

# Civil Service LEADER

America's Largest Newspaper for Public Employees

Vol. XXXIII, No. 28 Tuesday, October 10, 1972 Price 15 Cents

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## Delegates' Resolutions

See Page 16



**HEMPSTEAD VOTE** — Members of the Town of Hempstead unit, Nassau County chapter of the Civil Service Employees Assn., registered approval at the ballot box for an agreement that provides a 5.5 percent pay boost in 1973, a 6 percent cost-of-living in 1974, a 15-cent hourly boost in each year for seasonal and part-time employees, increased dental coverage to 80 percent, an individual optical plan, dental coverage for retirees, true longevity increments after 15 and 20 years, increased accrual of leave time, cash payments for sick time upon retirement or death, labor-management negotiations on work and leave rules and a job security clause. The security clause, unit president Kenneth Cadieux explained, provides for transfers to other equivalent work, severance pay of one week for each year of service and a preferred rehiring list. Meanwhile, a referendum on optional State disability insurance coverage was voted down. Results of the election of unit officers will be announced as soon as they are certified.

## North Hempstead Unit Approves 2-Year Pact; Minimum Hike Is \$780

(From Leader Correspondent)

**MINEOLA** — Alex Bozza, president of the North Hempstead Town unit of the Nassau chapter, Civil Service Employees Assn., announced the ratification and signing last week of a new contract that will boost salaries a minimum of \$780 in two years.

The contract provides for a boost of \$300 plus 1.2 percent of base pay with a minimum of \$400 in 1973 and an additional 4 percent with a minimum of \$360 in 1974, among 17 major gains.

A significant plank guarantees observation of current benefits and past practices, blocking any unilateral action by the employer to the detriment of employees. "This is a significant item to civil servants everywhere," Bozza said, "and we hope to see it become a standard clause."

The new contract also provides these fringe-benefit improvements: \$750 individual maximum under dental plan, in-laws included under bereavement leave clause, individual optical plan, overtime after eight hours in any one day, longevity steps in the 16th through 20th years, a merit-pay classification for negotiated increments so that they

will be excluded from federal guideline controls.

## Appeal Upholds CSEA Right To 'Police' Pact

(Special To The Leader)

**FREDONIA**—A decision on a third-stage grievance appeal filed by the Civil Service Employees Assn. State University of New York College at Fredonia chapter has upheld the right of a CSEA chapter to "police" a work contract when it is believed that provisions of the contract have been violated.

Last June, Herman Zebraski, employed as a grade 4 cleaner at the SUNY campus at Fredonia, was assigned to maintenance and construction work formerly done by a grade 8 maintenance man who had suffered a heart attack in May and was relieved of his duties.

## More Names To Come

# CSEA Makes The Big Move Into Political Action And Endorses 63 For Legislature

Political action on a statewide basis became a reality last week for the Civil Service Employees Assn. when it abandoned a 62-year-old stance of neutrality and released the names of 63 candidates for the Senate and the Assembly endorsed for election by the organization's political action committee.

An additional list of endorsements is expected after the committee meets again on Oct. 16.

The union's move to use its 200,000-member political potency came after years of endorsements by chapters on the local level.

While no monies are being given to endorsed legislators, their election hopes will be aided by telephone and personal campaigns from the ranks of CSEA members. The lion's share of the work is expected to come from local chapters, particularly in the Buffalo, Rochester, Utica, mid-Hudson, Westchester, Putnam and Long Island areas.

### Leadership Supported

Most of the current leadership in the Legislature received the support of the CSEA committee. This included Assembly Speaker Perry B. Duryea, Assembly Majority Leader John Kingston, Assembly Minority Leader Stanley Steingut, Senate Finance Committee Chairman Warren Anderson (who is expected to succeed Earl W. Brydges in the post of Senate Majority Leader) and Senate Minority Leader Joseph Zaretski.

The first list totaled 35 Republicans and 28 Democrats.

Other Senators, listed by party and district, receiving CSEA endorsement are:

### Senate Endorsements

Edward Lenthol (D-17th); Caesar Trunzo (R-3rd); John R. Dunne (R-6th); William T. Conklin (R-21st); Daniel J.

Valk (R-22nd); John E. Flynn (R-35th); Joseph R. Pisanl (R-36th); Jeremiah B. Bloom (D-19th); Walter B. Langley (R-42nd); Robert E. Lynch (R-44th); Bernard L. Flaherty (D-46th); William T. Smith (R-51st); Frederick L. Warder (R-52nd); Jess J. Present (R-57th); Joseph B. Dorsey (D-53rd); James E. Powers (D-54th), and Lloyd H. Paterson (R-60th).

### Assembly Endorsements

Endorsed Assemblymen are: Anthony Coraci (R-3rd);

Arthur J. Kremer (D-20th); Milton Jonas (R-13th); Joseph M. Margiotta (R-17th); George J. Farrell, Jr. (R-21st); Frank H. McDermott (R-22nd); Brendan A. McElroy (D-23rd); Vincent F. Nicolosi (D-25th); Herbert J. Miller (D-30th); Joseph P. Lisa (D-34th); John S. Calabretta (D-36th); Joseph L. Adamo (D-38th); Stanley Fink (D-39th); Brain Sharoff (D-42nd); George A. Cincotta (D-43rd); Dominick L. Di Carlo (R-49th); Robert F. Kelly (R-50th); Joseph Ferris (D-51st); Jane P. Weid (R-52nd); Lucio F. Russo (R-60th); Antonio G. Olivieri (D-66th);

Monserate Flores (R-75th); Frederick A. Rossetti (D-80th); Burton G. Hecht (D-83rd); Anthony Mercorella (D-85th); John T. Grant (D-96th); Thomas W. Brown (D-104th); Neil W. Kelleher (R-106th); Andrew Ryan (R-14th); Harold C. Luther (R-113th); William R. Sears (R-115th); Jerome Zamorski (D-116th); Mortimer P. Gallivan (D-120th); Francis J. Boland, Jr. (R-124th); Raymond P. Riordan (D-125th); Constance E. Cook (R-128th); James L. Emery (R-136th); Chester R. Hardt (R-141st); Stephen R. Greco (D-142nd); Albert J. Hausbeck (R-144th), and Ronald H. Tills (R-147th).

