

Civil Service LEADER

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ALBANY 33 ELK ST E J DEGEORGE 132388989-COMP-0EMP 42221 AN 12224

County Delegates Meet

See Page 3

Delegates Set '73 Goals: SEEK 10% RAISE AND 20-YR. PENSION PLAN

CSEA Stiffens Opposition To Parking Fee; Actions Are Strongly Supported

ALBANY — At Leader presstime, new action by the State administration to enforce its parking fee program was met by stiffened opposition on statewide and local levels of the Civil Service Employees Assn.

More than 1,000 delegates of the 200,000-member CSEA, voting at their annual meeting in Rochester, have unanimously passed a resolution reaffirming the union's position that the parking fee should be rescinded and pledging that CSEA will take any action deemed necessary to see that this happens.

Spearheading the delegates' resistance to the parking fee was statewide first vice-president Thomas McDonough, also president of the militant Albany Motor Vehicles chapter of CSEA, who asked the delegates to approve his request that his chapter be allowed to take outright

action to protest the "unilaterally-imposed fee." This resolution was also passed unanimously by the delegate body.

On the local level, as the State Office of General Services was carrying out its threat to two State employees' cars not displaying the \$5 monthly parking permit from the lots on the State Campus in Albany CSEA field representative Thomas Whitney and other CSEA staff representatives were barred from a visitors' lot at the Health De-

partment on Holland Ave.

Whitney said that he identified himself as a CSEA field representative and that he was there to conduct business with CSEA members at the Health Department Building.

"This is not only personal discrimination," said Whitney, "since other people were being allowed to park in the visitors' lot with no questions asked, but it is also direct violation of the CSEA-negotiated work contract."

An improper practice charge

(Continued on Page 8)

Push For Minimum State Wage Of \$6,500

ROCHESTER — Delegates at the annual meeting here last week of the Civil Service Employees Assn. mandated its leadership to fight for a 10-percent salary increase in 1973, as well as a 20-year retirement plan and a minimum state wage of \$6,500.

It was the most heavily attended session in the organization's history — and the most heated.

Delegates not only threw down the gauntlet to two unions, challenging the Employees Association for representation rights, but also vowed to use every resource of the 200,000-member organization to push its goals with the Legislature and the State Administration.

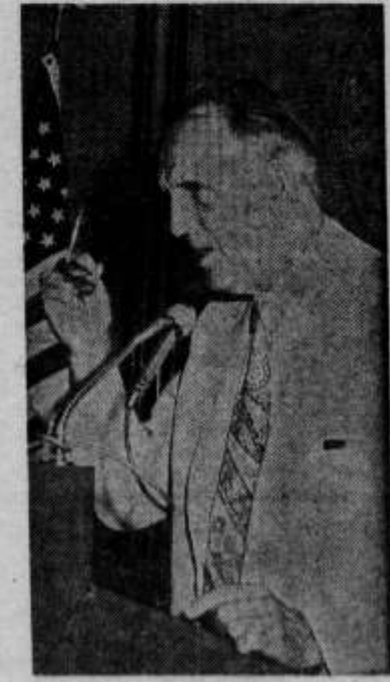
The CSEA represents the majority of State employees through four bargaining units. While CSEA does not represent the management-confidential unit at this moment, approval was given to work on behalf of these employees to insure that they gain any new benefits that are negotiated for other State workers.

Restructuring

A major event of the convention was action on several amendments to the constitution and by-laws of the Employees Association, which will bring sweeping changes in the operation of the organization. Chief among these is decentralization in such areas as public relations, field work, and local offices in key areas throughout the State to provide many of the services that are now available at only the Albany headquarters.

Another major change is the election of regional presidents and creation of the office of executive vice-president. The executive vice-president would be the successor to the president in the event that the president, for any reason, either leaves or is not available to perform the functions of the office.

Following are the reports of salary committee chairman Randolph V. Jacobs and pension and insurance committee chair-



Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn., is seen as he called the annual Delegates Meeting to order in Rochester last week.

man Ernest Wagner. Further committee reports and other resolutions will appear in next week's issue of The Leader.

Salary Committee Report

Your Salary Committee met throughout the Summer months to review wage and salary

(Continued on Page 8)



THANKS FOR THE HELP! — George Koch, right, president of the Long Island Conference of the Civil Service Employees Assn. is seen as he gives the appreciation of the Conference to Paul Holmes, Long Island representative of Ter Bush & Powell for the offer of the use of Holmes' mobile home as a field office during the upcoming union challenge to CSEA. (Conference story on page 16.)

Don't Repeat This!

Court Of Appeals Races Will Invite Political Analysis

THE public announcement last week by the State Bar Association of its ratings of seven candidates contending for three vacancies on the Court of Appeals, the State's highest court, has removed the obscurity that until now has cloaked what may prove to be the State's most exciting Election Day contest.

(Continued on Page 8)

C.S.E. & R.A.

THANKSGIVING PROGRAM

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Price Includes: Air transportation; tips to porters, bellmen and maids. No meals.

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Price Includes: Air transportation, Continental Breakfast and dinner daily and sightseeing of Granada.

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At the deluxe HOTEL MENCEY
K-3507 Leaving Dec. 22. Returning Jan. 1. Price \$335.00
Taxes & gratuities..... 10.00
Price Includes: Air transportation, breakfast and dinner daily and sightseeing. Sangria Party.

NASSAU 10 Nights

At the new Paradise Island HOLIDAY INN
K-3515 Leaving Dec. 22. Returning Jan. 1. Price \$389.00
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DOT Aide Arrested Over Parking Lot Fee Dispute

ALBANY — The latest clash in the struggle between the Civil Service Employees Assn. and the State of New York over the imposition of a \$5 monthly parking fee involves the arrest of a Department of Transportation worker who was not displaying the permit sticker being sold to State employees by the State on the Albany campus and elsewhere, and who was subsequently charged with reckless endangerment and second-degree assault.

Early last week, Michael T. Zotta, a DOT employee in Building 12 at the State Campus, was arrested by the Capital Buildings police on the grounds that he had driven his car into a police officer, causing him injury. A spokesman for CSEA said that staff members and other State employees who were on the scene saw the confrontation and maintained that the car was creeping into the lot at "about three miles an hour" and that "no officer was struck in any way."

"In fact," said John Corcoran, CSEA regional field supervisor who was present, "when Zotta stopped his car, he was forcibly pulled from the vehicle, as was his passenger, who was minding his own business."

Zotta was arraigned at Albany police court and CSEA provided legal representation. Because second-degree assault is a felony, the case must be heard before a grand jury.

Scare Tactics

"This obvious attempt by the State to scare State employees into buying permits," said Corcoran, "by using one man as an example, is really carrying things too far."

Other attempts of alleged harassment were also reported by other CSEA members and staff employees who had been stationed at the State Campus for the last few weeks. Several reports were received by CSEA that State employees with physical disabilities who are normally dropped off at their places of employment, were not allowed onto the campus because the cars delivering them did not display the permit sticker.

"In one case," a CSEA spokesman said, "a man with a heart condition, whose wife normally drops him off in front of his building, was forced to walk all the way in from Western Ave. (a city street on the periphery of the Campus) because his wife's car didn't sport a sticker — which wasn't even required since she doesn't park on the Campus."

Attempt To Harass

Also last week, according to State Public Employment Relations Office, currently on duty on the State Campus "to inform the employees of their rights," a heavy-duty truck and the grass-cutting machine from the Office of General Services "stationed themselves in front of and behind our mobile office with the engines running loudly, at the

time that we were making announcements on the public address system of our office, obviously to drown out our statements. As soon as we left, they left. This is certainly an obvious attempt to harass CSEA."

Meanwhile, CSEA was waiting for a return of the State's answer to the union's lawsuit filed with the State Supreme Court against Governor Rockefeller and other top State officials. A formal hearing of CSEA's improper practice charge filed with the State Public Employment Relations Board is scheduled for this week and the final stage of binding arbitration in the grievance between CSEA and the State filed with the Office of Employee Relations is awaiting selection of a mutually-agreeable arbitrator.

It was also learned last Friday that OGS trucks had started towing a few "token" vehicles from parking lots on the State Campus.

Tow Exempt Car

A spokesman for CSEA said, "As it turned out, they removed a total of two cars—one of which was exempt because the driver only visits the Campus twice a month. CSEA prevented the towing of a third car and we seen that the two cars were returned to their owners. This is just a continuation of the State's scare-tactics to force State workers to buy the parking permits. The people who are continuing the boycott of the permits are to be commended for their determination and support of CSEA's position that this fee is an out-and-out violation of the agreement between CSEA and the State and the administration's refusal to negotiate on this subject must not be condoned."

"By refusing to buy these permits, employees can lend much-needed psychological support to CSEA's legal battles and grievance proceeding," the spokesman said.

"The State has obviously timed this token towing just before the October permits go on sale, in the hope that those who have been holding out will be badgered into shelling out their money so their cars won't be towed away," the union spokesman continued. "CSEA chapters have offered to pay any towing charges that occur and CSEA will provide full legal support, pay any fines and support and encourage any damage suits that might be required. Members whose cars are towed are advised to contact CSEA, so that we can keep proper records and provide any assistance, and they are advised to get receipts and estimates on any expenses that might result from this situation."

State Promotional Series Offers 14 Examinations

The State Department of Civil Service last week opened 14 titles for promotional exams, with an application deadline of Oct. 30. All exams will be held Dec. 9.

Interdepartmental exams are chief real estate appraiser (34-989), senior real estate appraiser (34-566), principal real estate appraiser (34-567), senior biostatistician (34-981), senior statistician (34-982), senior economist series (34-977) and research analyst series (34-970).

Open to employees of the Department of Agriculture and Markets are exams for senior food inspector (34-984), supervising food inspector (34-985), senior meat inspector (34-986), supervising meat inspector (34-987) and chief meat inspector (34-988).

In the Commerce Department, an exam for senior international trade consultant (34-951) is offered.

Promotion to head statistics clerk (34-983) is open to employees of the Albany office of the Insurance Department.

Exam announcements and application forms are available from your personnel office. Or send your request, with title and examination number (as above), to offices of the State Department of Civil Services at the addresses listed on page 15 of The Leader.

Mercer Renamed

The Governor has reappointed Dr. Mary E. Mercer a member and chairman of the Mental Hygiene Council for a term ending Dec. 31, 1977. At the same time, council member Dr. David G. Salten was designated vice-chairman of the advisory group. Council members receive \$1,500 a year and reimbursement for expenses.



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County Delegates Examine Taylor Law

ROCHESTER — Delegates of the County Division, Civil Service Employees Assn., delved deeply into ramifications of the Taylor Law—particularly with respect to the definition of improper practices—at a packed panel session opening night of the annual meeting.

County Executive Committee chairman Joseph Lazaroni and CSEA director of local government affairs Joseph Dolan presided over a panel of experts led by Dr. Robert Helsby, chairman of the State Public Employment Relations Board (PERB); Paul Klein, director of representation and improper practices for PERB, and CSEA Attorney James D. Featherstonhaugh.

While admitting that the Taylor Law, governing public employees, was "not perfect," Dr. Helsby defended the statute in noting that under the Taylor Law New York State had less than one-fifth of the national average of time lost by strikes and work stoppages.

He added that if changes were to be made they might come in one or two specific areas—the legalization of public employee strikes, as now permitted in three states—and/or an amendment requiring binding and compulsory arbitration, as is now the case for at least police and firemen in some six states in the nation.

Lists Six Standards

Dr. Helsby listed what he termed six standards of a good labor relations laws as:

- definition of a series of rights such as collective bargaining, free choice of organization, etc.
- a set of representation procedures.

Reappoint Douglas

ALBANY—Leroy M. Douglas, Sr., of Silver Lake, has been reappointed to the unsalaried post as chairman of the Board of Trustees of Clinton County Community College for a term ending June 30, 1980.

Pass your copy of The Leader on to a non-member.



Guest speakers for County Executive Committee meeting are greeted upon arrival at convention headquarters. From left, PERB chairman Robert Helsby and PERB's Paul Klein are welcomed by Deputy Cardonia, Deputy Moffett and CSEA director of local gov't. affairs Joseph Dolan.

- impartial administration of the law
- availability of full research facilities for the administering board.
- a clear section on improper

practices.

