanding and cooperation which you, the Mayor and the Council have shown in the past to the employees.

"Hopefully, next year the economic picture will be brighter and together we will be able to negotiate an improved contract between the City and its employees."

The move appeared to prevent the firing of County employees as an economy measure.



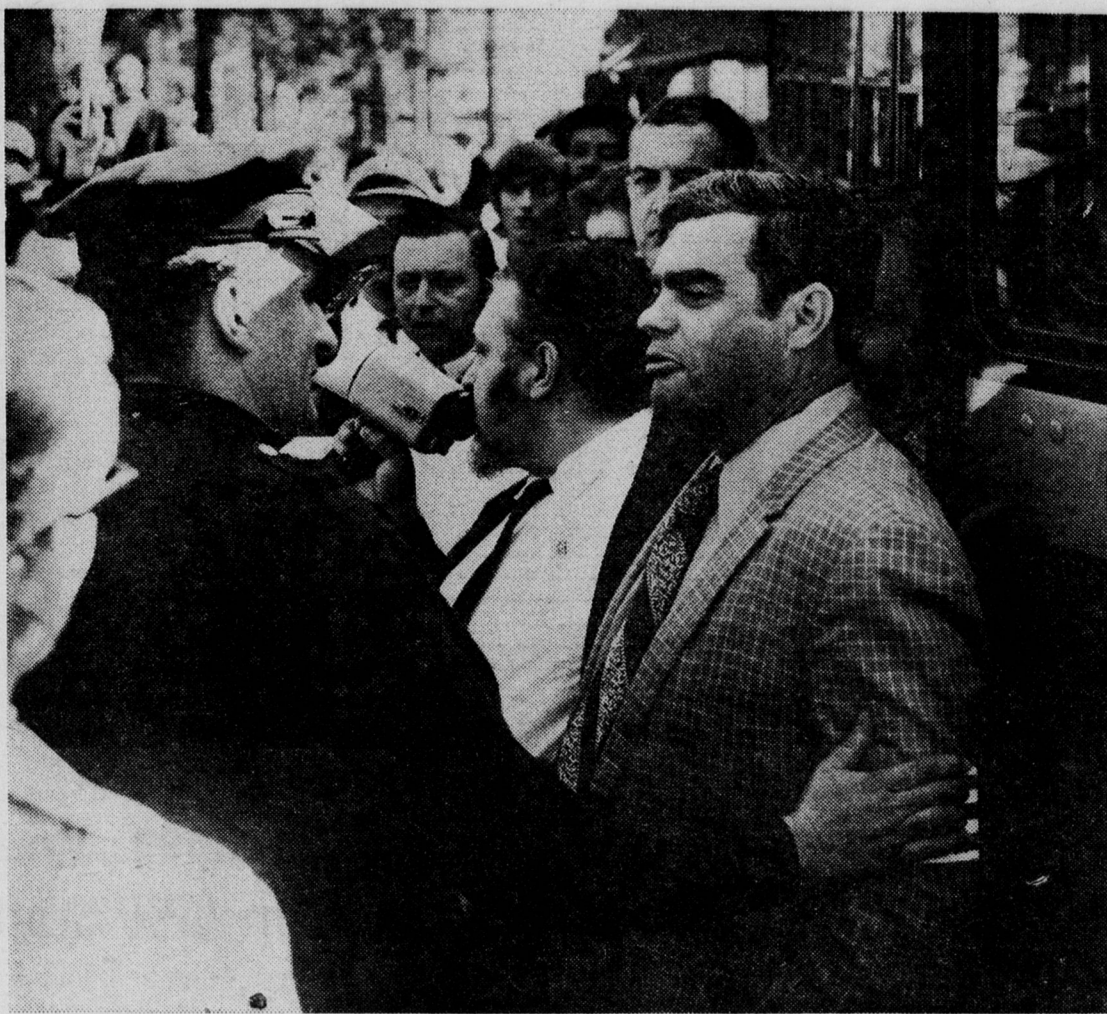


Employee Richard Hill tells the dilemma of having his 12-year-old boy moved to an inaccessible place and separated, perhaps for trying to reabsorb him back home. The latter, but not all families could.

They put their jobs on the line for patients and were glad they did. Charles Cannetti, left, and Harry Wessell, both hospital attendants, asserted they could not in conscience help in the transfer of patients. The two were terminated.