## PERB Action On Parking Fees Is Due

(Special To The Leader)

**ALBANY** — The State stopped selling its \$5 monthly parking permits to State employees last week, at the request of the State Public Employment Relations Board, which is currently considering an improper practice charge against the State filed by the Civil Service Employees Assn. on the grounds that the parking fee is a negotiable item, but was unilaterally imposed by the State.

Expressing concern over "rising levels of confrontation" by (Continued on Page 14)

Employee Relations Caesar Naples made the determination that this "summer work" cannot "rightfully be accepted as a temporary emergency situation," the only condition under which out-of-title work is justified under the CSEA contract.

Naples also said that the fact that Zebraski was "willing and eager" to do the work is not relevant to the grievance filed by the CSEA chapter. He said, "The CSEA chapter has the right and obligation to 'police the contract' and can grieve when it believes provisions of the contract are being violated."

### Important Ruling

Assistant Vice Chancellor for

*Don't Repeat This!*

## Fight Seen From Charges That TV Promotes Addiction

**SENATOR** George D. McGovern was in New York City last week, and in a little-noted passage in his speech here, he called for a crackdown on exploitive commercial advertising which suggests that every-day problems can be cured by "swallowing some kind of drug." There is reason (Continued on Page 6)

**Sanitation Super**

The City Civil Service Commission voted last week to postpone the examination for promotion to general superintendent (sanitation), exam 1678.

**Typist Testing**

The City Dept. of Personnel has called 882 applicants for typist to practical testing between Nov. 14 and Dec. 13 to be held at 40 Worth St., Manhattan.

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K-3404: MR. AL VERACCHI, R.R. 1, Box 134, Locust Drive Rocky Point, L.I., N.Y. 11778. Tel. Home (516) 744-2736, Office: (516) 246-6060.

K-3534: MRS. JULIA DUFFY, P.O. Box 43, West Brentwood, N.Y. Tel. (516) 273-8633 (after 6:00 PM).

K-3426: MISS DELORAS FUSSELL, 111 Winthrop Ave., Albany, N.Y. 11203. Tel. (518) 482-5597 (after 6 P.M.).

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**PREVENTIVE MEDICINE** — Joseph Keppler, right, president of Central Islip State Hospital chapter, Civil Service Employees Assn., learns the value of preventive medicine from Arthur Rosen, left, president of Metropolitan Diagnostic Institute. The MDI display was one of the many booths set up at the recent Delegates Meeting by firms offering services to CSEA members.

**CSEA Fights For Right To Organize Employees In Schenectady's OTB**

(Special to The Leader)

ALBANY—An improper practice charge has been filed by the Civil Service Employees Assn. with the State Public Employment Relations Board against the Off-Track Betting System in Schenectady as a result of the local OTB's alleged efforts to impede its employees' right to organize.

According to Ned Briggs, CSEA field service assistant, CSEA had been contacted during the first part of last August by Anthony Guerriero, an employee of the Schenectady OTB. Guerriero asked Briggs to organize a CSEA unit among the Schenectady Off-Track Betting employees on Aug. 21. Guerriero obtained designation cards from 100 percent of the employees involved naming CSEA as their exclusive representative.

Briggs then met with Davis

Etkin, president of the Schenectady Off-Track Betting System. According to Briggs, after some initial reluctance, Etkin arrived at an understanding with CSEA whereby Briggs would be permitted to have access to the OTB employees until Jan. 1, 1973, when local Off-Track Betting would become permanent.

Although the Schenectady OTB is not permanently established at this time and its employees are hired on a part-time basis, under Civil Service Law, Briggs said, employees have the right to organize.

According to Briggs, he was given a tour of the Schenectady OTB facilities on Aug. 31 by Narche Falcone, parlor manager. The CSEA representative said, "Falcone mentioned that he had been a member of CSEA when he was City Clerk and indicated that he was in favor of CSEA representation for OTB employees." Under the budget that the Schenectady OTB has submitted to the City Council for the year 1973-74, Falcone is listed as a grade 14 employee, at a beginning annual salary of approximately \$12,000.

**Alleged Threat**

A meeting was then scheduled between Briggs and the OTB employees for 8 p.m. on Sept. 13.

However, on the morning of Sept. 13, Briggs was informed by Guerriero that the meeting was called off because Falcone had allegedly threatened the OTB jobs if they attended the meeting.

On Sept. 28, Briggs met with Falcone and expressed the opinion that Falcone was violating the law. According to Briggs, Falcone then stated that he "didn't give a damn about the law," denied that there had been any previous understanding, and

(Continued on Page 15)

**Nassau CSEA OKs Bond Proposal**

MINEOLA — The state environmental quality bond proposal was endorsed this week by Irving Flaumenbaum, president of the 20,000-member Nassau chapter, Civil Service Employees Assn.

Flaumenbaum said the proposal is vital to Long Island as well as to the state on a long-range basis. "When you're talking about the welfare of ourselves and future generations, you can't fool around," he said. "Civil servants have a special interest in seeing government meet the challenge we face."

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America's Leading Weekly For Public Employees  
Published Each Tuesday  
669 Atlantic Street  
Stamford, Conn.  
Business and Editorial Office:  
11 Warren St., N.Y., N.Y. 10007  
Entered as Second-class matter and second-class postage paid, October 3, 1939, at the post office at Stamford, Conn., under the Act of March 3, 1879. Member of Audit Bureau of Circulations.  
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# CSEA Goes To Bat For Aide Denied The Right Of A Pension Transfer

ALBANY—The Civil Service Employees Assn. has filed a suit against State Comptroller Arthur Levitt, as head of the State Employees Retirement System, in the State Supreme Court on behalf of Anthony Terino, a State employee, on grounds of a violation of law and of a CSEA-negotiated work contract.

Previous CSEA-State contracts have contained a provision which allows employees to transfer from the State Teachers Retirement System to the State Employees Retirement System. Terino has been an employee of the Education Department since 1950 and had requested such a transfer. On the date of Terino's scheduled transfer from the Teachers Retirement System to the Employees Retirement, he was on leave of absence from the State Education Department, without pay. He was assisting in the establishment of the Schenectady Community College.