Following Dr. Helsby's last point, Klein noted that all employee grievances were not necessarily improper practices, although many were. He defined



PERB chairman Helsby explains improper practices ramifications of Taylor Law to County Executive Committee. Seated, from left, are Joseph Dolan, CSEA legal counsel James Featherstonhaugh and County Executive Committee chairman Joseph Lazaroni.

as the two most significant sections the requirement that employers effect no reprisals against employees for bona fide union activities, and the obligation to negotiate in good faith. At the

same time Klein noted the difficulties met in attempting to define whether or not a given act constituted good faith bargaining.

(Continued on Page 8)

Buffalo Chap. Meets To Map Out Agenda

(From Leader Correspondent)

BUFFALO — Organizational plans for the coming year were discussed by 85 delegates attending the first meeting of the fall season of the 2,500-member Buffalo chapter of the Civil Service Employees Assn.

Frederick Huber, president of the chapter that represents state workers in the Buffalo area, chaired the meeting.

Joseph Dunn, audit committee chairman, reported the treasurer's books for 1971-72 had been reviewed and verified.

Grace Hillery, chairman of the budget committee, submitted the proposed budget for the coming year. It was approved.

Celeste Rosenkrantz, chairman of the education committee, also reported that her committee planned to meet soon to discuss upcoming programs.

Uphold Rule On Resignations In Writing

(Special to The Leader)

ALBANY — The summary dismissal of Leroy Stucker, a senior child care worker at the Goshen Annex, has been overturned through the efforts of the Civil Service Employees Assn.

Stucker left his job and turned in his keys during working hours on May 2, 1972, but returned to work the following day at his regular time.

Norman Catlett, superintendent of the Goshen Annex, insisted that Stucker had resigned and all of Stucker's civil service rights and benefits had ceased as of May 3, 1972.

Stucker approached Felice Amodio, CSEA field representative, for aid in presenting his case.

A hearing with the State Office of Employee Relations was

held on Sept. 8, 1972, at which CSEA collective bargaining specialist Paul Burch contended that Stucker neither abandoned his position nor resigned, in accordance with the rules of the Civil Service Commission.

"According to Civil Service Law," Burch said, "every resignation must be in writing. The only exception would be if an employee did not report to work for ten working days without authorization. Neither of these con-

ditions applied to Stucker."

Civil Service Law also states that a person in a classified civil service position in the competitive class cannot be dismissed or disciplined until a hearing has been held to prove specific charges. Catlett had preferred no such charges against Stucker.

Burch said that as a result of the CSEA hearing with OER all civil service rights and benefits were restored to Stucker retroactive to May 3, 1972.

CSEA calendar

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function.

September

- 26—Cortland State University chapter meeting.
- 26—Westchester chapter legal and grievance discussion: 8 p.m., Health and Social Service Building, 85 Court St., White Plains.
- 27—Mid-State chapter of Armory Employees chapter election meeting: 1 p.m., Malone Armory.
- 27—School Districts of Dutchess County Educational Employees chapter meeting: 7:30 p.m., Poughkeepsie High School.
- 29—Willowbrook State School chapter installation dinner-dance and silver anniversary celebration: 7 pm., Tavern on the Green, Hyland Blvd., Staten Island

October

- 3—Westchester Chapter Board of Directors meeting: 8 p.m., Health and Social Services Building, 85 Court St., White Plains.
- 5—Metropolitan Armories chapter meeting: 2 p.m., Jamaica Armory, 93-05 168th St., Jamaica.
- 7—Nassau County chapter, installation and dinner-dance: 7 p.m., Carl Hoppl's, Baldwin, L.I.
- 9—Binghamton Area Retirees chapter meeting: 2 p.m., American Legion Post 80, 76 Main St., Binghamton.
- 13—Western Conference meeting: Holiday Inn, Geneseo.
- 13-14—Central Conference meeting: Country House, off Thruway Exit 37, Syracuse.
- 14—Sullivan County chapter fall dinner-dance: 7:30 p.m., Reber's Restaurant, Barryville.
- 14—NYS Mental Hygiene Dentists luncheon meeting: 1 p.m., Hyatt House, Albany.
- 21—St. Lawrence County chapter annual fall banquet: 6 p.m., University Treadway Inn, Canton.
- 27—Metropolitan Conference 25th anniversary dinner-dance: Glen Chateau, Brooklyn.



MHEA ENDORSES CSEA — At the statewide delegates meeting of the Mental Hygiene Employees Assn. last week in Rochester, a resolution was unanimously adopted giving MHEA's endorsement to the Civil Service Employees Assn. as the bargaining agent in the upcoming challenge elections in the Professional-Scientific-Technical and the Institutional Units. Also at the meeting, a report was made that MHEA's recent membership drive had netted 1,290 new members since April, bringing the organization's strength up to 6,954. MHEA president Irene Hillis, right, is shown looking over report delivered by acting treasurer Pauline Fitchpatrick as, from left, new delegates Joseph Consentine of St. Lawrence, Mary Ann Lucchetti of Rockland, former MHEA president William Rosditer, and new delegate Barney Pendola of King's Park give their approval.



IN MEMORY — ONE YEAR LATER — Chester H. Watson, president of the Citizens Bank of Attica, left, receives a check for \$500 from Frederick E. Huber, president of the Buffalo chapter of the Civil Service Employees Assn., to become part of the fund to aid widows and orphans of correction officers who lost their lives in last year's Attica Prison riot.

Wide Range Of Librarian Jobs Available With State

Opportunities for librarians with a wide range of experience—from new graduates to veteran supervisors—currently exist with New York State and local jurisdictions. Application is open without deadline.

At the entry level, candidates for junior librarian (local) or assistant librarian (State) must have a New York State Librarian's provisional certificate, obtainable after one year of graduate study in library science. Salary in State jurisdictions is \$9,535, and varies in local jurisdictions. You may apply without having the provisional certificate if you meet the educational requirement, but must possess the certificate at the time of appointment.

For appointment as senior librarian I or library director I, you must have completed two years of graduate study in library science and have the New York State professional certificate, which is obtainable after two years of professional experience following issuance of the provisional certificate.

Application forms for these certificates are available from the Library Development Division, New York State Education Dept., 99 Washington Ave., Albany, N.Y. 12210.

For more information, request announcement No. 20-339 from the State Dept. of Civil Service at the addresses listed on page 15 of the Leader.

Librarian jobs higher on the professional ladder include the following:

Assistant in public library service (\$13,244) requires three years of experience including one year in a supervisory capacity. Ask for announcement No. 20-117.

Associate in public library services (\$16,348) requires five years experience, including two in a supervisory capacity. Ask for announcement No. 20-118.

Assistant in academic and research libraries (\$14,720) requires three years experience including one in supervisory capacity in a research, college or university library. Ask for announcement No. 20-141.

Associate in academic and research libraries (\$18,182) re-

quires five years of experience, including two in a supervisory capacity in a research, college or university library. Ask for announcement No. 20-142.

No written or oral exams are required. Candidates will be evaluated only on statements of training and experience, and will be called for interviews in Albany, where the positions exist.

See the "Where To Apply" column on page 15 for how to obtain application forms.

Named Trustee

ALBANY — W. T. Hanson, Jr., of Rochester, has been named a trustee of Monroe Community College for a term ending June 30, 1981. There is no salary.

Bus Purchase

Salary adjustments approved by the City for the title of principal purchase inspector (school bus service) in the Alternative Career and Salary Plan bring salary range to \$13,400-18,650, effective July 1, 1970.

PD Makes 81 Sgts.; To Name 94 More

Eighty-one promotions to sergeant were made by the City police department at ceremonies Sept. 23 at the Police Academy. An additional 94 appointments to sergeant are expected to be made Sept. 29.

These promotions, presided over by First Deputy Police Commissioner William H. T. Smith in the absence of Commissioner Patrick V. Murphy, brought to number 1,014 the progress on the 1,555-name eligible list established Dec. 18, 1970.

The names of the appointees were not available at Leader presstime on Friday. They will appear in next week's Leader.

To Visitors Board

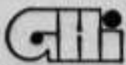
ALBANY — Frank P. Dodd, of Middletown, has been appointed to the unsalaried post as member of the Board of Visitors of Middletown State Hospital for a term ending Dec. 31, 1977. At the same time, the Governor's Office announced the re-appointment of Mildred F. Schips, of Port Jervis, to the same Board for a term ending Dec. 31, 1978.

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Calls For Arbitration In Public Employee Impasses With State

Arvid Anderson, chairman of the New York City Office of Collective Bargaining, testified before a State Senate committee last week that he favors arbitration as a means of settling contract disputes where the right of public employees to strike is prohibited.

Anderson was called for testimony in Albany Sept. 22 before the Senate Standing Committee on Labor in Industry, which is conducting hearings on a proposed amendment to the civil service law which would provide for the arbitration of disputes between public employers and firefighters and policemen in New York State. (New York City

is excluded since it has its own equivalent collective bargaining law.)

Stressing the importance of neutrality in any disputes settlement procedure, Anderson observed that impartial arbitration "seems even more compelling" in New York State, where under the Taylor Law all public employees are denied the right to strike. Contract impasses go to the State Legislature, in effect the employer, for final decision. "Collective bargaining is a two-way street. If the final decision is in the hands of one party, the employer, it is no longer a two-way street," he said.

Anderson noted that recent amendments to the New York City Collective Bargaining Law providing for finality in disputes by means of impartial and binding impasse procedures "encourage rather than discourage collective bargaining and work to the benefit of both the City and the union." Also, that arbitration procedures for the resolution of

public employee disputes over new contract terms affecting policemen and firefighters are now the law and working in Wisconsin, Michigan, Pennsylvania, Wyoming, Rhode Island and South Dakota.

In his analysis of the proposed law, Anderson opposed limiting the decision of the new State Arbitration Board to choosing among the employer's last offer, the employees' last offer or the rejected recommendations of a fact-finding board. He suggested that the impartial arbitrators be free to make their own recommendations, taking into account all of the foregoing plus other considerations, most importantly the matter of meeting the standards set forth in the statute.

Anderson also suggested that the statute conferring finality upon the arbitration award "be reconciled with those provisions of the Taylor Law which require that any provision of a collective bargaining agreement requiring legislative approval cannot go into effect until such legislative approval is obtained." The amended New York City Collective Bargaining Law, he said, explicitly specifies that any final and binding impasse decision involving the enactment of a law cannot be implemented until such law is enacted. This procedure defers to the legislative and executive authority to budget and to tax. Furthermore, in order to limit the right of the parties to choose a neutral, Anderson said, persons serving as arbitrators should not be precluded in the future from acting as mediators or fact-finders as proposed in the bill.

In conclusion, the chairman of the Office of Collective Bargaining stated that "while supporting arbitration of police and fire disputes the procedure provides no guarantee against strikes in the protective services if enacted. Arbitration is not a panacea but it is a workable alternative to the strike as a means of impartial finality which is now lacking in the Taylor Law."

Bone Up At Brooklyn Evening Adult Center

Bushwick Youth and Adult Center in Brooklyn is offering a fall slate of evening adult courses which are open for registration until Oct. 6. Only one \$5 registration fee is required for most of the once-weekly, 10-week courses.

The session, beginning Oct. 9, offers courses in bookkeeping, business machines, civil service preparation, high school equivalency, nurse's aide preparation, stenography and typing, sewing, piano, guitar, and other subjects.

Registration is conducted every weeknight from 7 to 9:30 p.m. at the center, 400 Irving Ave., Brooklyn. For more information, call EV 6-4545, after 3 p.m.

Projector Coordinators

A salary hike of \$1,500, retroactive to July 1, 1970, has been approved by the City for the title of project coordinator in the Alternative Career and Salary Plan, bringing salary range to \$14,200-18,950.

Marron Named

Richard C. Marron, of Loudonville, director of budget studies for the Assembly Ways and Means Committee, has been named deputy secretary to the Governor at \$39,000 annually.

At the same time the Governor announced the redesignation of Charles H. Palmer from deputy director of State operations to deputy secretary to the Governor.

Both men will serve under T. N. Hurd, recently named Secretary to the Governor and continuing in his post as Director of State Operations.

Eminent Domain

ALBANY—Robert Schwartz of New York City, who heads the State Law Department's New York City Claims Bureau, has been named to the Temporary State Commission on Eminent Domain. The Commission is studying the entire question of acquisition of property by the State and is to report to the Governor and Legislature next year.

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Mental Hygiene

ALBANY — Dr. Sidney Lecker, who has been serving as director of children's services at the Hill-West Haven division of Connecticut's Mental Health Center in New Haven, has been named assistant commissioner for children's services for NYS Dept. of Mental Hygiene.