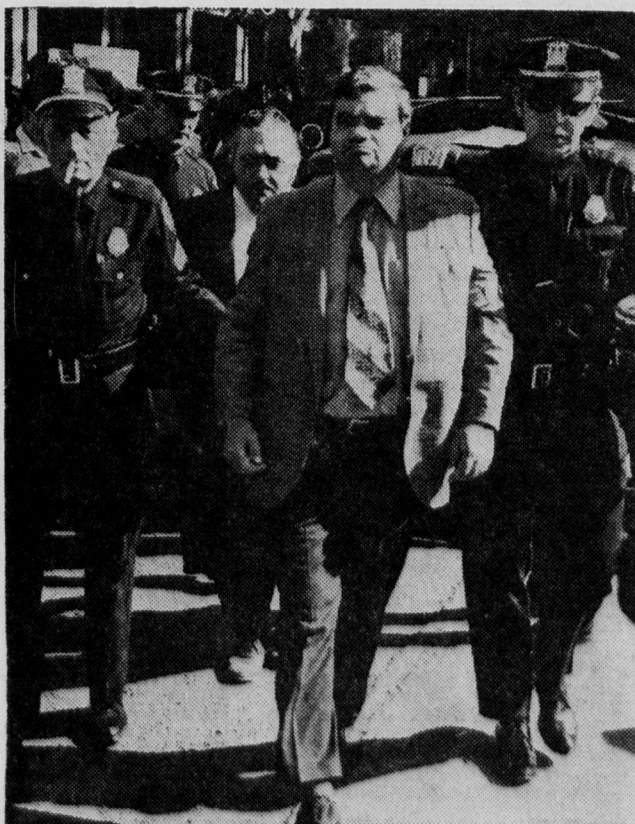
Aroused by the State's decision to take patients from Middletown State Hospital and send them to Rockland, employees (top) resort to silent protest with signs and (bottom) gather to shout their vehement dissent.



Pressing himself to bus entrance, CSEA collective bargaining specialist Robert Guild debates a policeman. The officer ordered him to move. Chapter president Philip Del Pizzo is shown next to Guild with the horn. Both men were later arrested.



Middletown policemen hustle off Cathie Van Dersmark and Rick Moran to the patrol car for a trip to headquarters. They are co-chairmen of the chapter action committee.



Arrest also followed for Guild and Del Pizzo on charges of "obstructing government administration." Middletown cops lead them to a patrol car to be arraigned.



"Power to the people" signifies Cathie's clenched fist from the back seat of police car, where she waits with co-chairman Moran to be driven to police headquarters.

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## End Police Drive In White Plains; Plan June Exam

A recruitment search for City patrolman has been launched by White Plains, which notes the current salary levels of \$8,300-10,400.

Applications conclude May 19 at 4:30 p.m.; thereafter, applicants should bone up for a written exam planned for June 19 on provisions of the State Penal Law, Code of Criminal Procedure and Vehicle and Traffic Law. Candidates must demonstrate the ability to prepare written reports, also.

### Residence Eligibility

Only male residents of certain counties are eligible to compete: Westchester, Nassau, Putnam, Rockland, Bronx or Queens. The age requirements are ordinarily 19 through 29, with military credit being applied to determine maximum age. Thus, years on duty are subtracted from the actual age.

Other qualifications involve having a high school diploma, equivalency certificate or GED diploma, a State driver's license, and the ability to meet physical and medical standards. For example, height and weight minimums are 5-foot-9 and 145 lbs. respectively. Vision must be 20/30 in each eye. Candidates also face a psychological evaluation exam.

Application forms are available at the Civil Service Commission, 255 Main St., White Plains. Interested persons should request Job Bulletin No. 69852.

## Near Ft. Hamilton VA Hosp. Vying For LPN Staff

The Veterans Administration Hospital in Brooklyn has declared that it is on the lookout for licensed practical nurses to fill a large number of vacancies at its facility, 800 Poly Place, Brooklyn, near the Narrows-Verrazano Bridge.

Depicted as a "modern, 1,000-bed general, medical and surgical hospital," the location is adjacent to the Ft. Hamilton army base.

Salaries for LPN's go from \$7,237 to \$10,307, depending on qualifications. Aside from pay, VA employees are accorded the full scope of Federal benefits inclusive of sick leave, personal leave and accrued vacation time.

LPN candidates must have completed study in a State-approved school of practical nursing. Licensure in any of the states will be satisfactory. Recent grads can be appointed subject to getting a license during their first year of duty.

Prospects are asked to call Mrs. Baron at the Hospital, at 836-6600, ext. 389, before visiting the personnel office.

## Robinson Gets Nod For Athletic Comm.

Jackie Robinson, famed infielder with the former Brooklyn Dodgers, now a business executive, has been appointed by Governor Rockefeller as a member of the State Athletic Commission.

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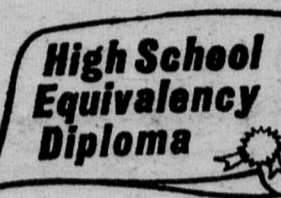
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## Police Donating \$39M To Charitable Groups

On behalf of the Police Dept.'s 35,000 policemen and civilian employees, Police Commissioner Patrick V. Murphy has presented checks totalling \$39,500 to 14 charitable organizations.

The money was raised by Department members through cash contributions each month at station houses and other police facilities.

The Department's checks went to the following:

Mothers In Action; Mental Health Assns. of New York and Bronx Counties; Queens Mental Health Society, Inc.; Bronx County Society for the Prevention of Cruelty to Children; Institute of Applied Human Dynamics; New York Assn. for the Blind, "The Lighthouse," and the March of Dimes.

Also, New York Board of Rabbis; United Cerebral Palsy; New York Heart Assn.; United Jewish Appeal; United Negro College Fund; Police Athletic League, and the Emerald Assn. of L. I., Inc.

### Academically Speaking

Some 35 Sabbath observer candidates for college office assistant "B" have been summoned to take Exam No. 9597.