The Employees Retirement System refused to permit Terino to transfer his membership, claiming that he was not an employee of the Education Department as of May 31, 1970.

## Goes To Court

CSEA represented Terino in a hearing before the State Comptroller. Before a decision was issued, CSEA renegotiated the contract provision that allows transfer of retirement credit with the State. However, the Governor's Pension Committee refused to sanction this benefit and it was not included in the enabling legislation of the present contract. The Comptroller then issued his decision that Terino could not transfer.

CSEA has taken this decision to the Supreme Court to have the Comptroller's decision overruled, maintaining that Terino

## Orange Candidates

GOSHEN — The Orange County CSEA will sponsor a "Meet The Candidates" night Oct. 10, from 7-9 p.m. at the Goshen Inn here. Twenty-five candidates for State and Federal offices have been invited to participate.

had been an employee of the Education Department for the entire period and that he was on an approved leave, resuming his regular position with no changes after his leave of absence.

## St. Lawrence Chap. Celebrates 25 Years

CANTON — St. Lawrence County chapter of the Civil Service Employees Assn. will celebrate its 25th anniversary at its annual Fall Banquet on Oct. 21. The function, according to chapter corresponding secretary Sally Forsythe, will begin with a 6 p.m. social hour at the University Treadway Inn here.

# Jefferson Members Ratify Two-Year Pact

(From Leader Correspondent)  
WATERTOWN — An 8½ percent increase in salary is provided in a two-year contract ratified by the membership of Jefferson chapter, Civil Service Employees Assn., which now awaits formal approval by the Board of Supervisors.

The contract proposal stems from a series of ten negotiation talks begun in June.

## Binghamton Invites Politicos To Meeting

BINGHAMTON — Area chapters are welcome to attend the general membership meeting of the Binghamton chapter of the Civil Service Employees Assn. on Oct. 26.

Various State and local politicians have been invited by the chapter's political action committee, headed by chairman Donald Hinckley.

The meeting will be at 7 p.m. at the Fountain Pavilion, C. F. Johnson Park in Johnson City.



**MAP POLITICAL ACTION** — Members of the CSEA statewide political action committee gathered in Albany Headquarters this week in an attempt to narrow the list of names of legislative candidates to be supported and opposed. Shown checking a district map are, from left, seated, Victor Pesel, New York City; CSEA first vice-president and committee chairman Tom McDonough; Don Blake, Albany; Ruth Braverman, Nassau County. Standing are Don Antinore, Rochester; Joseph Kepler, Long Island; George Butler, Utica, and John Clark, New City.

Roger F. Kane, CSEA field representative, said the wage hike will be based on present earnings of employees instead of base salaries and become effective Jan. 1, 1973. The contract also contains a reopener clause at the end of the first year for wages and retirement benefits only.

The contract, ratified by 200 CSEA members attending a Sept. 28 meeting, will now be forwarded to the Jefferson County Board of Supervisors for definitive action at its next regular session, Oct. 10. The CSEA agreement was negotiated by Kane and the employees negotiating committee with County personnel director William S. Coleman and the Board of Supervisor's personnel committee headed by Town of Hounsfield Supervisor Edward E. Cobb, Jr.

Both Kane and Coleman agreed that the main reason for the 8½ percent increase based on present earnings stems from the continuing rise in the cost of living and especially because the

employees did not receive a wage hike in 1972 due to the loss of state aid to the County.

Now that CSEA has ratified the contract proposal, the next step will be its presentation to the Board of Supervisors for definitive action Oct. 10.

With respect to federal guidelines, it was pointed out that County employees, like city employees, did not receive a salary increase during the year prior to their negotiated contracts. City employees receive 9 percent wage hikes this year, but did not get an increase in 1971.

## Library Trustee

ALBANY—Benjamin Burstein, of Scarsdale, has been renominated a trustee of the State Supreme Court Library at White Plains for a term ending Dec. 30, 1975. Trustees are unpaid.

# Welfare Fund Paying Out More Than Is Coming In To Meet Moral Obligation

(Special to The Leader)

ALBANY—The Civil Service Employees Assn. Welfare Fund contributions now total \$118,450, but in order to meet the obligations of the fund to pay \$20 for each day members were penalized by the State for supporting CSEA during the Easter weekend job action, many more contributions are needed, according to fund coordinator Hazel Abrams.

Ms. Abrams, also CSEA fifth vice-president, said that final payment to those 3,679 members who had submitted reimbursement claims prior to Sept. 13, 1972, had been mailed out by the Friday before CSEA's annual delegates meeting in Rochester, which began on Sept. 19.

These payments, totaling \$326,600, were paid to members according to the official list of penalized State employees submitted by the State Office of Employee Relations on July 11, 1972.

"We are now processing checks

covering complete payment of all days docked, at \$20 for each day," said Ms. Abrams, "for all claims received after Sept. 13, 1972. These claims amount to about \$29,000.

"You don't have to be an accountant," Ms. Abrams added, "to see that more contributions are desperately needed to complete the reimbursement process. Is it any wonder that I was upset last Monday, when not one piece of mail, or one hand-delivered check, was received for the Welfare Fund?"

According to the coordinator, chapters like the State Police Headquarters chapter and many

(Continued on Page 14)