Appoint McClure

ALBANY — Theodore M. McClure, of Wellsville, has been designated chairman of the Council of State U Agricultural and Technological College at Alfred. At the same time, John W. DuPont, of West Hornell, has been reappointed to the Council for a term ending July 1, 1980.



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TUESDAY, SEPTEMBER 26, 1972

Sensible Goals

DELEGATES to the annual convention of the 200,000-member Civil Service Employees Assn. set reasonable goals in the areas of salary and pensions for state workers — goals that are more than justified by today's economic situation.

Public employees have, in a way, suffered from inflation more than workers in any other employment sector. The problem is compounded by wage contracts that government keeps inflexible, thus frustrating legitimate renegotiations when prices continue to soar over a long period of time.

The CSEA goal of a 10-percent raise is a realistic one. No matter what government says, the Employees Association demand for half-pay retirement after 20 years of service is equally justified. The organization has every right to continue its insistence that civil servants are entitled to the same retirement plan that the State Legislature so smoothly promoted for itself.

Naturally, the CSEA legislative program is sweeping in scope, and among the many areas where it will continue to concern itself is protection of the Merit System.

Civil servants everywhere should follow with great interest the efforts to attain these and other benefits during the coming months. Their goals are goals that are meaningful to all public employees.

Questions and Answers



Q. I just got a job as a waitress and started reporting my tips for social security credit. Does my employer pay an equal amount to social security also?

A. No. Your employer pays only his share on the wages he pays you. Only you pay social security contributions on your tips.

Q. My son is 34 now and he's been mentally retarded since birth. He has never worked. Could he get monthly social security checks?

A. Children disabled since before age 18 may get social security benefits if a working parent who has worked long enough under social security dies or becomes eligible for disability or retirement benefits.

Q. I take care of a woman's children in her home Monday to Friday for \$25 a week. She doesn't pay any social security on my wages or deduct anything from my weekly checks. I'm not yet ready to retire, but I want to be sure I get the right credit for work. Is there anything I

can do?

A. Call any social security office as soon as possible. We'll look into your case and see that you get the correct social security credit for your work.

Q. I'm a widow and I get social security retirement checks because my job was covered by social security. What happens if I marry again?

A. You'll still get your checks. Since you receive benefits based on your own earnings, your remarriage will not affect your payment in any way.

Q. I am planning to retire from my job in the middle of next year when I become 65. Since my earnings from the six months before I retire will add up to nearly \$5,000, can I receive any monthly cash payments for the rest of the year?

A. Yes. No matter how much you earn before you retire, you can still receive social security benefits for any month you neither earn wages of \$140 or less, nor perform substantial work as a self-employed person.

Don't Repeat This!

(Continued from Page 1)

Judicial contests do not normally enlist the attention of the voters, except for those who are lawyers. However, the race for the Court of Appeals may have political repercussions that transcend the political implications of a judicial race.

Some of the political ramifications originate in an agreement made two years ago between Republican and Democratic leaders that the three vacancies scheduled to occur this year would be divided between two Democrats and one Republican, in order to retain on the Court the political balance of four Republicans and three Democrats. As part of the agreement, both parties would nominate the same three candidates, thereby assuring their election.

Coattail Politics

However, earlier this year when Joseph Crangle of Buffalo succeeded John Burns as Democratic State Chairman, he decided not to go through with this arrangement, hoping that the Democrats, running without Republican support, would win all three vacancies. This decision was motivated in part by the fact that President Nixon failed to carry the State when he ran for President against John F. Kennedy in 1960 and failed again to carry the State in 1968, in his race against Hubert Humphrey. In the heady moments after becoming State Chairman, Crangle moved on the theory that President Nixon would fall again in 1972, and that the Democratic presidential standard bearer would carry along with him the three Democrats running for the Court of Appeals.

However, the best laid plans of men and politicians often go awry, and what seemed a certainty last spring is now shrouded in uncertainty. The most perceptive of political observers doubt that Senator McGovern will carry New York in November, a circumstance that may jeopardize the campaign of the Democratic candidates for the Court of Appeals.

The Crangle master plan also went awry when a woman entered the picture. Family Court Judge Nanette Dembitz received more than 25 percent of the delegate vote at the judicial nominating convention, enough to give her the privilege of running in the Democratic primary without going through the complex procedure of gathering signatures on nominating petitions. In the primary against three opponents, Judge Dembitz was among those who won the Democratic Party nomination.

First Woman Candidate

Judge Dembitz, the first woman candidate ever to run for Statewide office in New York, and her vote whether she wins or loses, will become a yardstick against which woman candidates will be measured in the future. Of all the seven candidates, Judge Dembitz was the only one rated not qualified by the State Bar Association. This rating has necessarily roused a storm of controversy, particularly among many women who feel that the Bar rating was shaped by what they regard as male chauvinist pressures.

In any event, political leaders will have a field day analyzing the results in the Court of Ap-

(Continued on Page 7)

Civil Service Law & You

By RICHARD GABA



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

Teacher Probationary Period

A teacher employed by the Yorktown Central School District No. 2 to instruct children in grades one through six was terminated without a hearing. She commenced a special proceeding pursuant to Article 78 of the New York Civil Practice Law and Rules for the purpose of having the Supreme Court declare that her dismissal without the necessary hearings was illegal.

The petitioner was appointed as a teacher by the Board of Education on Sept. 1, 1968 for a probationary period of three years. She successfully completed her first two years of teaching—the 1968-69 and 1969-70 school years. During her third school year, 1970-71, she requested and was granted a maternity leave, to become effective May 1, 1971. This left only two months remaining for her to complete her three-year probationary period.

On March 30, 1971, the Superintendent of Schools notified the teacher by mail, "Approval for tenure has been granted. Your tenure . . . is subject to your fulfilling the unexpired portion of your third probationary year."

WHILE SHE WAS on maternity leave, the petitioner was notified by letter from the Superintendent of Schools, dated March 17, 1972, that he had recommended to the Board of Education that her employment be terminated as of May 1, 1972. The Board did in fact terminate her employment effective May 8, 1972, to make necessary cutbacks in the size of the teaching staff." Prior to so informing the petitioner and taking this action, the Board of Education requested a legal opinion from the State Education Department. That opinion stated that the petitioner had not yet acquired tenure.

The issue before the court in this case was whether or not the petitioner had achieved tenure prior to the three-year probationary period.

There was no allegation of the petitioner that she had requested permission to return to teaching prior to the date she was terminated nor that she had been asked by the school board to return to work prior to that time.

THE PETITIONER argued that she obtained tenure when she got the letter dated March 30, 1971, advising her that "Approval for tenure has been granted . . . subject to your fulfilling the unexpired portion of your third probationary year." Once the Board granted tenure, she argued, the Board could not take it away. Furthermore, she said that the Board had not met the requirement of Section 3012(2) of the Education Law to the effect that a person who is not to be recommended for tenure shall be notified by the Superintendent of Schools in writing, not later than sixty days immediately preceding the expiration of his probationary period. Petitioner contended, further, that the Board of Education could not confer tenure with any conditions attached and, therefore, the Superintendent's letter to the effect that tenure was granted subject to completion of the probationary period was invalid.

The court pointed out that conditions cannot be attached which survive the completion of the probationary period, but in this case the petitioner never completed the probationary period. The so-called condition in this case, the completion of the probationary period, is nothing more than a requirement of Section 3012 of the Education Law.

THIS CASE is not in conflict with the Weinbrown case, 28 N.Y. 2d 474, which the New York Court of Appeals held that an offer of appointment to tenure prior to the expiration of the probationary period was permitted under Section 3012. In this case there was no offer of tenure prior to the three years nor any acceptance. The record is barren of any facts which would indicate when the petitioner planned to return to school. It was mere speculation as to when she would complete her probationary period, and therefore impossible to compute the sixty-day notice period prior to the completion of the probationary period.

The petition, accordingly, was dismissed. Application of Mulholland v. Board of Education, Yorktown CSD No. 2, 334 2d 924 (Westchester County).

West Point Has 4 Job Openings

The U.S. Military Academy at West Point has announced four job openings for shorthand reporter, medical radiology technician, and two facilities attendants.

The title of shorthand reporter, at \$10,013, requires two years of progressively responsible experience in court or hearing reporting. All applicants must pass a written verbal abilities test and a dictation test at 175 words per minute.

The medical radiology technician vacancy, offering \$8,153, requires two years of specialized experience in the operation of diagnostic and/or therapeutic radiographic equipment as well as two years of general experience. However, successful completion of a course in medical radiology can be substituted for experience.

Those applying for the facilities attendants openings, at \$3.81 per hour, will be responsible for the maintenance and operation of the Smith Ice Rink and of an assigned pool. Requirements include knowledge of measuring instruments and material, an ability to work without supervision, and the ability to qualify as a lifeguard.

Additional details may be obtained by calling the Civilian Personnel Division at West Point at (914) 938-2115 or by writing the U.S. Military Academy, Civilian Personnel Division, West Point, New York 10996.

Reprogrammed

Salary hikes for titles in the City's Alternative Career and Salary Pay Plan have brought pay range for senior principal computer programmers to \$13,450-18,650, retroactive to Jan. 1, 1970.

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Slate Judicial Conf. Library Clerk Prom.

A promotion exam for senior library clerk in the Supreme Court libraries in Queens and Richmond has been announced by the Judicial Conference. Applications will be accepted until Oct. 6 from library clerks who have served a year in those divisions.

The written exam will be held Nov. 11. Application forms are available from administrative offices of Judicial Conference, Personnel Officer, Room 1212, 270 Broadway, N.Y. 10007. Request announcement number 55-286.

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14 Firefighters Retire

Fourteen City firefighters are scheduled for retirement between November and January, it was announced by the Fire Department last week.

Retiring will be Deputy Chief of Department Joseph T. Byrne, of the 9th Div., as of January 1973. Also retiring are Lieutenants Ralph P. Cardlin, E. 304; Edward W. Hale, L. 129; Robert J. Forrest, E. 268; Albert E. Jaccard, Jr., L. 77; Stanley C. Los, L. 112, and Edward P. DeBrino, Div. of Rep. & Trans.; Marine Engineer John B. Petersen, Marine 9; Firemen First Grade Lawrence M. Stack, LSS, Mask Ser. Unit; Joseph A. Callahan, L. 127; Christopher J. DeMajo, L. 51; Thomas D. D'Ambrosia, E. 9; Maurice P. Dineen, Sq. 6; Anthony J. Cordello, E. 301 and Carl A. Ruffino, E. 309.

Oust Cashiers

The City Dept. of Personnel has disqualified 279 of the 521 open competitive applicants for cashier, exam 1161, for not meeting the required qualifications.

Cultural Specialists

The City Dept. of Personnel has ruled 238 of the 266 candidates for cultural programs specialist not qualified on the terms of the announcement.

Don't Repeat This!

(Continued from Page 6)
peals races, because of cross-endorsements by the Conservative and Liberal Parties. Judge Bernard S. Meyer is running on both the Democratic and Liberal lines. Judge Dominick L. Gabrielli and Hugh R. Jones are running on the Republican and Conservative lines. Judge Lawrence Cooke is running on the Democratic and Conservative lines. Judge M. Henry Martuscello is running on the Liberal line. Politicians will need computers to figure out what all of this will mean.

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Delegates Map CSEA Goals For 1973

(Continued from Page 1)

statistics, as well as increases in the cost of living, in order to arrive at the following recommendations which we believe will provide a sound basis for negotiations with the State, as well as to eliminate existing salary inequities.

In order to assure that the latest information available with respect to salary and wage levels received consideration, this Committee held its last meeting on the morning of Sept. 18 for the purpose of finalizing this report to the Delegates.

That the present State salary schedule, which became effective April 1, 1972, be revised to incorporate the following:

(a) A 10 percent increase for all State employees represented by the CSEA, as well

Next Week

The Leader next week will continue its coverage on the Delegates Meeting. Due to appear are reports on Political Action, the Mental Hygiene departmental meeting, other committee reports and photos.

as those designated as Management-Confidential.

(b) To guarantee the removal of salary inequities resulting from past flat dollar minimum adjustments, upon implementation of this newly negotiated schedule, by making additional adjustments, as required, based on an employee's length of service in grade, on an individual basis.