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**"CARE-A-VAN"** — One of several cars bearing signs protesting the proposed closing of New Hampton Training School for Boys and other units of the State Social Services Dept. because of budget cutbacks, heads for the State Capitol in Albany. The protesters, members of the Civil Service Employees Assn. chapters at New Hampton Training School and Hudson Training School, were later led in a march in front of the Capitol by CSEA president Theodore C. Wenzl, who also spoke to the group from the Capitol steps.

## Garden City Employees Gain 15% Salary Hike; Win Fringes In Baldwin

MINEOLA—A continuity pattern of significant gains has been negotiated by the Nassau chapter of the Civil Service Employees Assn. for units in the Village of Garden City, Garden City School District and Baldwin Public Library, it was announced this week by Nassau chapter president Irving Flaumenbaum.

The chapter, largest in the State, has established a pattern of salary and benefit gains as well as job security items. The Garden City Village pact, affecting 250 employees, provides an eight percent boost this year followed by seven percent next year.

In addition, employees gain an increased longevity increment of \$250 after 10 years and \$500 after 15 years, 75-g retirement plan, 12-cents per mile allowance for use of personal cars, 20 cents an hour additional for night shift differential and an additional \$100 for sanitation workers.

**Second-Year Benefits**  
In the second year of the contract, the seven percent salary boost comes along with increased longevity payments of \$300 and \$600, fully paid dental insurance and another additional \$100 pay-

ment for sanitation workers.

The Garden City School District contract provides eight percent and 6½ percent salary boosts in each year of a two-year agreement. Employees also gain longevity payments three years earlier than previously, four additional days vacation and seniority protection.

In the second year, the additional salary boost comes along with increased longevity payments of \$300 and \$600 and the 75-g retirement plan.

The Baldwin Library package provides a general salary schedule revision that brings employees boosts ranging up to \$1,400.

It also provides a fully paid health insurance program, increased vacations and initiation of a sick leave policy.

As no agreement was reached in talks with the Village of Mineola, an impasse has been called.

## Contino Installed As President By Yonkers Non-Teaching Unit

(From Leader Correspondent)  
YONKERS—Anthony Contino was installed as president of the non-teaching unit of the City Board of Education of Westchester chapter, Civil Service Employees Assn., at ceremonies at Gorton High School here recently.

Michael DelVecchio, president of the parent chapter, was installing officer.

Others installed were James Massaro, first vice-president; Albert Risk, second vice-president; Silvio Picchianti, third vice-president; Patricia O'Rourke, recording secretary; Catherine Halychyn, corresponding secretary; Jean Cherniak, treasurer, and Frank Seaman and Joseph Shaw, sergeants-at-arms.

The outgoing president, Mrs. Carrie Cava, who did not run for re-election, was the recipient

of a bracelet presented by Mrs. Jean Cherniack, chairlady.

Others installed include members of the Board of Directors: Florence Kivel and Kathleen DiFalco, administration building and annex; Joseph Sandala, custodian I; Roscoe Conklin, custodian II; Ronald Sheedy, janitors, junior and high schools; James Santangelo, janitors, grade schools; Edna DiFiore, food service helpers, I and II; Lucille Carbillano, cooks.  
Also, Ethel Mullane, bakers;

## Binghamton School Unit Reveals Slate

(From Leader Correspondent)

The Binghamton City School unit, Civil Service Employees Assn., has announced its slate of candidates for unit elections.

Seeking office are: president, Ann Maywalt; first vice-president, Joseph DeMarco; second vice-president, Frank Muzifoo; third vice-president, Esther O'Boyle; secretary, Jean Habla, and treasurer, Kathryn Roe.

Conspicuously absent from the roster is Steve Caruso, incumbent president, who is stepping down from the post he has held since the unit was founded in October 1967.

## Henry Girouard To Be Honored On Retirement

Henry Girouard, chief of nursing services and training at Brooklyn State Hospital, will retire in June after 43 years of State service. He started as an attendant on Dec. 3, 1928, and entered the School of Nursing in 1929, graduating in 1932. His first appointment as supervisor was in 1934.

He attended St. John's University receiving a Bachelor of Science degree in June 1954 and a Masters degree in 1959. He was the first male nurse to do field work with the Brooklyn Visiting Nurses.

During World War II, he was in charge of a group of male nurses who repatriated prisoners of war aboard the M.S. Gripsholm, which traveled between Portugal and the United States.

In 1953, he was appointed chief supervising nurse and later was appointed to the new post of chief of nursing services and training in 1967.

A member of the Brooklyn State Hospital chapter of the Civil Service Employees Assn., he is being honored by colleagues and friends at a dinner-dance on June 11 at the Farragut Manor.

## Schreiber Retiring From Niagara Welfare Dept. After 36 Yrs.

LOCKPORT—After 36 years with the Niagara County Welfare Dept., 26 of which he was executive director, Norman J. "Dutch" Schreiber is retiring.

During his years with County, Schreiber was involved in many often controversial welfare cases. Beginning his career with the Department in 1935 as a caseworker, he has held every job in the Department, most recently as executive director.