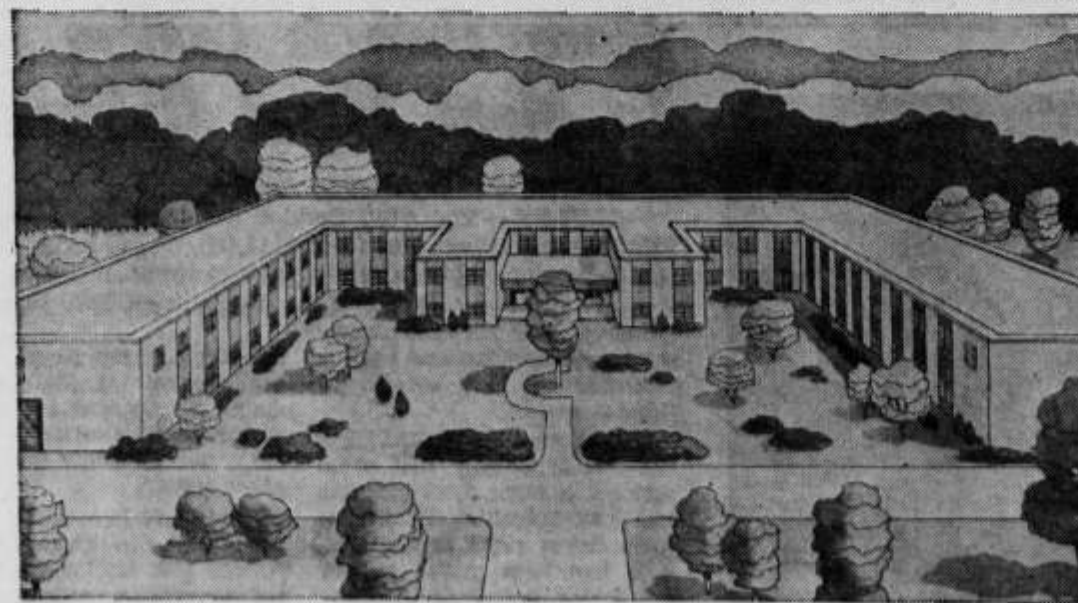
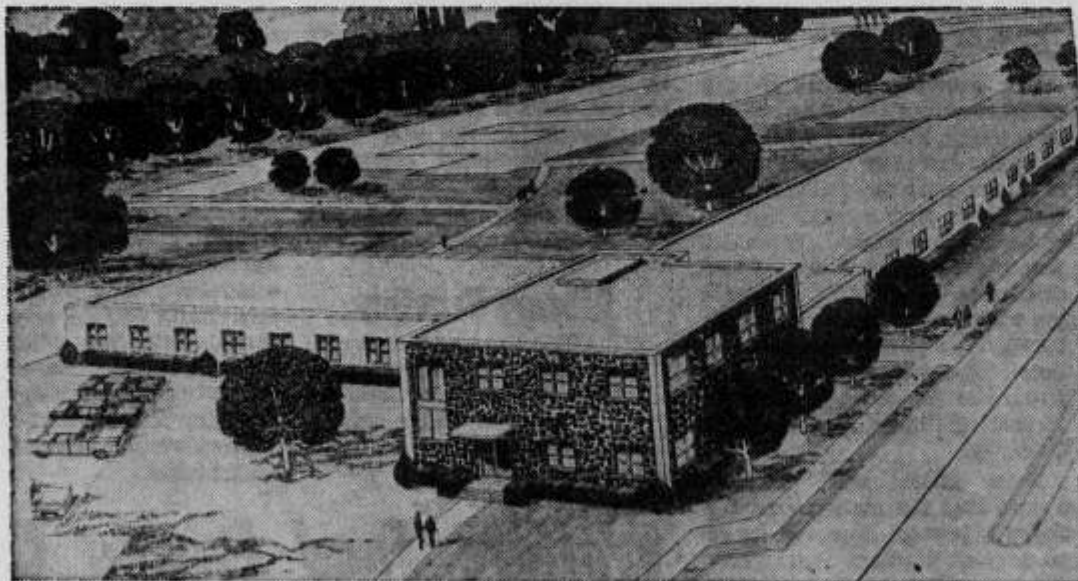
**SIGN AGREEMENT** — Harlem Valley State Hospital chapter of the Civil Service Employees Assn. recently signed a second union-management agreement with the Hospital. Shown here are, from left, John Deyo, CSEA field representative; Dr. Albert Dresner, acting Hospital director; Anna Besette, chapter president, and Lloyd W. Hale, deputy Hospital director.

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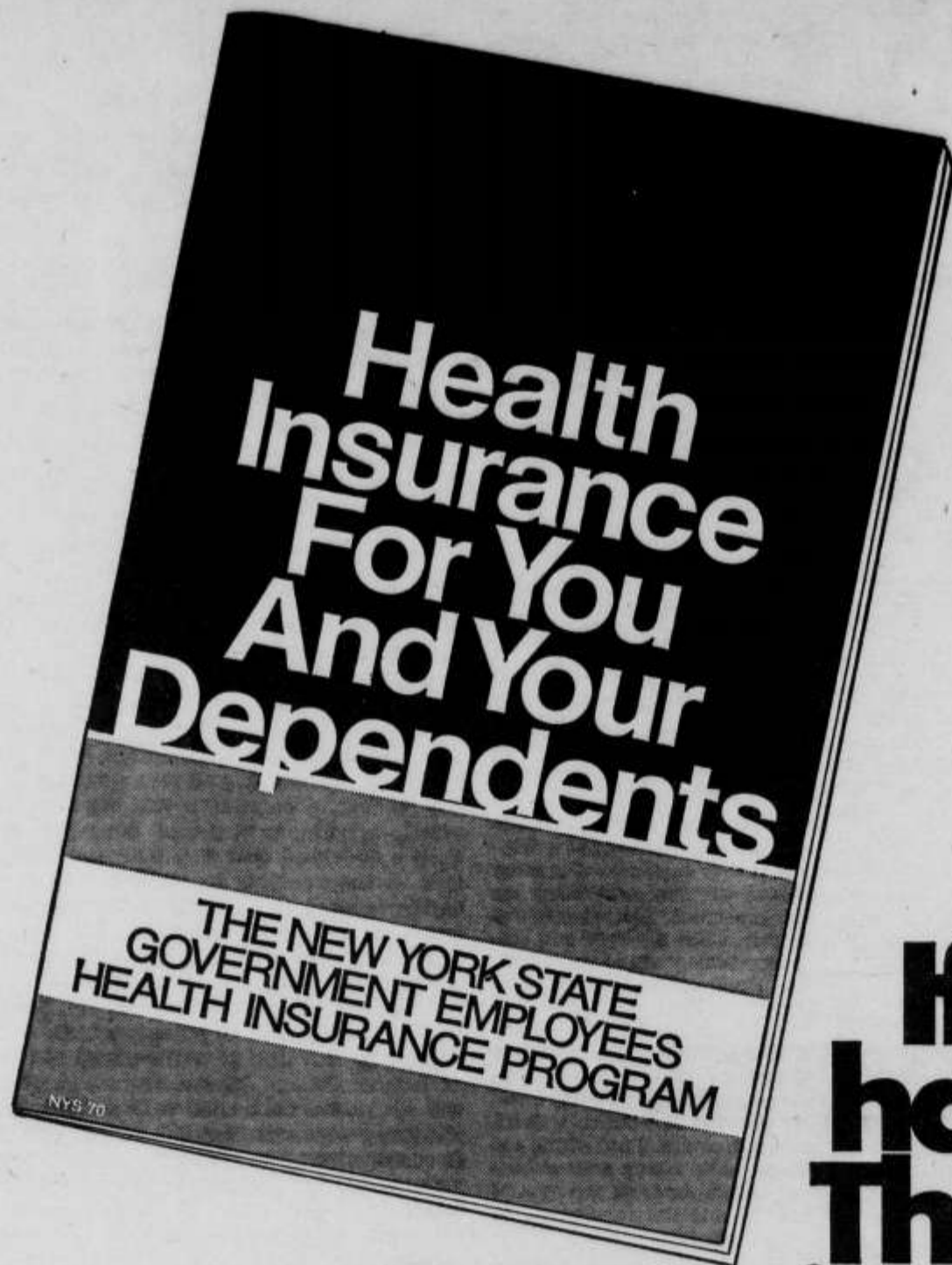
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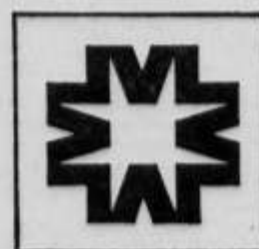