(c) A guarantee that all increments will be granted as earned and will neither be deleted nor diminished as a result of any salary adjustments negotiated in this or future contracts with the State of New York and that necessary legislation be passed to make it mandatory that increments shall be granted as previously.

(d) That upon implementation of this new salary schedule, each employee's annual salary grade to which his position is allocated in such a fashion that he shall receive no less than a \$1,200 minimum increase plus any increment earned.

Include in a negotiated salary agreement a cost-of-living escalator clause based on the New York-Northeastern New Jersey Price Index covering all items (1967-100), 1971 revision published by the Bureau of Labor Statistics, U.S. Department of Labor. We recommend that the escalator clause be computed on index-salary relationships using the index for the month during which our contract commences as the base index. Adjustments should be made in each employee's salary during the payroll period, the first day of which is closest to Oct. 1, 1973.

Continue and increase to \$6,500 the minimum annual salary for all State employees who have completed 26 bi-weekly payroll periods in full pay status.

Continue and increase the locational pay differential for

the nine (9) counties in the Metropolitan New York Area and Monroe County to \$500 annually, extending this benefit to part-time employees, and to include any area that is within the two (2) points of the statistical figure of 100 as given in the Bureau of Labor Statistics report to be automatically included as eligible for the geographical wage differential.

Continue and increase the present inconvenience pay differential to \$600 annually, extending this benefit to part-time employees.

Provide severance pay to employees with one or more years of continued service whose employment is terminated because of the abolition of positions as follows, in addition to any accrued vacation pay that may be owing to the employees:

One year through five years
4 weeks pay
Six years through ten years
—8 weeks pay
Eleven years or more—12
weeks pay

Also provide that an employee upon retirement shall be granted severance pay on the basis of one day of severance pay for each day of unused sick leave accumulation. Severance pay shall be computed on the basis of work days rather than calendar days.

Negotiate an agreement that the State will negotiate salary matters which would apply to specific groups of State employees or a specific situation on a bargaining unit basis—such as hazardous pay for certain occupations, additional pay for academic achievement, additional pay for variations in dollar volume contracts supervised by engineers, etc.

Retirement Proposals

R-1-a: Provide a 1/40th pension for each year of service with 20 or more years of service.

R-1-b: Provide that a retired employee's pension be increased in proportion each time the previous salary grade from which he retired is increased.

R-2: Update and extend the cost-of-living adjustment for retirees.

R-3: Upon retirement, sick leave shall be converted on a work-day basis rather than on a calendar-day basis.

R-4: Eliminate the 10-year service requirement for vesting for employees whose employment is terminated through no fault of their own.

R-5: Improve the benefits under Section 73 of the Retirement and Social Security Law dealing with discontinued service retirement benefits by providing the vested benefit, which would be payable immediately.

R-6: Death benefits for State employees who remain in service after reaching eligibility to retire and who die while still in service shall be computed on the same basis as death benefits for members of the legislative retirement plan.

R-7: Provide cost-free retirement credit for all employees who served in World War II, the Korean Conflict, the Berlin Crisis and the Viet Nam Conflict.

R-8: Extend the present maximum on the pension portion of

the retirement allowance to 85 percent of final average salary.

R-9: Provide that the cost-of-living adjustment for retirees, including an adjustment equal to the increase in the Consumer's Price Index for the prior fiscal year.

R-10: Provide a 20-year retirement plan with no minimum age requirements for all institution employees of the Department of Correctional Services, the Department of Mental Hygiene and the Department of Health.

R-11: Provide retirement credit for members of the New York State Employees Retirement who have service with such system for prior periods of service with the Federal Government, but such prior service shall not exceed the amount of member service with the Employees Retirement System. The cost for such prior service shall be based on the salary received while Federally employed.

R-12: Reduce the service requirements for ordinary disability retirement benefits to five years of service and further provide half-pay ordinary disability benefits after 15 years of service.

R-13: Provide the opportunity to purchase retirement credit for all State employees who were employed by the Federal War Manpower Commission during World War II regardless of employment status before or after such service with the War Manpower Commission.

R-14: Allow employees of the Education Department to transfer from the New York State Teachers Retirement System to the New York State Employees

Retirement System the option to make such a transfer.

R-15: Payment under the guaranteed ordinary death benefit will be three times the annual salary.

R-16: The service requirement for the survivor's death benefit under the Civil Service Law be modified to 10 years of service, rather than 10 full years of service rendered within the last 15 years preceding the date of retirement.

L-13: Provide a minimum \$4,000 "O" option retirement allowance for all pensioners who retired with 25 years of service prior to April 1, 1970, and further provide that pensioners who retired prior to that date with at least 15 years of service shall be granted a minimum "O" option allowance of \$2,400 with an additional \$160 for each full year in service over 15 years, up to a maximum of \$4,000.

L-15: Make all temporary retirement benefits permanent and further provide that CSEA will urge action on this measure by the Legislature by February.

L-18: Repeal the provisions of law which established the Permanent Commission on Public Employee Pension and Retirement Systems.

L-19: Provide retirement benefits to SUNY at Buffalo employees for years of service rendered with the University of Buffalo prior to 1962.

L-24: Provide retirement benefits to New York State School for the Deaf employees for years of service rendered with the School prior to 1963.

It was also determined by vote of the Delegates that CSEA

will oppose any attempts to suspend or diminish any retirement benefits.

County Meeting

(Continued from Page 3)

As to reprisal cases, he clarified for the county workers four questions, each of which he said the employee must prove to PERB's satisfaction in order to win a charge of reprisal:

- Was the employee on bona fide union business?
- Did the employer know this?
- Did the employer show animus against the employee?
- Did the employer take his action because of the activity?

Featherstonhaugh underlined particularly the difficulty in attempting to prove an improper labor practice, and warned that employees "must exercise great care and garner the needed evidence" in order to make such a charge stick against management. He called upon the County members to file charges carefully and with dispatch—warning against letting matters delay too long. He noted the availability of CSEA field staff both in helping to get evidence and in the drafting of charges.

The CSEA attorney closed by citing what he termed "one of the most serious deficiencies in the Taylor Law," its ineffectiveness in compelling good-faith bargaining because of a lack of any penalties to add weight to a finding of guilt.

Ratification Ballots Are Mailed On Renegotiated Settlement For Thruway Bargaining Unit II

(Special To The Leader)

ALBANY—Ratification ballots went out last week to some 300 Civil Service Employees Assn. members in Thruway bargaining Unit II for the vote on the renegotiated contract settlement between CSEA and the New York Thruway Authority covering professional, scientific and technical employees.

Ballots first sent out in July were voided when CSEA cancelled the ratification vote because of a charge they filed against the Authority, alleging

"bad faith bargaining."

Talks resumed on the contract provision that set the effective dates of the salary increase. CSEA had claimed that the Thruway had reneged on a promise concerning the effective date.

The new tentative agreement provides for a raise of \$490 for each employee as of July 1, 1972,

retroactive to April 1, 1972, and a 5½ percent increase as of July 1, 1973.

Other contract provisions are: Overtime for maintenance foremen and supervisors to open and close maintenance buildings; retention of the increment system; elimination of the first step of the current salary schedule;

(Continued on Page 16)

Parking Fees

(Continued from Page 1)

was immediately filed by CSEA with the state Public Employment Relations Board against Governor Rockefeller; Melvin Osterman, Director of the Office of Employee Relations; A.C. O'Hara, Commissioner of General Services; Hollis Ingraham, Commissioner of the Department of Health and Lieutenant Bird of the Capital Buildings security police force.

CSEA maintains that this action is a "direct and blatant attempt to interfere with the CSEA and to deprive employees of the Health Department of the rights of representation, as well as a violation of the right of access to members as guaranteed by the contract between CSEA and New York State."

Don't Lose Your Insurance Coverage

State employees who were laid off during the past fiscal year are reminded that the carriers of their health insurance will soon be notifying them of their loss of eligibility to continue enrollment under the State group life insurance program as of Sept. 30, 1972.

The carriers will send full information on how to convert to standard plan policies to all previously covered by the State.

Dental insurance will also expire on the same date. Full information on converting to standard contracts will be available at the personnel office of their former employing agency.

The Employee Insurance Section of the State Department of Civil Service will institute refunds for any payments for coverage beyond the Sept. 30 date. In cases where the enrollee's payments are in arrears, the enrollee's coverage will expire on the last day of the last payroll period for which a payment was remitted.

FILE SUIT AGAINST DOT ON WORK SHIFTS

CIVIL SERVICE LEADER, Tuesday, September 26, 1972

ROCHESTER — Tim McInerney, Department of Transportation representative to the Civil Service Employees Assn. Board of Directors, told departmental representatives during a meeting here prior to the statewide CSEA Delegates Meeting that a lawsuit had been filed against the State concerning work shifts.

Filed on behalf of Kent H. Pickens, Jan Francis Zeh and Joseph Cervone against Raymond T. Schuler as commissioner of the Department, the suit seeks "to negate change in work shift and for permanent injunction and to restrain the defendants (the Department) from promulgating this or similar rules in violation of the Civil Service Law."

Primarily the suit seeks redress on two points:

- To reinstate the hours of employment for all in the Department of Transportation as they existed prior to May 1971.
- That the Department may not modify the work week of the employees of DOT or evade requests for payment of overtime as set forth in the Civil Service Law, Section 134 and subtitle (c) of the Official Compilation Codes.

Cites Law

In building its case, the lawsuit cites Civil Service Law, Section 134, subdivision 1, in specifying that the annual work week shall not be more than 40 hours, and that all time worked in excess of 40 hours shall be compensated at the rate of 1½ times the hourly rate.

It also cites Section 135.1, that each work week stands alone. "Once fixed, however, it must remain the same unless any change is intended to be permanent."

The suit accuses the Department of violating the rules by changing the hours of work of the plaintiffs, and that these changes are not intended to be permanent.

The State has 20 days in which to respond to the suit, which was filed Sept. 15.

Preceding the departmental meeting, an all-day session was held by the departmental executive committee and top management representatives of DOT.

14 Items On Agenda

An agenda of 14 items was covered, as McInerney, flanked by CSEA collective bargaining specialists and regional representatives, took DOT manage-



Facing each other are leaders of union and management of the Department of Transportation at one of their periodic consultations. Starting counterclockwise from the upper right are Joseph Reedy, CSEA collective bargaining specialist; Tim McInerney, DOT department representative to CSEA Board of Directors; John Naughter, CSEA collective bargaining specialist; and various representatives of DOT regions: Earl Logan, Region 6; Chester Pelega, Canals

West; William Dupey, Region 7; Bud Saunders, Region 4; Nick Cimino, Region 2; Leonard Prins, Region 3. Management, with backs to camera, from left, are: Roger Gorham, Region 4 personnel officer; William Livingston, assistant commissioner of DOT; Thomas Gibbs, DOT employee relations manager. (Four men at right of picture are identified in another caption.)

(Leader photos by Ted Kaplan)

ment to task on a number of items.

Although the temper of the meeting was unusually polite and calm (compared to the norm for these periodic DOT sessions), the atmosphere did become heated during a discussion on personal leave.

Responding to complaints about some areas demanding 20 days' notice for the granting of personal leave, DOT assistant

commissioner William Livingston said this was entirely without his knowledge, but that it was within the discretion of the supervisor to turn down requests. The subject then became involved in "reasons for requests," whereupon CSEA collective bargaining specialist Joseph Reedy pointed out that reasons were not required according to the agreement, and Livingston said, "Then grieve it."



During all-day session of DOT executive committee, sandwiches were brought in so members could fully dispose of the long agenda, before the departmental meeting the same evening. Shown in a quick conference are, from left, William Lawrence, committee chairman Tim McInerney and Joseph McDermott.

Discussion was also held on:

- Job vacancies: 48 appointments are planned to fill 1,898 vacancies.
- Bumping: New system to be put into effect Oct. 1 for all Right-of-Way people in all DOT.
- Seasonal termination: General termination date of Dec. 1 anticipated for Canal employees, although there may be extensions for some employees due to vacations or clean-up maintenance.
- Snow and Ice Control: Predict schedule will be basically same as last year's shift pattern. (McInerney requested special meeting with Department on this subject as soon as possible.)

Other subjects covered building evacuation procedure plans, vehicles for personal use, summer hours and mileage.



DOT departmental meeting drew representatives from all parts of the State, and resulted in standing-room-only attendance as delegates jammed room to hear reports and to express opinions.