Priscilla Royman, managers; Richard Liberatore, motor equipment operators; Anthony Raimondi, maintenance mechanics; Michael Moravsky, painters; Carl Buetti, construction inspectors; Elizabeth Hart, matrons; Janice Schaff, registrars, secondary schools; Eleanor Omerod, registrars, grade schools; Eleanor Barry, school aides, secondary; and Mary DeSantis, school aides, grades.

## Industry Chapter Hears Farrugia Discuss Crisis Facing State Employees

(From Leader Correspondent)

ROCHESTER—Members of the CSEA chapter at the State Agricultural and Industrial School at Industry set aside normal business at a meeting last week so that their president, Carmen Farrugia, could discuss State employee cutbacks.

"If it comes to local employees being cut, we will be advised from CSEA Headquarters in Albany regarding a job action,"

Farrugia said. Although no vote was taken, the consensus was that chapter members favor job action if the CSEA deems it necessary.

## CSEA Opposes 'Deficient' Bill On Dr.'s Aides

ALBANY—The Civil Service Employees Assn. has taken a stand against a bill now in the Legislature (F-5703) that would establish the registration of physician's associates and specialist's assistants, two new job titles, because the union feels the measure is "deficient in several respects."

"CSEA endorses the objectives of the bill," said a CSEA spokesman, "but this measure as written fails to define the medical services to be performed by the physician's associates and the specialist's assistants. In addition, there are no specific educational qualifications required for either position."

The CSEA aide also said that the bill's failure to require the presence of a physician to supervise the other positions at all times "does not ensure that the health needs of patients will be properly met." He further noted that substantial costs for the new positions had not been fully considered in the measure, and that "in this connection, the payment for these new services could well result in termination of many nurses and others employed in health services."

"For all these reasons, CSEA opposes this bill."

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Farrugia urged members to write to area legislators and protest the use, by New York State, "of dedicated civil servants as pawns in their political chess games."

"Of immediate concern," Farrugia said, "is the elimination of jobs for people who have dedicated their lives to State service. Of equal, if not greater, concern, is the transfer of 2,500 employees from the Department of Social Services to the Division of Youth."

"Informed sources see this as a step toward phasing out institutions. These institutions provide essential services. For example, Industry is responsible for the rehabilitation of delinquent boys who have been given every opportunity in the community."

"If institutions are phased out, then watch out, Monroe County and Rochester, because you will have to take up the slack. Where will the money come from? When the transfer takes effect, supposedly by June 1, it will be billed as a \$50 million saving in welfare. Why?"

"The Department of Social Services is a part of the social welfare system. In reality, the same money will be spent under a different label. Instead of attacking welfare where it really hurts, the State proposes to cut back on services by getting rid of employees, thereby increasing the work load on those left behind."

Chapter members endorsed Farrugia's appeal to petition the legislators and to inform the public that Industry provides an efficient, vital service "that the public can ill afford to ignore."

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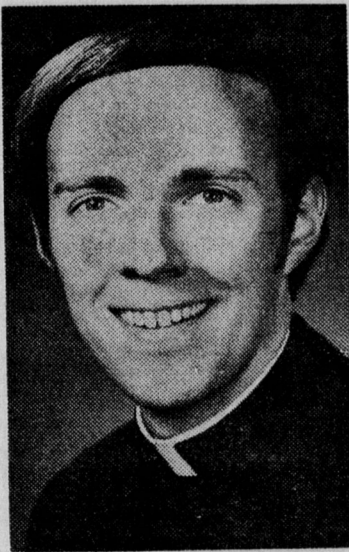
## Rev. John S. Adamski To Be Ordained Priest

(From Leader Correspondent)

ATLANTA, Ga. — John S. Adamski III, son of John S. Adamski, president of the Western Conference of the Civil Service Employees Assn. and president of the CSEA Roswell Park Memorial Institute chapter in Buffalo, will be ordained a priest here at noon May 22 by Atlanta's Archbishop Thomas A. Donnellan.

After his ordination, the then Father Adamski will return to his hometown to be chief celebrant at a Mass of Thanksgiving at 5 p.m., June 6, in the church he attended as a child, St. Joachim's.

Concelebrating the Mass will be his uncle, Msgr. Peter L. Mellerski, pastor of St. Joachim's, and the Reverend Raymond J. Kozlowski, assistant pastor.



The Reverend Mr. Adamski was graduated from St. Joachim's Elementary School, the Diocesan Preparatory Seminary in Buffalo and St. John Vianney Seminary in East Aurora, a Buffalo suburb.

He also attended Manhattan-

## 34 Nassau Aides Complete Courses In Labor Relations

MINEOLA — Thirty-four members of the Nassau chapter, Civil Service Employees Assn., recently completed the chapter's third course in labor-management relations and collective bargaining.

The course was conducted by Professor George Roukis under the aegis of the State University at Farmingdale.

"We are already preparing for a more advanced course," asserted chapter president Irving Flaumenbaum. "There can be no better investment of our funds than in training our chapter and unit officers and members in the highest skills of negotiating contracts and effectively enforcing them."

Flaumenbaum said that education has become a prime responsibility for CSEA chapters. The Nassau chapter initiated a college-level course two years ago, and schooled another group of leaders last year. The latest group was the largest to date. Tuition was subsidized by the chapter.