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America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

Published every Tuesday by

LEADER PUBLICATIONS, INC.

Publishing Office: 669 Atlantic Street, Stamford, Conn. 06904

Business & Editorial Office: 11 Warren Street, New York, N.Y. 10007

212-BEeckman 3-6010

Bronx Office: 406 149th Street, Bronx, N.Y. 10455

Jerry Finkelstein, Publisher

Paul Kyer, Editor

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Stephanie Doba, Assistant Editor

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Advertising Representatives:

ALBANY — Joseph T. Bellew — 303 So. Manning Blvd., IV 2-5474

KINGSTON, N.Y. — Charles Andrews — 239 Wall St., Federal 8-8350

15c per copy. Subscription Price: \$3.70 to members of the Civil

Service Employees Association. \$7.00 to non-members.

TUESDAY, OCTOBER 10, 1972

## A Wise Move

THE 200,000-member Civil Service Employees Assn. has made a wise move in abandoning its decades-long stance of neutrality on a statewide basis in the arena of political action. Despite the Taylor Law, agreed-upon contracts and what-have-you, if anything costs money it is the Legislature who has the final say on whether or not the funds will be allotted.

We do not question the prerogatives of the Legislature but legislators must get elected before they can exercise those prerogatives.

The move on political action now places the Employees Association in a new relationship with members of the Assembly and the Senate because members of both houses will know now that the big, statewide organization intends to work for its friends and, in some cases, against its enemies.

Political action by such a large union can only increase the growing respect among politicians for civil service vote power, which, after all, totals nearly 20 percent of the voting families in New York State.

## Do Your Part

THE LEGION of City employees who, over the years, have either written, talked or reported to this newspaper innumerable complaints about abuses in civil service appointments and promotions now have some hope that other complaints will be acted upon.

City Councilwoman Aileen B. Ryan, chairman of the City Council Committee on Civil Service and Labor, is now holding interviews with employees willing to report abuses in person and there will be more public hearings on the issue. Also, those who wish to report any abuses can do so in confidence and their identity will be protected.

We do not encourage false reports or scandal-mongering. On the other hand, we do urge every City employee who knows of direct violations of the Merit System to report them to Ms. Ryan's committee.

As a footnote, we think that this idea should be carried out in State employment and all other areas of local government.

## Questions and Answers



**Q.** I own a grocery store. I report my employees' wages and send in the social security contributions every three months. However, my brother, who owns a greenhouse, only makes out his report once a year. Who's right?

**A.** Both of you. A grocery store is considered a regular business and reporting employees' wages is done quarterly. However, operating a greenhouse may be classified as an agricultural enterprise which requires reporting employees' wages on an annual basis.

**Q.** I'm 19 and a college sophomore. My mother, who worked under social security, was paying almost all my college expenses before she died a couple of weeks ago. Is there any way I could get some financial help for my education from social security?

**A.** You may be eligible for monthly student payments if your mother worked long enough in employment or self-employment covered by social security. If you're single and a full-time student, you should call, write, or visit any social security office immediately to apply for student benefits.

## Don't Repeat This!

(Continued from Page 1)

to believe that this was not just an idle comment made in passing in the course of a Presidential campaign. In fact it is likely that at its next session, Congress will be involved in a stormy debate on bills to ban television drug advertising just the way cigarette advertising is now barred.

Just a few days before Senator McGovern spoke, Senator Frank E. Moss, a Utah Democrat, took to the Senate floor to demand a flat prohibition on drug advertising on television. He was promptly joined in such a program by Senator Abraham Ribicoff of Connecticut and Senator Birch Bayh of Indiana, both Democrats.

### Sharp Impact

In his speech, Senator Moss said: "The drug culture finds its flowering in the portrait of American society which can be pieced together out of hundreds of thousands of advertisements and commercials. It is advertising which mounts so graphically the message that turns rain to sunshine, gloom to joy, depression to euphoria, solves problems, dispels doubts."

The Senator pointed to testimony from the mother of a four-year-old to emphasize the sharp impact of drug advertising on the population. According to the mother, when the child had difficulty falling asleep one night, the child said: "Mother, why don't you give me Compoze or Nytol?" And according to a pediatrician, "Children now chant jingles for Cope or Vivarin as casually as they once sang nursery rhymes. The public is lured into a drug-can-do-anything attitude while taking preparations that are a waste of money and have a potential for damage to certain persons."