In one scene of biting humor that sometimes emerges in such union-management confrontations, Livingston turned down a request by McInerney to supply a seniority list for Right-of-Way employees. Later, when Livingston requested a list of DOT officers, McInerney was able to reply "not necessarily so" in the same manner as he had formerly been rebuffed.

Fact-Finders Named

ALBANY — Fact-finders and mediators have been named by the State Public Employment Relations Board to six different contract disputes involving the Civil Service Employees Assn.

Benjamin Westervelt, of PERB's New York City office, has been assigned as mediator to the dispute between the Village of Woodridge, Sullivan County, and Woodridge Police unit of the Sullivan County Civil Service Employees Assn. chapter.

Anthony Schwartz of Plattsburgh has been appointed as fact-finder to the dispute between Northeastern Clinton Central School District, Oneida County, and CSEA.

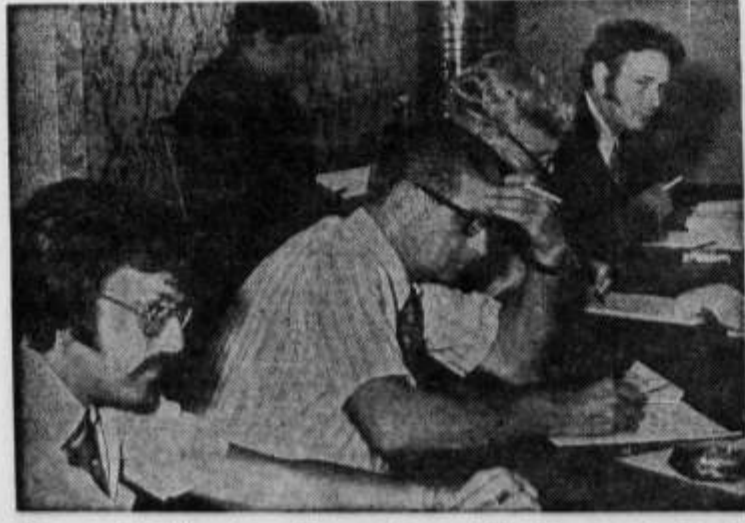
Frank MacGowan, of PERB's New York City office, has been assigned as mediator to the following disputes: Town of Newburgh (Orange County) and CSEA (Police); Town of Newburgh and CSEA (Highway unit); and Rockville Centre School District #21, Nassau County, and CSEA (custodial and maintenance).

Kenneth DeKay, of Esperance, will be fact-finder for the dispute between the Delaware Academy and Central School and Delaware Academy CSEA.

Charges Riverhead Highway Chief With Employee Coersion

SMITHTOWN — An unfair-labor-practices charge has been leveled at Alex E. Horton, Riverhead Town highway superintendent, by the Suffolk chapter, Civil Service Employees Assn.

Horton was accused of coercing and harassing employees because of their union membership and refusing to permit negotiations to continue in good faith. Irwin M. Scharfeld, CSEA field representative assisting the town unit, said the situation represented a sudden departure from the successful conduct of labor negotiations in the town over the last five years.



Shown studying reports are, from left, Stuart Hardy, Region 1; Joseph Gambino, Region 10; William Lawrence, Region 8, and Joseph McDermott, Main Office. In background is Leader executive editor Marvin Baxley.

LATEST ELIGIBLES ON STATE AND COUNTY LISTS

SR LAB TECH BIOPHYSICS EXAM 34544 Test Held Mar. 25, '72 List Est. July 18, '72		10 Lauck E West Seneca73.4 11 Alteri F Corning73.3 12 Peets C Walkin72.9 13 Stevens A Troy71.1	15 Crittenden A Rochester90.4 16 Alexis J Croton90.2 17 Ortis M Brooklyn90.0 18 Camadine L Schenectady88.3 19 Curran C Staten Is88.2	38 Vroman D Schenectady82.3 39 Baker M Yonkers82.0 40 Macioszek C Spencerport81.5 41 Braswell R Springfld Gds81.4 42 Walker G Glenmont80.7 43 Celeste P Buffalo80.5 44 Szick L Yonkers80.4 46 Livingston R Albany80.3 47 Stolzman S Yonkers79.2 48 Ledoux J Albany78.8 49 Todaro F Buffalo78.8 50 Krolak J Albany78.7 51 Denardo A Bronx78.5 52 Topper R White Plains78.4 53 Turner L Brooklyn78.4 54 Antman P Brooklyn78.3 55 Massey A Brooklyn78.3 56 Gluck H Brooklyn78.0 57 Little B Brooklyn77.4 58 Hayden J Troy77.3 59 Wisniewski R Val Stream77.3 60 Law D Jericho77.3 61 Egan J Hagsman77.3 62 McDonald T Green Island77.3 63 Hertz I Flushing77.1 64 Poehls P Kirkwood77.0 65 Kirkham G Schenectady77.0 66 Phillips J Albany76.8 67 Conti R Brooklyn76.5 68 Dore D Depew76.4 69 Zych A Eden76.4 70 Haight L Nunda76.1 71 Rawlins M Schenectady75.9
SR MV LIC CLK & MV LI CLK EXAM 34562 Test Held Nov. 26, 1971 List Est. July 10, 1972		1 Allerti L Staten Is102.0 2 Lorentz C Buffalo100.1 3 Cinney M Cohoes98.3 4 Harter T Marion96.1 5 Klinowski P Troy95.2 6 Ives B Troy94.2 7 Rockenstyre D Albany93.4 8 Drexel M Loudonville93.3 9 Dalberto R Mechanicvll92.5 10 Slobodian C New Hartford92.4 11 Desimone A Brooklyn92.2 12 Sadlock M Bronj92.1 13 Wolff W Buffalo92.0 14 Vanwagner A W Sand Lake91.2	20 Kreamer J Hamburg87.7 21 Erwig F Bronx87.3 22 Whitehead S New York86.8 23 Rine G West Seneca86.3 24 Didomenico C Staten Is86.0 25 Blackcloud K Rochester85.6 26 Balascio H Albany85.2 27 Johnson D Bronx84.9 28 Pastoe J Albany84.8 29 Lotito P Troy84.6 30 Bowles L Rotterdam84.5 31 Harrell Y Staten Is84.1 32 Cavenagh J Staten Is84.1 33 Rafter K Troy84.0 34 Lacavera J Albany83.8 35 Morrison P Burat Hills83.7 36 Wakefield A Binghamton82.5 37 Irwin S Watervliet82.3	

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SR CLERK TYPIST
 EXAM 51144
 Test Held Mar. 25, 1972
 List Est. July 14, 1972

1 Vaughan K Orchard Park94.6 2 Nowocyns I Buffalo93.2 3 Leonard N West Seneca92.6 4 (Lesinski M Buffalo90.9 5 Falk J Cheektowaga90.9 6 Keele S West Seneca90.8 7 Johnson H Williamsvil90.8 8 Besecker M Williamsvil90.0 9 Hill M Buffalo88.6 10 Kosell M Cheektowaga88.5 11 Wood N Buffalo87.7 12 Lelek J Cheektowaga87.5 13 Witt E Buffalo87.2 14 Durski G Akron86.9
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(Continued on Page 12)

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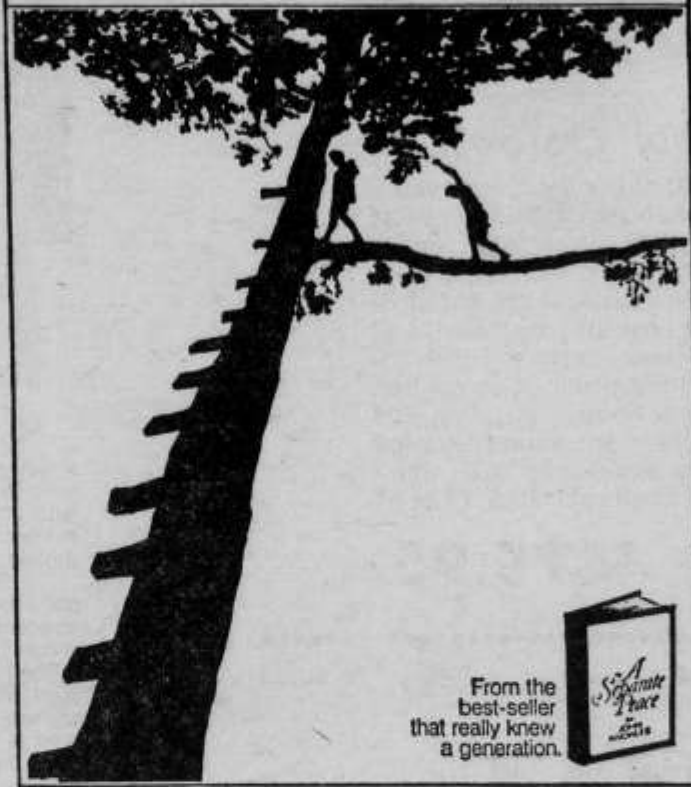
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(Continued from Page 10)

15 Zell S Orchard Park	86.7	36 Hyde L West Seneca	81.9	58 Davb A Buffalo	78.3
16 Schiffler D Tonawanda	86.7	37 Downer J Blasdell	81.8	59 Selcoe L Tonawanda	78.2
17 Krasuski A Buffalo	86.6	38 Petroff L Lackawanna	81.7	60 Gorny R Buffalo	78.2
18 Mordente R Hamburg	86.1	39 Rogers B Kenmore	81.6	61 Wiepert A Cheektowaga	78.1
19 Mason E Tonawanda	85.8	40 Craven M Lancaster	81.3	62 Mastrangelo A Cheektowaga	77.9
20 O'Farrell M Buffalo	85.7	41 Washington V Buffalo	81.3	63 Jandinski P Lancaster	77.1
21 Scully K Buffalo	85.7	42 Mills M Kenmore	81.2	64 Fabian S Buffalo	76.9
22 Briell L Kenmore	85.3	43 Bodden B Orchard Park	81.0	65 Early J Buffalo	76.9
23 Janik C Buffalo	85.2	44 Binner A Buffalo	80.9	66 Williams J Buffalo	76.8
24 Hippert S West Seneca	85.1	45 Holt G Alden	80.8	67 Davis I Buffalo	76.3
25 Krone B Orchard Park	84.6	46 Benson W Elma	80.8	68 Siew M Kenmore	76.3
26 MacFarland E Kenmore	84.5	47 Goodwin H West Seneca	80.8	69 Dziubala I Buffalo	76.0
27 Kurtz M Orchard Park	84.5	48 Mohring P Cheektowaga	80.6	70 Ru eski R Alden	75.7
28 Falkowski M Buffalo	83.8	49 Metzger M Cheektowaga	80.4	71 Catanzaro P Buffalo	75.2
29 Bingham R Buffalo	83.8	50 Walkoniak B Cheektowaga	80.1	72 Palmeri N Buffalo	75.2
30 McNeal M Angola	83.6	51 Piech M Buffalo	79.9	73 Mazur M Angola	75.1
31 Collins D West Seneca	83.4	52 Miller B Buffalo	79.8	74 Cenname M Buffalo	74.2
32 Urbanski J West Seneca	83.0	53 Sharp G Buffalo	79.7		
33 Havens S West Seneca	82.9	54 Ras C Buffalo	79.2		
34 Green M Bascom	82.9	55 Thieroff A Buffalo	79.1		
35 Bucki C Buffalo	82.3	56 Howard E Buffalo	79.0		
		57 Lerner L Orchard Park	78.5		