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ville College of the Sacred Heart in Purchase, and Emory University in Atlanta. He currently is seeking his Masters of Divinity degree from St. Meinrad School of Theology in Indiana.

After his visit to Buffalo, he will return here to begin a parish assignment June 10.

## Hempstead Aides Win New Contract

(From Leader Correspondent)

MINEOLA — A 10 percent salary boost in the first year and a minimum of seven percent in the second year has been gained in negotiations by the Hempstead Village unit of the Nassau chapter, Civil Service Employees Assn.

Chapter president Irving Flaumenbaum, noting the breadth of fringe benefits also gained, said the agreement benefits about 400 Village employees. The pact will be effective next month.

In addition to the two-stage pay boost—with the second year boost higher if required by the cost-of-living index—the agreement also includes a dental plan comparable to that won for County employees and the 25-year, half-pay retirement plan in the first year improving to the C12 plan in the second year, providing 1/50th benefits with retirement after 20 years at age 55.

A new provision guarantees employees charged with assault because of the performance of duties will be provided with legal defense by the Village.

The contract also improves sick leave accumulation, conversion of sick leave credits to retirement, night differential of five percent, longevity increments after 10 and 20 years, another longevity step at 15 years in the second year of the contract and improved vacation schedules in the second year bringing 15-year veterans up to 24 working days.

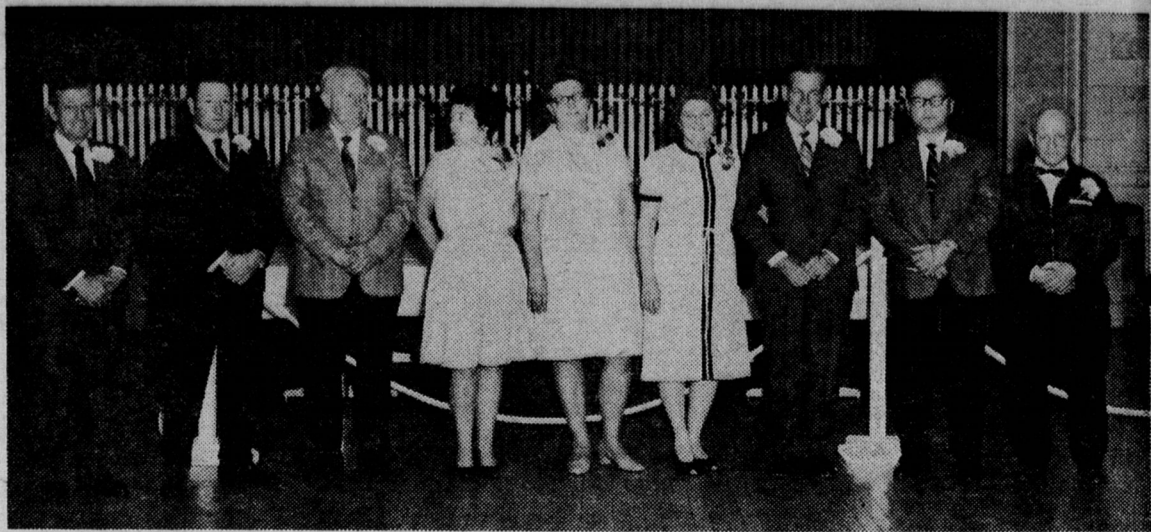
## Rochester Chapter Sets May 26 Meet

(From Leader Correspondent)

ROCHESTER — An up-to-date report on employee terminations and job action and a report on elections for chapter officers will be given at a dinner meeting of the Rochester chapter of the Civil Service Employees Assn. May 26 at Eddie's Chop House.

Reservations for the buffet dinner, which will be served at 7 p.m., must be made no later than Friday, May 21. Tickets are \$4.25 each. Call Ralph Palmer at (716) 454-4272; Merle Schwartz, (716) 325-2910, or Sam Grossfield, (716) 546-1770 for reservations.

## Wassaic Honors 12 Aides For Long Service



Honored for 25 years' service were, left to right, James Hoysradt, Melvin Hoysradt, Clement Buckley, Dorothy Pol-

hamus, Aileen Kayea, Evelyn Warren, Charles Warren, William Kral, Frank Stapf.

WASSAIC—A dinner and dance in honor of employees of Wassaic State School who have rendered 25 years of State service was attended by members and guests of the Quarter-Century Club of the institution.

Twelve employees received 25-year pins this year—Harold Ackerman, Clement C. Buckley, James O. Hoysradt, Melvin W. Hoysradt, Aileen D. Kayea, Mary F. Kennedy, William Kral, Dorothy C. Polhamus,

Marion E. Schroeder, Frank C. Stapf, Charles Warren, Evelyn Warren.

Speakers at the dinner included those by Dr. George F. Etling, director of Wassaic State School, and Dr. Matthew D. Levin, a member of the Board of Visitors, who presented pins to the new members of the club.

The Reverend Bede Scully, O.F.M., Cap., and the Reverend Dale Parlette, chaplains of the institution, offered the invocation

## 'Need More, Not Less Employees At Gowanda,' Director Declares

(From Leader Correspondent)

GOWANDA—Even the hospital director has gotten into the act of criticizing the budget-mandated job cuts at Gowanda State Hospital here.