Joining in, Senator Bayh charged that "certain kinds of advertising stand accused of seducing the young to drug dependency and creating vulnerability to drug abuse." Senator Bayh cited statistics that show that of 285,161 city high school students, over 100,000 had used or experimented with drugs. Another survey in Monterey, Calif., revealed that approximately 75 percent of the high school students had used LSD.

### Exceeded Needs

Senator Bayh pointed out that the 1972 quota on production of amphetamines to meet legitimate medical and scientific needs was set at 253 million units, in contrast to the 4 billion 619 million units produced in 1969. What this means, the Senator said, is that production in 1969 exceeded legitimate needs by more than 4 billion units. The Senator charged that the excess production found its way to youngsters through black-market channels.

FBI reports attest to the widespread use of drugs by young people. Of 400,606 arrests for drug violations in 1971, 88,051 or 22 percent were under 18; 209,169 or 52.2 percent were under 21, and 313,240 or 78.2 percent were under 25.

Senator Moss charged that television advertising is part and parcel of the drug problem and warned that the problem will not be solved "until that repetitive urging every day, every hour, every minute on the television screen is regulated properly."

## 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.

## Physical Strength Tests

In New York City the test specifications for audio-visual aid technician included the requirement that an applicant lift a 25-pound dumbbell with one hand and a 20-pound dumbbell with the other hand. Prior to giving the examination for audio-visual aid technician in January 1972, the Civil Service Commission of New York City did an on-the-job survey of the duties of the position. As a result of that study, a report was prepared as a basis for preparing the job specifications.

It was contemplated that at some schools the job of audio-visual aid technician would have to be performed by one person. These duties included the delivery and pick-up of equipment such as: lifting projectors weighing approximately 25 pounds; carrying the projector from a storage area to a car and from a car to the school, and driving a car in the performance of duties.

THE JOB SPECS, therefore, were set up to include a dumbbell lift subtest and an agility subtest. In the dumbbell lift subtest, a candidate was required, by sheer muscular effort, to raise a 25-pound dumbbell with one hand and then a 20-pound dumbbell with the other from a stop position at the shoulder to full arm vertical extension. In the agility subtest, the candidate was required to scale a vault box three feet high, sprint three yards to a maze of obstacles and dodge through and sprint back nine yards to the starting position within twenty seconds.

The petitioners in this case, two female applicants, had both been employed as provisionals for some years at Hunter College in the title of audio-visual aid technician. The job at Hunter College did not require substantial movement of the equipment connected with the job. It was contended by the two petitioners that the weight-lifting requirements are unconstitutional in that they unfairly discriminate against women. They argued that the physical tests are not job related and are, therefore, discriminatory and violative of the equal protection clause of the Federal Constitution. They rely on Title VII of the Civil Rights Act of 1964 and regulations adopted pursuant thereto by the Equal Employment Opportunities Commission.

THE COURT POINTED out that any job specification which operates to exclude any segment of society and cannot be shown to be job-related is prohibited. The petitioners conceded that the audio-visual equipment required to be carried by a technician weighs approximately 40 pounds. So while there can be a possible dispute as to which physical tests are to be used in this job specification, there is no real argument that can be made that no test of physical strength can be required. Once it is established that a physical test is appropriate, it is a matter of discretion with the Civil Service Commission as to precisely which test will be used, and unless the selection of the particular test can be shown to be so unreasonable as to be arbitrary or capricious, the court is without power to substitute its judgment for that of the Commission.

The application of the petitioners to eliminate the physical test requirement from the job specs for audio-visual aid technician was dismissed. (Matter of Sontag v. Bronstein, 335 N.Y.S. 2d 182)

### To SUNY Board

ALBANY—Robert R. Douglass, 40, formerly secretary to the Governor and now a practicing New York City lawyer, has been appointed to the Board of Trustees of State University of New York for a term ending June 30, 1980. There is no salary.

### Name Dr. Kadragic

ALBANY—The Governor has appointed Dr. Catherine S. Kadragic, of Huntington, to the unpaid post as a member of the Board of Visitors of Suffolk State School for a term ending December 31, 1978.

### Interim Appointment

ALBANY—The Governor has named Eileen A. Sullivan, of Albany, as judge of the Albany County Family Court for a term ending Dec. 31, this year. She is the Republican candidate for the court seat in November.

### Mahoney Named

ALBANY—Thomas J. Mahoney, of New York City, has been appointed director of the New York City office of the Department of Agriculture and Markets at an annual salary of \$19,175. He has served as assistant director of the office for the past five years.

# Letters To The Editor

## Parking Fight

To the Editor:

The continuing coverage of the CSEA's battle with the State over State Campus parking fascinates me. We who work at other levels of government have a stake in that bit of action. All the way down the line to the smallest employee, we will hear the cry "The State charges—we can, too."

Where there is no mass transit, and no way to get to work except to drive, this especially

galls. It is like paying for the privilege of working. "Protection Money": Pay this much and we won't bother your car!

The question that comes to mind, though, is: How much does the Governor pay to park under the steps of the Capitol? And whose pocket does it come out of—his or ours?

Do you have any thoughts along this line?

Yours truly,  
Mrs. Leo Mentnech

## Know Your Type?

... Be a blood donor and find out. Call UN 1-7200, The Greater New York Blood Program.



**WORKING SESSION** — Discussing problems of the Motor Vehicle License Examiners Assn. at a special Saturday meeting in CSEA Headquarters in Albany were, from left, Joseph D. Lochner, CSEA executive director; Thomas H. McDonough, CSEA statewide first vice-president; Jack Rohloff, president of MVLE Assn., and Francois Frazier, MVLE vice-president for the metropolitan area.