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1 Urban C Canton	96.4
2 Shaffer R Plattsburgh	96.4
3 Ryan J Troy	95.1
4 Fitzpatrick E Albany	92.8
5 Restina F Schenectady	92.2
6 Johnson R Oswego	91.0
7 Rosenblum A Albany	90.3
8 Swede T Schenectady	88.5
9 Lavigne P Troy	87.6
10 Fitzgerald E Troy	87.3
11 Richards M Albany	87.0
12 Murphy N Hicksville	86.9
13 Eastman L Gansevoort	86.1
14 Wilkie P Selkirk	85.6
15 Emigh A Newburgh	85.6
16 Dutcher R Bainbridge	85.4
17 Pryor H Schenectady	85.3
18 Foley R Troy	85.3
19 Bergman H Flushing	85.0
20 Langley J Amsterdam	84.8
21 Greenberg G Broox	84.8
22 Sauc J Ctl Islip	84.7
23 Kowalski J Amsterdam	84.7
24 Pospisil J Altamont	84.5
25 Olan H Brentwood	84.2
26 Travers J Troy	84.2
27 Wigger W Saranac Lake	84.0
28 Bingham K Troy	83.8
29 Duffy J Garden City	83.7
30 Mellentine S Tonawanda	83.6
31 Allegrata D Albany	83.5
32 Fribourg D Albany	83.3
33 Francella P Albany	83.1
34 Bouchard W Watervliet	83.0
35 Hamm A Schenectady	82.7
36 Everhardt W Selkirk	82.4
37 Riel R Waterford	82.1
38 Deet D Perrysburg	81.7
39 Koblenzer J Waterford	81.1
40 Adamczyk E Cohoes	81.0
41 Whydra T Albany	81.0
42 Coleman R Buffalo	80.7
43 Diamano N Middletown	80.7
44 Stewart W Schenectady	80.6
45 O'Brien J Binghamton	80.6
46 Freeman A Lk Ronkonoma	80.4
47 Dillon E Cheektowaga	80.3
48 Bisailon R Rotterdam	80.2
49 Wilcox L Delmar	80.2
50 Dennis W Loudonville	79.9
51 Riley C E Greenbush	79.6
52 Worth H Albany	79.6
53 Smith W Stuyvesant	79.5
54 Allen M Amsterdam	79.3
55 Colley J Cohoes	79.0
56 Watson L Stony Point	78.9
57 Wohler F Schenectady	78.8
58 Fitch W Troy	78.5
59 Craig N Ravens	78.3
60 Cook D Preston Hill	78.3
61 Wilcox E Dunkirk	78.2
62 Allen D Amenia	78.2
63 Roberts M Schenectady	78.0
64 Boese B Kinderhook	77.5
65 Smith W Syracuse	77.4
66 Stelley R Buffalo	77.3
67 Stone E Schenectady	77.2
68 Edberg A Pt Jefferson	77.2
69 Robert A Schenectady	77.2
70 Sweet B Greenville	77.1
71 O'Hare D Buffalo	77.0
72 Brosky J Wilton	76.8
73 Smith J Brooklyn	76.8
74 Young B E Branch	76.8
75 Toomey J Schenectady	76.7

(Continued on Page 13)

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Eligibles On State and County Lists

(Continued from Page 12)

76	Baran J Cohoes	76.4
77	Gardner J Mechanicville	76.4
78	Wallac T Troy	76.3
79	Crolick C Jamesville	76.3
80	Sontore N Fulton	76.3
81	Wolan E Amsterdam	76.2
82	Green R Pine Bush	76.0
83	Lyoona E Rensselaer	76.0
84	Maggio C Hicksville	76.0
85	Lyman R Albany	75.9
86	Harrington P Albany	75.9
87	Shaver D Cobleskill	75.9
88	Mcauley R Latham	75.8
89	Pecor E Stephentown	75.8
90	Pierce F Ravenna	75.2
91	Trask L Orangeburg	75.1
92	Konrad R Johnsonville	75.0
93	Powers F Rensselaer	74.9
94	Scherry F Latham	74.9
95	Quinn J W Brentwood	74.9
96	Kosier E Albany	74.8
97	Nash C Troy	74.8
98	Kendrick F Schenectady	74.8
99	Murray T Middletown	74.7
100	Healy J N Babylon	74.5
101	Lapa M Selkirk	74.5
102	Lewis E Albany	74.2
103	Stoller B L I City	74.1
104	Zoda F Elma	74.0
105	Ballin N Brightwaters	74.0
106	Wheland R W Sand Lake	73.9
107	Dexter W Pt Jefferson	73.8
108	Hall D Brooklyn	73.8
109	Blair D Cohoes	73.6
110	Fish J Albany	73.5
111	Lamb W Troy	73.2
112	Johnson R Albany	73.1
113	Carroll N Staatsburg	73.0
114	Stiefel R Oneonta	72.9
115	Donniacuo E Bellmore	72.9
116	Reardon A Albany	72.7
117	Ruh A Bayport	72.6
118	Baldes A Albany	72.6
119	Hilop V Albany	72.5
120	Durkin R New York	72.5
121	Gardner R Rensselaer	72.4
122	DiCarrio G Amsterdam	72.2
123	Gold M Albany	72.1
124	Nogiewicz K Patchogue	72.0
125	Harvey J Albany	72.0
126	Johnson L Ballston Spa	71.8
127	Kasmier R Troy	71.8
128	Tucker W Albany	71.7
129	Smith B Albany	71.7
130	Petersen D Sand Lake	71.7
131	Hamill J Saratoga Spg	71.3
132	Carcia M Albany	71.3
133	Linane J Staten Is	71.1
134	Heffner M Voorheesville	71.1
135	Bell J Mt Morris	71.0
136	Kinser E Selkirk	70.9
137	O'Keefe M Whitehall	70.8
138	Johnson A Jamaica	70.6
139	Hindle C Hudson	70.6
140	Duprey C Saranac Lake	70.3

35	Gabel P Albany	88.6
36	Johnson L Bronx	88.6
37	Shaw T Elmira	88.3
38	Broadman M Kew Gardens	88.2
39	Hollister K Hornell	88.1
40	Pitpatrick L New York	88.0
41	Perkins D Binghamton	87.6
42	Legree L New York	87.4
43	Grossick C Amsterdam	87.3
44	Porte N Mechanicville	87.3
45	Boyd J Watervliet	87.2
46	Harbeck J Rensselaer	87.2
47	Gaus B Waterford	87.2
48	Sapone D Troy	87.0
49	Forbes S Cohoes	86.8
50	Kraemer M Bronx	86.8
51	Hong E Buffalo	86.8
52	Keilly E S Richmond HI	86.6
53	Doane P Horseheads	86.6
54	Beauharnois P Plattsburgh	86.4
55	Texter L Bladell	86.3
56	Erel D Slingerlands	86.2
57	Galinski R Amsterdam	86.2
58	McCarthy M Bridgeport	86.2
59	Dinon D Troy	85.8
60	Dulin D Schenectady	85.4
61	Price B Buffalo	85.4
62	Sardisco B Albany	85.3
63	Richter M Brooklyn	85.2
64	Drexel M Loudonville	85.2
65	Molyneux P Whitney Pt	85.2
66	Montague M Buffalo	84.9
67	Bennet L W Coxsackie	84.8
68	Blawa V Massapequa	84.5
69	Maloney M Watervliet	84.3
70	Dodds F Newburgh	84.3
71	Coppin S Bronx	84.2
72	Shaub B Albany	84.2
73	Ryan T Cohoes	84.2
74	Arcuri F Utica	84.0
75	Tyler L Amsterdam	83.7
76	Mazur D Middleport	83.5
77	Davis M Brooklyn	83.5
78	Morrison D Buffalo	83.4
79	Rogers C Buffalo	83.4
80	Hamm D Rochester	83.3
81	Kuhrt M Schenectady	83.3
82	Brenker A Massapequa	83.3
83	Tefoe G Troy	83.3
84	Lashure R Hornell	83.3
85	Richards J Waterford	83.3
86	Spauling S Sinclairville	83.2
87	Cooke B Albany	83.2
88	Roll R Alden	83.2
89	Warfield A Syracuse	83.2
90	Rimpel A Queens Vll	83.1
91	Scrom T Schenectady	83.0
92	DeJulius J Amsterdam	83.0
93	Anderson L Grand Island	82.9
94	Leiguards L NY Mills	82.9
95	Vandusen H Troy	82.9
96	Vodcon S Peru	82.7
97	Teetzel M Schenectady	82.7
98	Herwenham G Mechanicville	82.6
99	Brown V Schenectady	82.6
100	Purvis N Brooklyn	82.3
101	Rose M Albany	82.3
102	Sparr R Watervliet	82.3
103	Studnicki J Troy	82.3
104	Goosby S Jamaica	82.2
105	Radish C Tonawanda	82.2
106	Jankowski C Elmira	82.2
107	Harris V Bronx	82.2
108	Sessions K Binghamton	82.2
109	Mihok E Saratoga Spg	82.2
110	Jablow N Lefrak City	82.0
111	Manger E Brooklyn	82.0
112	Johnson B Albany	81.8
113	Williams M NYC	81.6
114	Kam C Wells Vt	81.5
115	Blessor D Schenectady	81.5
116	Buckley J Schenectady	81.4
117	Stumpf E Rochester	81.4
118	Berkus T Elmont	81.3
119	Womer D Albany	81.3
120	Ives B Troy	81.2

251	Reddy E Syracuse	73.2
252	Norsen R Clifton Spgs	73.2
253	Cummings B L I City	73.2
254	Bogardus G North Evans	73.2
255	Wharton B Brooklyn	73.2
256	Babiskin P Baldwin	73.0
257	Morgana S Rochester	73.0
258	Sparks B Albany	72.8
259	Moscibella F Centeresach	72.7
260	Galbreath B New York	72.7
261	Cushing L Rensselaer	72.6
262	King W Staten Is	72.5
263	Kahian M Watervliet	72.4
264	Smith N Rochester	72.4
265	Donahue A Rochester	72.4
266	Henion V Schenectady	72.4
267	Whitbeck W Loudonville	72.3
268	Yrettos D Astoria	72.2
269	Vanwagner A W Sand Lake	72.2
270	Blyden D Bronx	72.2
271	Smolin J Brooklyn	72.2
272	Scisser C Scotia	72.2
273	Beno L Utica	72.0
274	Keegan M Troy	71.7
275	Fazio L Buffalo	71.7
276	Emary J Albany	71.5
277	Vanslyke R Albany	71.5
278	Diodato A Albany	71.5

279	Dalton F Buffalo	71.3
280	Notar A Schenectady	71.3
281	Marrone B Albany	71.2
282	Misuriski M Bronx	71.2
283	Martin H Buffalo	71.1
284	Adalian J Rensselaer	71.1
285	Pappalardo A Jackson Hts	71.1
286	Wenskowski L Amsterdam	71.0
287	Williams J Brooklyn	70.9
288	Clark R Columbusville	70.6
289	Smith E Binghamton	70.5
290	Coshua L Albany	70.4
291	Warren B Buffalo	70.3
292	Stepanian F Buffalo	70.3
293	Chur J Albany	70.3
294	Petagna M Brooklyn	70.3
295	Babiskin J Baldwin	70.3
296	Hammersmith J Gloversville	70.3
297	Hayford N Yonkers	70.2
298	DeCaros L New York	70.2
299	Taylor G Amityville	70.1

SR ACCOUNT CLERK
EXAM 51087
Test Held April 22, 1972
List Est. July 14, 1972

1	Sellers S Buffalo	96.8
2	Griffin J Buffalo	96.7
3	King D Buffalo	94.4
4	Chudyk K Cheekowaga	93.2
5	Julian I Depew	93.1
6	Benedetti H Tonawanda	88.9
7	Furlong M Buffalo	86.3
8	Evans M Buffalo	81.4
9	Johnsen J Lackawanna	80.5
10	Dudek S Lackawanna	80.2
11	Cafferty I Cheekowaga	78.7

EMPLOYMENT SECURITY CLK
EXAM 34639
Test Held Feb. 26, 1972
List Est July 14, 1972

1	Sewart B Jamaica	95.9
2	Hendrickson M Jamesona	95.5
3	Ryberg B Frewsburg	94.7
4	Babcock D Canastota	94.2
5	Lasky H Brooklyn	93.7
6	Cahill B Averill Park	93.4
7	Brown R Albany	92.8
8	Travis M Corning	92.7
9	Strobel J Mt Morris	92.7
10	Caracane Y Mohawk	92.5
11	Owings M Bronx	92.4
12	Schaller D Rome	92.3
13	Atkinson S Chenango Pks	92.2
14	Weisbecker M Buffalo	91.9
15	Brooks L Albany	91.3
16	Hallum J Stillwater	91.2
17	Gormley S Sherrill	91.2
18	Angel A Gorham	91.1
19	Grabe E Buffalo	90.8
20	Kane S Binghamton	90.7
21	Fisher R Queens Vill	90.5
22	Ellis R Syracuse	90.4
23	Murray A Albion	90.3
24	Parker A Medina	90.3
25	Witte G Stuy Brook	90.3
26	Cring L Syracuse	90.2
27	Smith E W Sand Lake	90.1
28	Klein N Maspeth	90.0
29	Sperbeck S Richmondville	89.9
30	Breen D Albany	89.8
31	Brodie M Canandaigua	89.8
32	Keeley I Scotia	89.7
33	Austin M Brooklyn	89.0
34	Williams L Jamaica	88.7