J. Rothery Haight, who said the prescribed job eliminations would cut the hospital's staff from 1,423 to 1,226 and reduce the patient load from 1,780 to 1,630, said "it's a heckuva thing to tell someone that 'you're through' after 25 years of service.

"That's no way to end anyone's career," he added.

Citing the need for more—not less—physicians, Haight continued: "We're supposed to have 34 doctors, but we only have 20 and two part-time men.

"I haven't been able to hire any physicians. I had to turn away a physician recently," he said.

He also lamented the fate of personnel who recently completed civil service tests, were promoted to higher posts and now find themselves out of a job.

"Because they're just new on their new jobs and because we can't bump downward, these men are out of a job . . . that's no way to run a civil service merit system," the doctor griped.

Many of the employees earmarked for dismissal live in Cattaraugus County, where the unemployment already runs about 11 percent, Dr. Haight said.

"Many of these people are homeowners and pay taxes. With unemployment already high here, I suppose some of these people will have to go on welfare," he pointed out, then, reflectively, asked:

"Where's the saving?"

Next, answering certain critics that claimed that hospital was overstaffed, Dr. Haight said, "some people say that we had too many employees, but I know the more employees we have, the more we can do for the patients."

The hospital's chief executive also was critical of the State's decision to close the farm that produces crops and livestock used at the hospital.

"I think that the farm operated pretty close to even," the doctor said.

"So that we could start our own plants," Dr. Haight said, the hospital recently spent \$10,000 from hospital store profits to build a greenhouse.

"Now it must go," he added. The State, he theorized, might have trouble disposing of the 60 prize-winning hogs and also 120 registered milking cows at the farm.

## Plattsburgh FSA Unit Quits Bargaining Table, Charges Unfair Practice

PLATTSBURGH — The Civil Service Employees Assn. has charged the Plattsburgh Faculty Student Assn. with unfair labor practices and has called an impasse in its negotiations with FSA on behalf of the newly organized FSA employees.

A spokesman for the union charged the FSA negotiators with "failure to negotiate in good faith, predetermination of the negotiability of items before negotiations even began, unilateral and arbitrary decisions affecting employees, and a concerted effort at union busting."

The spokesman, Paul Burch, CSEA collective bargaining specialist who is assisting the fledgling CSEA negotiating team in bargaining talks, has failed to recognize and follow the most basic concepts of collective bargaining as we know it in America. Their intransigent attitude toward the em-

ployee is a travesty of the whole collective bargaining process and will not be tolerated by CSEA. We will pursue our charges of unfair labor practices with the State Labor Relations Board and through the courts, if necessary.

"The Plattsburgh FSA is trying to destroy CSEA and we will not let this happen," he continued. "The FSA employees have bargaining rights and CSEA will protect those rights. FSA management has showed a complete lack of good faith in the talks, so we were compelled to walk out of the negotiations and to file this charge."

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## Named to SUNY Fund

Dr. Oscar E. Lanford has been named acting general manager of the State University Construction Fund to succeed the late Dr. Anthony G. Adinolfi. He will continue as vice chancellor for campus development on the State University central staff pending a permanent appointment to the Fund post. Dr. Lanford is presently on leave from the SUNY-Fredonia presidency.

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## Resolutions Committee Seeking Suggestions For Pact Negotiations

ALBANY—The Statewide resolutions committee of the Civil Service Employees Assn. is accepting suggestions and recommendations from both State and local government employee members until July 20 in preparation for future collective negotiations and sponsorship of legislation.

Mrs. Dorothy Rabin, chairman of the committee, said that no resolutions will be accepted after July 20, the deadline specified in the CSEA constitution.

Suggestions received from State employees will be reviewed by the committee between now and September for possible inclusion in the list of bargaining demands CSEA will submit to the State prior to the start of negotiations this Fall.

Those recommendations received from local government workers will be considered for introduction as bills under CSEA's sponsorship during the next session of the State Legislature.

Mrs. Rabin asks that all proposed resolutions be submitted in writing to the resolution committee in care of CSEA Headquarters, 33 Elk St., Albany, New York 12207.

# Lackawanna CSEA Withdraws Unfair Labor Practice Charges After Board Pledges Quick Action

(From Leader Correspondent)

LACKAWANNA — The Civil Service Employees Assn. unit that represents nearly 300 non-teaching workers of the Lackawanna Board of Education has decided to withdraw an unfair labor practice charge against the Board.

The charge was withdrawn after the board spent four hours in closed session and before a County grand jury investigating irregularities of the school board, the CSEA contends.

Milling said the grievances settled in the four-hour meeting meant reimbursement of pay to an employee whose wages were docked and clarification of job-posting procedures.

"We've developed a new spirit of cooperation; I hope it lasts," Milling said in reporting that the school board and the CSEA had agreed to monthly management-union meetings.

Milling explained that Board members "never saw some" of the grievances argued by the CSEA and promised "it wouldn't happen again."

He said many of the problems between the CSEA and the Board were the result of "lousy communications."

The CSEA had filed the unfair labor practice charge after noting "a bushel basket full of grievances that have never been acted upon," Milling said.

"After repeated attempts over a period of nine months to gain cooperation," Milling said the action was started with the National Labor Relations Board.