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2:00 P.M. SESSION - PARCELS 104-198

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CHAIRMAN



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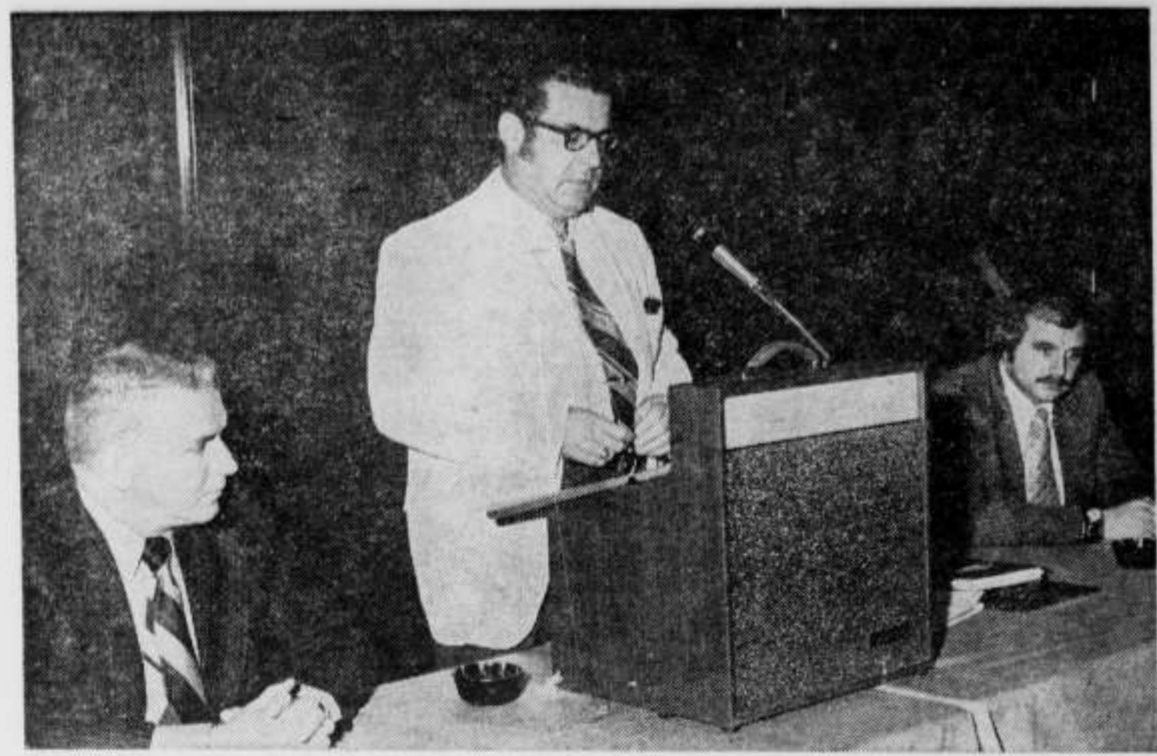
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Tax and Finance representative to statewide Board Jack Dougherty conducts departmental meeting. He is flanked here by Jack Daley, T&F chapter president, and Frank Martello, CSEA regional supervisor for Central area.



JOHN MROCKOWSKI  
Wilton State



DOROTHY KING  
Creedmoor



Abraham Kranker, chairman of statewide legal committee, addresses the delegates as assistant sergeant-at-arms Rose Marcinkowski observes.



OGS chapter president Boris Kramarchyk tells delegates that "One of the functions of government is to create jobs—and if they can't, the government should provide training." Also in picture, from left, are assistant sergeant-at-arms Al Gallant, Robert Carruthers of Education and sergeant-at-arms Robert Goodell of Monroe County.

# Convention In Photos



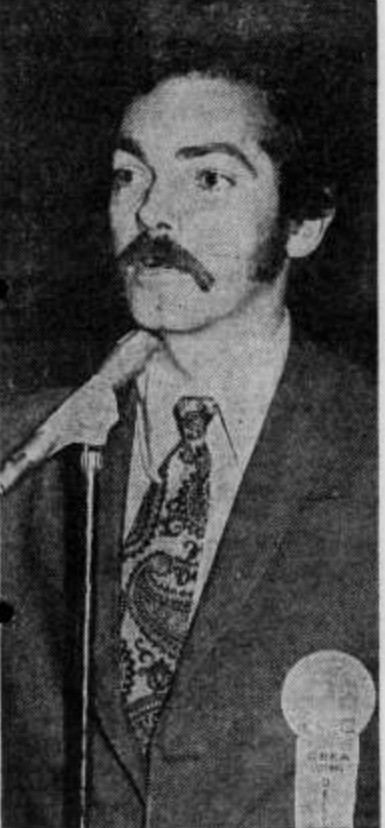
Charles W. Caruana of Monroe served as master of ceremonies for the banquet.



Edward Dudek, president of SUNYAB chapter, has mike, while William Cunningham, of Brooklyn State Hospital, waits turn to make a motion.



Westchester unit secretary Irene Amaral compares notes with CSEA staff member Pat Monachino, left, and unit president Michael Morella.



HARRY HEALING  
SUNYA



PETER GARAMONE  
Harlem Valley



Nick Serio, Region 2 vice-president, follows resolutions as distributed to Delegates, while, from left, listening are Martha McConchie, Harlem Valley third vice-president, Margaret Carle, Ulster first vice-president and Grace Woods, Ulster secretary.



Harold Krangle and Lawrence McPherson, president and vice-president of the Waterfront Commission, and Harold Ryan, president of Audit and Control chapter, found standing room at back of hall.



One of biggest tasks accomplished by committees was performed by members of resolutions committee with a 14-page report. Shown here are some of members going over final details before presentation to full Delegate body. From left are Ben Kosiorowski, Neil Gruppo, Al Neri and Blanche Rueth.



Sitting wherever possible, these three delegates ended up on floor. From left are Jean Hurney and Terry Dawson, both of Creedmoor, and Ronald Waterman.



County Executive chairman Joseph Lazarony checks restructuring report as, from right, vice-chairman Arthur Bolton and Dutchess County president Ellis Adams take a long view.

# Delegates Forge United Front Through Exchange Of Ideas



# Jack Weisz Proves Crusader Against Injustice

## New Metro Conf. Leader Is Fighter For Many Causes

By BARRY LEE COYNE

**H**IS soft, slow-paced voice and slightly arched eyebrows are apt to give the unobservant stranger the impression that Jack Weisz is more likely a poet or philosopher than a Conference president.

In reality, however, the outwardly mild Weisz has an interior as hard as tacks. It is the by-product of his close to 35 years in civil service, first as a correction officer and more recently doing parole work.