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121	Diminick J Troy	81.1
122	Penasabene D Behpage	81.1
123	Martin B Rome	81.0
124	Hertzel E Albany	80.9
125	Rehm C Troy	80.8
126	Levist I New York	80.7
127	Condoluci J Eagle Harbor	80.6
128	Lyoona R Mechanicville	80.6
129	Levy R Brooklyn	80.5
130	Fry M Brooklyn	80.4
131	Green L Albany	80.4
132	Lind A Brooklyn	80.3
133	Mutterer M Loudonville	80.3
134	Currier S Castleton	80.3
135	Jacobs J Freeport	80.3
136	Devaul C Syracuse	80.3
137	Fitzgerald A Troy	80.2
138	Danielson J Ashville	80.2
139	Williams N Endicott	80.2
140	Beebe D Syracuse	80.2
141	Dawes D Binghamton	80.2
142	Tierman M Albany	80.1
143	Lyoona S Mechanicville	80.1
144	Roberts A Utica	80.0
145	Eiser E Auburn	80.0
146	Brown M Castleton	79.8
147	Schoenfeld G Brooklyn	79.7
148	Glenn M New York	79.7
149	Moran B Cohoes	79.6
150	Brown J Rochester	79.6
151	Panetta S Elmira	79.5
152	Bednarski H Syracuse	79.4
153	Finn M Brooklyn	79.4
154	Schaible J Schenectady	79.3
155	Malinowski H New Hyde Pk	79.3
156	Porter M Buffalo	79.3
157	Johnson G Bay Shore	79.1
158	Keayon E Northville	79.0
159	Traux F Schenectady	78.9
160	Godlewski S Maspeth	78.9
161	Doherty W Troy	78.7
162	Tobiasen E West Berne	78.5
163	Street D Sloan	78.5
164	Capen R Schenectady	78.3
165	Law D Jericho	78.3
166	Garrett L Albany	77.9
167	Brown J Albany	77.9
168	Basle A Watervliet	77.9
169	Luscomb H Albany	77.8
170	Kreamer J Hamburg	77.7
171	Slater B S Glenn Pla	77.6
172	Shaw P Cohoes	77.5
173	Trupiano G Westbury	77.5
174	Lamoreaux P Angola	77.5
175	McNitt S Watervliet	77.5
176	Cotman M Bronx	77.4
177	Harer D Avoca	77.4
178	Vollmar J Buffalo	77.4
179	Saltzman F Albany	77.3
180	Heintz M Syracuse	77.3
181	Sewell A New York	77.3
182	Polir W Albany	77.3
183	Chapman R Brooklyn	77.2
184	Antalek S Voorheesville	77.2
185	Wechsler S L I City	77.2
186	Vasicek M Horseheads	77.0
187	Williams M New York	76.7
188	Loite F Troy	76.6
189	Jackson A Brooklyn	76.6
190	Maurisky M Glendale	76.5
191	Berlin H Cohoes	76.4
192	Maki B Albany	76.3
193	Edwards H Romulus	76.3
194	Gibbons H Bronx	76.3
194A	Eagan J Hagaman	76.3
195	Grovenger S Cohoes	76.2
196	Cline B Albany	76.2
197	Finch D Johnson City	76.2
198	Smith E Flushing	76.1
199	Johnson M Bronx	76.1
201	Lipeta A Rego Park	75.9
202	Pharo E West Berne	75.9
203	Coleman C Brooklyn	75.9
204	Lomanzo A S Farmingdale	75.6
205	Thomas C Hempstead	75.5
206	Schuman B Brooklyn	75.5
207	Nugent R Rochester	75.5
208	Relyea M Troy	75.4
209	Gardner J Amsterdam	75.4
210	Maus L Binghamton	75.3
211	Cinney M Cohoes	75.3
212	Lina B Buffalo	75.3
213	Fleshman S Uniondale	75.3
214	London A Whitestone	75.3
215	Deuber R Bronx	75.2
216	Cobb R Lynbrook	75.2
217	John H Brooklyn	75.2
218	Berman N Albany	75.1
219	Lafreniere K Schenectady	75.0
220	Ames S Oakfield	75.0
221	Norfleer A Jamaica	74.9
222	Acosta L Brooklyn	74.8
223	Tasick J Watervliet	74.8
224	Barber G Hornell	74.6
225	Seskin L Flushing	74.6
226	Merola V Ronkonkoma	74.4
227	Christmas M Laurelton	74.3
228	Melfi K N Syracuse	74.3
229	Symes B New York	74.3
230	Smith D Albany	74.3
231	Aldelmann I Schenectady	74.2



Discussing changes proposed in CSEA structure at Central Conference presidents' meeting are, from left, Stanley Yaney, Binghamton chapter president; Dorothy Moses, Wil- lard State Hospital chapter president; Floyd Peashey, Central Conference president; A. Victor Costa, statewide second vice-president and chairman of the Committee to Re- structure CSEA, and Helene Callahan, Conference treasurer.

Central Conference Hears Costa On Restructuring

(From Leader Correspondent)

SYRACUSE — A purchasing agent "can realize substantial savings for the Association to more than justify the position," the chairman of the Committee to Restructure CSEA told a pre-convention meeting of Central Conference presidents.

A. Victor Costa, second vice-president of the Civil Service Employees Assn., made the comment in urging the presidents to support the committee's 52-point "Phase III (Part 1)" restructuring proposals. This deals with "management, organization and communications" of CSEA.

He also alerted the 40 presidents and other chapter representatives at the meeting that the annual CSEA meeting in Rochester is "going to be a highly controversial one," because of the vote due on the first two phases of the restructuring committee's report.

The first phases have gone through a "first reading" and won the approval of delegates at previous CSEA Delegates Meetings. Approval after the "second reading" in Rochester would put the changes into the CSEA Constitution and By-Laws, he said.

Costa spent much of the time at the Syracuse meeting on Phases I and II of the committee's proposals.

On Phase III, he cited principally the need to make "only one person — namely a controller — responsible for the money of this Association," and the need for a purchasing agent.

Booklets on Phase III were given all those attending the meeting.

A preface to the third report notes that Phase III "deals with all facets of Headquarters, management, organization, commu-

nication, fiscal, personnel and operation.

Part 2 of Phase III will deal with field services.

Costa said the committee will ask delegates in Rochester to extend the restructuring committee's life for six months beyond next March, when it is scheduled to be discharged. The extension, Costa explained, would be "only for the reason to see that the mandated proposals approved by the delegates be implemented."

He said he has refused to defer any of the proposals, for example, for regional offices.

"My answer was No. There will be no changes on any proposal the delegates have acted on," Costa said.

On the regional offices proposal (six in the state), Costa declared: "Regional offices are the future of CSEA, Albany alone can not solve the problems of this organization. They are too big, too diversified. They must be solved at the local and regional levels." This statement was applauded by those at the Syracuse meeting.

Responding to complaints about not receiving The Leader, Costa said responsibility for maintaining The Leader mailing list is not that of The Leader, but of Headquarters personnel.

The next meeting of the Central Conference is scheduled for Oct. 13-14 at the Syracuse Country House. It will be the first full meeting of the Conference since the installation of Floyd Peashey as president.

Erie United Fund Names George Clark As Employee Rep

BUFFALO — George H. Clark, president of the Erie chapter of the Civil Service Employees Assn., has been named to represent Erie County's 10,000 workers in the County's United Fund campaign.

"The United Fund fills a need in our community at lower cost than any other drive," Clark said in accepting the designation.

He urged fellow County employees to include United Fund unit presidents in rallies and meetings and to discuss United Fund problems with them.

"Together, management and labor, we can achieve success in this important community effort," he added.

Clark said 1,000 County employees were aided by the United Fund campaign last year. The County workers' goal is \$90,827, more than \$10,000 above last year.

Eligibles on State and County Lists

SR UI INS HEARING REP

EXAM 34744
Test Held April 22, 1972
List Est. July 14, 1972

1	Berlan R New York	89.1
2	Novotny J Bronx	88.7
3	Dansilly D Albany	84.8
4	Ruderman H Rochester	81.9
5	Walker D Blandell	81.1
6	Edwards F Bronx	80.8
7	Victroy J Wantagh	80.5
8	O'Donnell L N Merrick	79.9
9	Robinson J E Elmhurst	79.5
10	Thorpe R Mohawk	79.0
11	Jones G Wantagh	78.0
12	Rosenthal P Brooklyn	77.0
13	Janak R Utica	77.0
14	Smith N Syracuse	77.0
15	Shulman A Brooklyn	76.5
16	Dondero A Forest Hills	76.5
17	Moran C Buffalo	76.5
18	Katzman S New York	76.4
19	Davis H Spring Val	76.4
20	Behrman M Plainview	76.4
21	Starks M Brooklyn	76.0
22	Parators A Rensselaer	75.8
23	Campbell J West Seneca	75.6
24	Pittinsky M New York	75.0
25	Parryhill S Troy	74.5
26	Graber S Brooklyn	74.4
27	Ferrell J N Tonawanda	74.2
28	Sack E Brooklyn	74.1
29	Blandino V Schenectady	74.0
30	Diamon J Monroe	74.0
31	Page D White Plains	73.8
32	Klugman N Scotia	73.7
33	Wyllie R Rochester	73.5
34	Bernstein H Brooklyn	73.4
35	Davison R Batavia	73.3
36	Talbot R Schenectady	73.2
37	Schumer I Brooklyn	72.4
38	Petrie E Clinton	71.5
39	Dietsche W Elma	71.5
40	Wiegert W Elmhurst	70.4

SR LAB TECH CLINICAL PATH

EXAM 34546
Test Held Mar. 25, '72
List Est. Aug. 4, '72

1	Lee J Bx	87.1
2	Swift R Schenectady	84.3
3	Peterson V Centerport	84.0
4	Wilkinson C Thielis	83.4
5	Schron C Staten Is	80.3
6	Jackson J Cheektowaga	80.0
7	Thibodeau J Tupper Lake	79.4
8	Stacy A Sand Lake	79.3
9	Crawford J Gowanda	78.8
10	Bash E Dansville	78.6
11	Mayo D Oriskany	78.4
12	Anderson C Latham	78.1
13	Meyer R Farmingville	77.6
14	Sanford D Dansville	76.6
15	Stachura S West Seneca	76.5
16	Tetley A Staten Is	76.5
17	Liss C Montgomery	76.4
18	Pangia C Syracuse	76.3
19	Houck C Greenwisch	76.1
20	Bych S Syracuse	76.0
21	Koehler M Amsterdam	74.5
22	Tuttle J Chenango Fks	74.2
23	Vanslyke H Troy	74.2
24	Mulchay R Mt Morris	73.5
25	Cizkowski J Buffalo	73.4
26	Simonik K Troy	73.3
27	Kirkwood M Watervliet	73.1
28	Robertson B New Lebanon	72.8
29	Lundquist S Staten Is	72.3
30	Gargano A NY	72.3
31	Kurec A Syracuse	72.2
32	Baitsholts P Glenmoot	70.9
33	Maxxa B Albany	70.8
34	Hallenbeck K Rotterdam	70.2
35	Brophy P Staten Is	70.2

SUPVG MOTOR VEHICLE INSPC

EXAM 34746
Test Held Apr. 22, '72
List Est. Aug. 11, '72

1	Alden J Liverpool	95.0
2	Wilkinson E Uniondale	92.3
3	Rosenfeld H Queens Vill	90.0
4	Roberts J Scio	89.5
5	Pelletier J Marcellus	89.5

6	Dellarocca H Bay Shore	89.3
7	Patruso D Woodside	89.3
8	Carrier D Port Henry	88.4
9	Reighard R E Northport	87.9
10	Southard R Forest Hills	86.6
11	Phillips B Utica	86.0
12	Hoskins A Jamestown	85.6
13	Robbins D Bath	85.1
14	Burns O Bx	84.8
15	Lusino F New Windsor	82.8
16	Donato S Albany	82.7
17	Nochrup W Rochester	82.1
18	Ploof J Middletown	81.9
19	Timer D Johnstown	81.7
20	Gosso K Shandaken	81.4
21	Drumheller P Cheektowaga	81.4
22	Elkins G Bklyn	81.0
23	Torpy R Ctl Valley	81.0
24	Grande V Miller Pl	80.8
25	Vanleuvea L New Berlin	80.7
26	Monahan J Nassau	80.7
27	Karges R Blossvale	79.9
28	Falla C Ctr Moriches	79.8
29	Hussong G Dalton	79.8
30	Yuxwak M Elms	79.2
31	Desena S Mastic Beach	78.6
32	Stewart D Depew	78.6
33	Hathaway D Deruyter	78.5
34	Campbell W Kirkwood	78.4
35	Ransford E Rhinebeck	78.0
36	Marzello V Buffalo	76.0
37	Donnelly P Cold Spring	75.9
38	Chapia E Buffalo	74.1
39	McGourry T Trumansburg	74.0
40	Morris J Hicksville	72.1
41	Moy S Levittown	70.9

ACCOUNT CLERK

EXAM 51109
Test Held April 22, 1972
List Est. July 14, 1972

1	Gorbay M Buffalo	91.5
2	Hain T Depew	90.6
3	Hothow R Tonawanda	79.6
4	Rennie M Kenmore	73.4

BOOKKEEPER

EXAM 51088
Test Held Apr. 22, '72
List Est. July 14, '72

1	Timm M Buffalo	86.0
2	Bloski J Buffalo	81.1
3	Lauricella L Buffalo	79.7
4	Meyer R Williamsvil	77.0

CHIEF MENTAL HYGIENE PROGRAM

ANALYST, DIVISION OF LOCAL SERVICES
EXAM 34782
Test Held June, '72
List Est. Aug. 4, '72

1	Ziegler H NYC	72.8
2	Nigro J NYC	70.3

Cortland U Chapter To Air Complaints

CORTLAND—Cortland State University chapter of the Civil Service Employees Assn. is nothing if not frank about its meetings.