He said the unit had decided to take a strike vote to go hand-in-hand with the unfair labor charge dispute.

Edward J. Morgan, president of the Lackawanna CSEA unit, said the "Board promised to give us an answer on the other four in one week."

One grievance involves a maintenance man, who reportedly has been harassed by school administrators, because he has resolved three of seven grievances filed by the CSEA and signed a CSEA work contract that had been negotiated last

Fall.

The Board promised "immediate action" on the four outstanding grievances, reported Robert A. Milling, the CSEA field representative involved in practice charge, but dropped the vote when the Board signed the contract.

Milling said the CSEA workers felt "abused and misused," and Morgan added that the Board was "engaging in union-

busting tactics" and "I can't tolerate this type of action."

Failure to sign the contract had been one of the major bones of contention, Milling pointed out before the meeting at which the contract was signed.

"Efforts to get signatures on a contract consummated last Fall have all proved fruitless and that, in itself, constitutes an unfair labor practice," Milling had said.

# Depew Aides Win 19+% Pay Increase, Many New Fringes, In First Three-Year Contract

(From Leader Correspondent)

DEPEW — The first three-year work contract for municipal workers employed by communities in Erie County has been negotiated by the Civil Service Employees Assn. in Depew, a Buffalo suburb.

The contract affects 50 blue-collar workers in the Village's Highway Dept. and provides:

- Six percent across-the-board pay raises each year, for a total of 19.11 percent over the contract period.

- A \$20,000 death benefit.
- Expansion of accumulated sick leave during first year from 150 days to 165 days.

- Improved vacations that mean an added day of vacation for every year served after 15 years, with a five-week maximum vacation.

- Longevity increases of \$50, meaning \$100 to \$150 after 10

years, \$150 to \$175 after 15 years and \$200 to \$250 after 20 years.

- Improved hospitalization plan and prescription plan in contract's third year.

- Bereavement leave of three days.

- Personal locker and lunch area.

- Covered trucks to transport workers.

- New job classification of heavy duty motor equipment operator.

William Sorrentino is president of the Depew unit and was chairman of the negotiating team. Robert A. Milling was the field representative.

## Eligibles on State and County Lists

CHIEF ACCT CLK	
1 Bateman A S Buffalo	90.0
2 Laboda C A Kenmore	85.8
3 Bogacki L C Buffalo	85.2

ASST RETRMNT BNFTS EXMR	
1 Brown D C Albany	90.1
2 Anderson K Albany	88.1
3 Lloyd D V Albany	88.0
4 Beauharnois P F Plattsburgh	86.1
5 Sweet S B Albany	86.1
6 Coons P W Coeymans Holw	86.1
7 Wood A G Ballston Spa	84.6
8 Michaniv M J Albany	84.1
9 Taub J Brooklyn	84.1
10 Bushek T A Albany	84.1
11 Gosnell K B Albany	84.0
12 Gill H S Schenectady	83.7
13 Johnson K E Mechanicville	83.0
14 Carlisle P A Buffalo	82.5
15 O'Donnell J M Troy	81.8
16 Hislop A Colonie	81.1
17 Gnack H Albany	80.0
18 Kevlin D E Albany	80.0
19 Asprien E B Albany	79.6
20 McNicol D H Schenectady	79.4
21 Crier D G Schenectady	79.2
22 Wickham R R Albany	79.2
23 Kelley I J Scotia	79.2
24 Cherry W D Saratoga Springs	79.1
25 Couture G T Cohoes	78.9
26 Nazarian D A Albany	78.5
27 Gross B W Schenectady	78.1
28 Delaney A D Albany	77.8
29 Hammond M E Castleton	77.6
30 Degaro M B Johnstown	77.5
31 Brown F E Bay Shore	77.1
32 Townsend D D Schenectady	77.0
33 Rockwell R P Albany	76.7
34 Wiles J W Lake George	76.5
35 Conway M E Rensselaer	76.3

36 Partyka E S Schenectady	76.2
37 Corr M T Loudonville	76.1
38 Stringer M B New York	76.0
39 Pelner E Bellerose	75.9
40 Parese R A Rensselaer	75.7
41 Fessette E R Ft Edward	75.4
42 Coogan D V Rensselaer	75.2
43 Kilfoye W L Albany	75.1
44 Cohen E N Y C	75.1
45 Barton D R Buskirk	75.1
46 McLaughlin E F Waterford	75.1
47 Drobnay A M Troy	75.1
48 Sacawa T W Amsterdam	74.9
49 Womer E W Albany	74.8
50 Trudeau D M Albany	74.2
51 Williams C S Loudonville	74.1
52 Couchman P A Albany	74.1
53 Keefe J J Troy	74.0
54 Delgalle E Schenectady	74.0
55 Barber E T Troy	73.8
56 O'Hare H M Troy	73.8
57 Buseck L A Albany	73.6
58 Greenbaum G New York	73.5
59 Tanski H R Albany	73.3
60 Robertson R M Rensselaer	73.3
61 Vanamburgh A P Mechanicvil	73.2
62 Campbell L W Voorheesvil	73.1
63 Brown R S W Albany	72.6
64 Trela H C Schenectady	72.5
65 Tozzi L F Albany	72.4
66 Claughey E T Schenectady	72.3
67 Roberts P A Waterford	72.3
68 Gardner J M Amsterdam	72.1
69 Donnelly Susan Albany	72.0
70 Clenahan M J Albany	71.6
71 Wodtke W E Castleton	71.5
72 Hogan M J Schenectady	71.4
73 Farber H Brooklyn	71.2
74 Fetterling K M Albany	71.2
75 Bauer M J Troy	71.1
76 Green I D Albany	71.1
77 Stankiewicz Y Schenectady	70.7
78 Criscione A A Albany	70.7
79 Luther T C Albany	70.3
80 Robb E Brockport	70.1
81 Olender W J Rensselaer	70.1