The chapter is devoting its next meeting—scheduled for Sept. 26—to listening to complaints of members on any topic, and trying to solve the problems, if possible.

Announcements of the meeting inform one and all that the chapter is having a "Bitch-In."



LUNCH BREAK — Capital District Conference held a special meeting prior to the statewide Civil Service Employees Assn. convention. Taking time out for a quick lunch during the Saturday afternoon meeting are, from left, CSEA field representative James Cooney, Conference first vice-president Jack Dougherty, Conference social chair man Mildred Wands and Conference president Ernest Wagner.

Mid-State Armory Schedules Election

MALONE—Mid-State chapter of Armory Employees, Civil Service Employees Assn., will meet at the Armory here on Sept. 27 at 1 p.m. to elect officers, according to president Richard Gulsinger.

Included in the chapter are Carthage, Malone, Ogdensburg, Ogdensburg Naval Militia, Oneonta, Rome, Saranac Lake, Utica and Walton.

City Engineers Meet

The Municipal Engineers of the City of New York will meet Sept. 27 at 7 p.m. at the United Engineering Center, 345 East 47 St., New York City. Irving Guss, City engineer, will discuss his experience as consultant to the Ministry of Transport of Israel.

Name Six Cops

Six police trainees last week were advanced to the title of probationary patrolman in the City police department. They are Michael R. Celentano, Jon J. Dina, Michael B. McCarthy, Rodney M. Rountrea, Thomas M. Stokes and Robert F. Zwycewicz.

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

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

By subway, applicants can reach the filing office via the IND (Chambers St.); BMT (City Hall); Lexington IRT (Brooklyn Bridge). For advance information on titles, call 566-8700.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 596-8060; Health & Hospitals Corp., 125 Worth St., New York 1007, phone: 566-7062, NYC Transit Authority, 370 Jay St., Brooklyn 11201, phone: 852-5000.

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

STATE—Regional offices of the Department of Civil Service are located at: 1350 Ave of Americas, New York 10019; (phone: 765-9790 or 765-9791); State Office Campus, Albany, 12226; Suite 750, 1 W Genessee St., Buffalo 14202. Applicants may obtain announcements

either in person or by sending a stamped, self-addressed envelope with their request.

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

Judicial Conference jobs are filled at 270 Broadway, New York, 10007, phone: 488-4141. Port Authority jobseekers should contact their offices at 111 Eighth Ave., New York, phone: 620-7000.

FEDERAL—The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 6 p.m., weekdays only. Telephone 264-0422.

Federal entrants living upstate (north of Dutchess County) should contact the Syracuse Area Office, 301 Erie Blvd West, Syracuse 13202. Toll-free calls may be made to (800) 522-7407. Federal titles have no deadline unless otherwise indicated.

Follow The Leader

MAYFLOWER-ROYAL COURT APARTMENTS—Furnished, Unfurnished, and Rooms. Phone HE 4-1994 (Albany).

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Host chapter for the fall meeting of the Long Island Conference was Suffolk County. Shown from left, seated, are Felix Livingston, Arthur J. Miller and Carol Craig; standing, Thomas Kennedy, Walter Weeks, Ben Porter, George Harrington, George Hamner.

L.I. Conference Prepares For Battle With Unions And Hostile Politicians

ISLIP — Delegates to a meeting of the Long Island Conference of the Civil Service Employees Assn. on Sept. 16 rolled up their sleeves and prepared battle plans against unions trying to raid the CSEA and politicians, both state and local, who are unfriendly towards civil service goals.

George Koch, Conference president, opened the meeting by telling the state and county chapter delegates attending the session: "We've got our work cut out for us for the next year, and it is going to take the efforts of every CSEA member available to put the unions and the politicians in their place."

Ben Porter, president of the host chapter, Suffolk County, told the delegates that, "We must put these do-nothing unions in their place even more firmly than we did the last time around. When that is over," he said, "I think we can start thinking about throwing out a few challenges of our own." Porter applauded the Executive Committee of the CSEA Board of Directors for its quick action on meeting the challenge in two Units represented by CSEA — Institutional and Professional-



George Koch, Conference president, is seen as he opened the fall meeting of the Conference held prior to statewide CSEA convention in Rochester.

Ratification Ballots Are Mailed

(Continued from Page 8)

location pay differential continued for employees now receiving it as well as \$200 for employees working in Monroe County; equalization of pay for senior employees on longevity steps; payment of one-half the value of sick leave days lost over 165 days per year; salary schedule to be printed in contract and continuation of shift differential at same rate (\$300).

CSEA Rights

CSEA access to employees on the clock; improved leave for CSEA purposes; membership lists to CSEA chapter president; payroll deduction for CSEA and Masterplan insurance; CSEA right to represent employees on reallocation appeals; increased travel time for CSEA purposes (labor/management meetings, pre-negotiations, and negotiation meetings).

Employee Rights and Benefits

Improved tuition reimbursement program, 100 percent for job-related courses, 75 percent for non-job-related courses, pass/fail provision; uniforms for senior dispatchers; rotation of maintenance duty officers; unlimited pass provided to permanent employees with four years' Thruway service; extra rain coats in toll cars; safety glasses and safety shoes provided as of July 1, '73; update and maintain classification specifications in Division Headquarters Buildings, Personnel Bureau, and CSEA Research Bureau; improved handling of safety complaints (Safety Committee); one weekend off per schedule for toll section supervisors; vacation credits can be used in 1/2-hour increments.

Health Insurance And Retirement

Optional Blue Cross/Blue Shield Dental Plan for employees, the Authority to pay toward premium at the same rate as his current GHDI Dental, employees to be paid excess contributions at time of retirement; 1/2 pay for sick leave loss over 165 days (during the year of retirement) at the time of retirement; continuation of all current statutory and optional retirement provisions; continuation of all current health insurance benefits. All employees on tempor-

aries) to have protection of Article 75, Civil Service Law; CSEA to be furnished a copy of charges against any employee; employee shall have the right to copies of all written reports and records to be relied upon at the hearing; when a penalty exceeds the hearing officers' recommendation, the employee and CSEA to get a copy of the hearing officers' recommendation and the chairman's decision; the Authority to pay the hearing officers and supply one copy of the transcript; protections provided for employees who are requested to resign in lieu of having charges placed against them.

Grievances

On request, the employee can have a copy of the hearing officers' report; time limit changes when a hearing is held at the third and/or fourth stage, a verbatim transcript will be provided to the employee or his representative on request; the employee is to be provided copies of any rules or regulations having a direct bearing on the grievance; employees to have the right to review or have a copy of his personnel folder in preparation for a grievance hearing; employees to have the right to call witnesses at the third-stage grievance hearing.

Miscellaneous

Establishment of a noon-day meal allowance committee to correct discrepancies; four-day work week by 75 percent vote of those in work unit with the approval of the supervisor; CSEA and the Thruway to define a Thruway-wide layoff unit; establishment of a policy to prevent cross bumping between the Authority and the State.

Members of the CSEA negotiating team were Frank Lewis, Unit II chapter president; Art Sampsen, Bud Watson, Carl Bennett, John Sepello and Lambert Duffy. Paul T. Burch, collective negotiating specialist, assisted the team in the bargaining talks.

Informational meetings have been scheduled for Sept. 27 and 28, and Oct. 2. Employees with questions about contract provisions have been urged to attend these sessions.

Ballots must be returned to CSEA by Wednesday, Oct. 11, 1972.

Stony Brook U Members Get Annual Checkups

STONY BROOK—Adding a new wrinkle to its health-care program, the Stony Brook University chapter of the Civil Service Employees Assn. recently sent a delegation of 66 persons on two buses for their annual health examinations.

The group was led by chapter president Al Varacchi and other officers. Varacchi said later that the unique program may lead to similar health-exam outings for CSEA members in the future.

The buses were provided by Metropolitan Diagnostic Institute, whose two-hour, 50-test

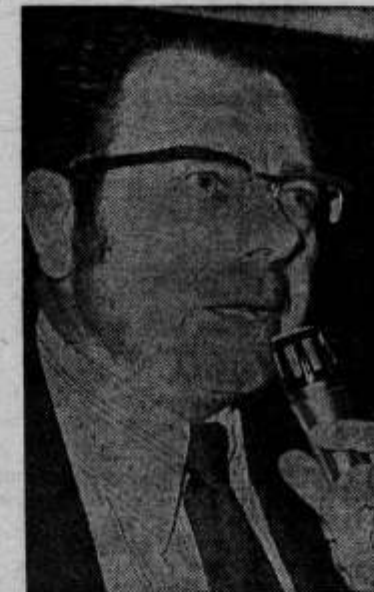
health checkup is part of the CSEA benefits program. Groups left the Stony Brook campus at staggered hours for the ride to the MDI facility in Hicksville. MDI set aside its facilities for the exclusive use of the Stony Brook CSEA group.

Westchester Meeting

WHITE PLAINS—Westchester chapter of the Civil Service Employees Assn. will have a legal and grievance discussion at its meeting at 8 p.m. on Sept. 26 at the Health and Social Services Building here. Regional attorney Stanley Mailman will be moderator.

Sullivan Dance

BARRLVILLE—Sullivan County chapter of the Civil Service Employees Assn. will have its Fall Dinner-Dance here at Raber's Restaurant. Complete prime rib dinners will be included for \$7.50 a person. The date is Oct. 14.



Joseph Keppler, president of CSEA's Central Islip chapter, delivers political action committee report, which was heavily applauded by Conference delegates.

Scientific-Technical

Irving Flaumenbaum, president of the Nassau County chapter, said that county members of CSEA would "pitch in and help our fellow members in any way we can. By this I mean preparation and distribution of effective campaign literature; a telephone campaign to every reachable employee, urging him to vote CSEA, and any money we can legally spend."

Political Action

Another hot period of discussion followed a Conference political action report given by Joseph Keppler, president of the Central Islip chapter. Keppler announced that a lengthy letter of questions had been sent to candidates to determine by their responses whether or not they were friends of civil servants. The Conference has asked that the responses be returned to them by Oct. 1.

Keppler said that the answers to the questionnaire should provide a good picture of a candidate's attitude. He added that

a no response would be construed as a negative reaction.

Joseph Gambino, president of the Department of Transportation Region 10 chapter, pointed out that an elected Huntington Town official had made public statements against the Employees Association.

"This," he said, "shows why we have to get politically active. We may not beat them the first time, but from now on they are going to know civil service power is something they are going to have to deal with."

Julia Duffy, president of the Pilgrim State Hospital chapter, announced that CSEA's Mental Hygiene negotiations had been finished, and one of the major victories accomplished was agreement by the State that temporary and provisional employees would be removed if their names do not appear on an eligible list.

Ms. Duffy said that nearly all the major demands of the negotiating teams were met.



Telling the delegates that the books of the Conference are in good shape is auditing committee chairman Ben Kosiorowski