## Correction Servs. Team Maps June 3, 4 Meetings

Planned with the purpose to "go over our language proposal and iron out any details which need revision," the Correction Services negotiating team will meet June 3 at Civil Service Employees Assn. offices in Albany at 1 p.m.

The June 3 session will be followed up by a meeting with management the next day. At the time, CSEA will submit "our final proposal in an attempt to reach agreement," reports Thomas J. Linden, collective bargaining specialist.

## State Insurance Comm. Session For Friday

A May 21 meeting of the insurance committee of the Civil Service Employees Assn. has been called by chairman Robert J. Wall for Albany's Sheraton Park Motor Inn.

The objective of the meeting is to "solidify many of the topics that we have been discussing for so long," said Wall.

SR SLERK STENO	
1 Lofgren B J Clarence	92.6
2 Ziegler V R Alden	92.5
3 Cappella D Cheektowaga	87.4
4 Mason M S Kenmore	86.8
5 Justinger A L Alden	85.6
6 Aderman E M Lawtons	77.6
7 Hartman S K Williamsvil	77.0
8 Tudor B C Buffalo	75.1

TYPIST II ONONGAGA CNTY PROBATION DEPT	
1 V I Galusha Syracuse	86.5
2 E R Galster Liverpool	81.0
3 J Lincoln Liverpool	75.4
4 D E Chunks Camillus	73.6
5 B E Stibbs Syracuse	73.5

CLERK II ONONDAGA CNTY PROBATION DEPT	
1 E R Galster Liverpool	85.0
2 B E Stibbs Syracuse	74.5
3 D E Chunks Camillus	71.6

SENIOR TYPIST OSWEGO COUNTY	
1 E A White Oswego	78.0

CHIEF BEVERAGE CONTROL WHOLESALE SERVICES G-25	
1 Edda L Lynbrook	91.0
2 Eovosky M New York	85.5

EXMR	
1 Swenson R D Amsterdam	83.8
2 Hrbeck J C Ravenna	74.9
3 Martin R M W Coxsackie	72.9
4 Fremont J G Cohoes	70.7

METAL PROD MFG	
1 A G Mizziel Attica	84.7
2 W L Johnson Attica	77.0
2A E P Sattler Attica	76.8

## Schedule Fun Time At Farmingdale Campus

FARMINGDALE — The State University at Farmingdale chapter of the Civil Service Employees Assn. is rounding up friends for some fun June 12 at the Allard Field House on campus. There will be a flea market, fortune tellers and picture takers, cake judging, square dancing with banjo music and a chicken barbecue dinner for \$2.25.

## Matteawan Chapter Elects New Officers

BEACON — The newly elected Civil Service Employees Assn. officers for the 1971-1973 period at the Matteawan State Hospital chapter, Beacon, New York, are: George Del Boccio, president; R. V. Pisco, vice-president; Foster F. Way and Nicholas J. Ferrone, delegates; Vincent F. Smith, alternate delegate; Mrs. Violet Jackson, secretary; Joseph Linder, treasurer, and Warren L. Shapiro, steward.

## Blount Renamed

Walter C. Blount, Jr., of Orangeburg, has been renominated for membership on the Board of Visitors to Rockland State Hospital

# CSEA Wants Ideas On Contract Demands From Security Unit

ALBANY — The Civil Service Employees Assn. has urged State employees in the Security Services bargaining unit to submit to CSEA their proposals and suggestions for 1971-72 negotiations with the State.

CSEA collective bargaining specialist Thomas J. Linden said the union is seeking suggestions for negotiating demands from those in the unit, currently represented by Council 82, AFSCME, AFL-CIO, because "obviously these employees are dissatisfied with their present representation, and CSEA expects to win back the right to negotiate for them this year. We need to know exactly what the problems are in the Security Unit so that we may begin to do something about them."

Linden said the union's ad hoc Security Unit Committee had already met three times this Spring to discuss the problems of Security Unit employees and to plan strategy for defeating

Council 82 in the representation election expected to held next Fall.

"Our people in the field," he said, "indicate that CSEA can get the benefits, working conditions and salaries that Security Unit people want and have not gotten through Council 82. But we need the help of all employees so that we can concentrate our efforts on the benefits that are most important to them."

Suggestions, problems and ideas should be sent to Linden, at CSEA Headquarters, 33 Elk St., Albany, N.Y. 12207, or to Cornelius Rush, chairman of the ad hoc committee, at 39 Van Steuben Rd., Fishkill, N.Y.