Jack Weisz, the new man at the helm of the Metropolitan Conference of the Civil Service Employees Assn., traces his CSEA activity back to 1958, the year he started out as an officer of the New York Parole chapter. He was also the founder of the

Parole Officers Assn., a group that joined forces with CSEA to alleviate what he refers to as "unbearable working conditions" for parole personnel that had existed up until that time.

The general work schedule, Weisz recalls, consisted of being on the firing-line seven days a week, 24 hours a day, "without additional compensation."

### Instituted Suit

As a catalyst for better conditions, Weisz took up the banner and personally instituted a suit

against the State Division of Parole. To reinforce his case, he saved documented evidence of the unpaid overtime. His cronies warned him it was a futile, losing cause. But he never wavered in his faith that social justice had to come out on top. Weisz managed to prove the cynics wrong.

"It was in 1962 that we won the case," Jack recounts with a pleased smile coming to his usually-solemn face. "Historically,

this was the turning point. Some others had joined me in the suit, and we won over \$250,000 plus six weeks of pay in escrow." For Weisz, this was also a personal turning point: a vindication of his stand that despite "every form of recrimination" he says was used against him, that he would not buckle under to pressure.

Jack's other espoused causes also fit into the pattern of reversing social injustices, fighting for the people at the lower echelons.

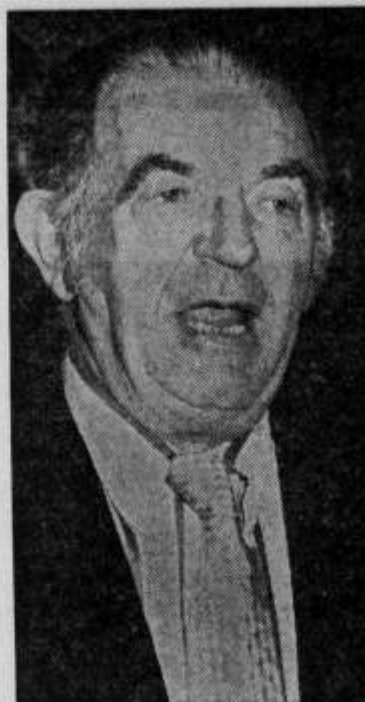
Terming himself "the first man in the State civil service to fight racial discrimination in recruitment," the scrappy 62-year-old Jackson Heights resident, who was born in Harlem, went to bat for the minorities. He filed a suit in 1967 to overturn "unfair hiring practices" of parole officers, and again he was the victor.

### For Merit System

"My basic principle has been the merit system," he says. "No, the present civil service system is not fair. I fought the exams that would not meet standards of hiring regardless of race or creed."

Teaming up with Western Conference president Sam Grossfield, Weisz took on the procedure of the oral exams and worked to upgrade the grievance proced-

(Continued on Page 13)



JACK WEISZ

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**RECEIVES AWARD:** On the occasion of her retirement from Hoch Psychiatric Hospital, Edna Braille was presented with a plaque by Nephtali Martinez, president of the hospital's chapter of the Civil Service Employees Assn. Other members of the group watching the presentation are, from left, chapter officers: secretary C. Beecher, first vice-president H. Horan and board member G. Horan, and Allen Reese, representative of Metropolitan Diagnostic Laboratories.



**LONG SERVICE** — Utica State Hospital chapter of the Civil Service Employees Assn., along with the Hospital administration, honored retirees and 25-year members at its annual dinner-dance held recently at Twin Ponds Golf and Country Club in Utica. Pictured, from left, front: CSEA regional field supervisor Frank Martello, Assemblyman John Buckley, retiree Elizabeth Vesco, chapter social chairman Herb Brown, 25-year-pin recipient Ida Mierzwa; behind: chapter president John Dymman, chief supervising nurse Katherine Beck and business officer Lawrence Maxwell.

## PLEDGE POLITICAL ACTIVITY BY RETIREES

Delegates to the recent annual meeting of the Civil Service Employees Assn., held in Rochester, heard a report from Hazel Abrams on a very positive program for retirees during the coming year.

Here is the report in full: As we advised you at the March meeting, the State has been divided into sixteen (16) areas for the purpose of organizing retirement chapters within the Association. Since the March Meeting, we have established the chapter in the Syracuse area and progress is under way in the Long Island and Mid-Hudson areas. These areas, in addition to the already established chap-

ters in the Capitol District and Rochester, constitute a significant area of operation by the committee for the past year or more. Although we are happy with our accomplishments and success as indicated above, we feel that much greater effort and success can be developed with the proper field work by our committee members and CSEA staff in the undeveloped regions.

As we advised you at the September meeting in 1971, we had about 4,000 retired members. We are now happy to report a 100 percent increase. As of June 1, 1972, we now have over 8,400 retiree members and this number is increasing. The new Hospitalization Plan is helping to increase this membership.

At the most recent meeting of the full committee, it was our considered judgment that the most valuable aspect of the retiree group is its political activity potential, its strength of numbers, and its time available to work in the political action arena.

There are approximately 70,000 living retired members of the State Retirement System. Many of the active retired members have also been active in the Association for many years in the past. Many of them reside in rural areas, where their political force is more easily apparent, not only to us, but the legislators who represent them. We are firmly convinced that the retiree group can produce effective and strong political action which would be beneficial to the entire Association; and incidentally, to ourselves. We would be willing to devote not only our efforts and talents, but our time as well to the general political action activities of the Association.

It is the opinion of the retiree group that a very important area of progress in the future lies in the hands of the relatively new legislative and political action committee. The retirees are ready, willing and able to implement and support the

political action committee through supplying manpower, to call on legislators by phone or in person, to mail political literature, to make telephone calls to get the vote out; or any other charge given to them by the  
(Continued on Page 13)

## Ina Nichols Retires As Secretary

**HAUPPAUGE** — Ina M. Nichols, secretary to the Superintendent of Schools of Hauppauge Union Free School District, has announced her retirement, effective Nov. 1, 1972.

Ms. Nichols began her career in the Hauppauge Public Schools on Jan. 3, 1950, as secretary to Myron W. Miller, District Principal.

Always active in school affairs she served for three years as the first president of the Hauppauge No. 6 Unit, Civil Service Employees Assn.; committee member and secretary of the school legislative committee of the Suffolk chapter, CSEA; co-chairman of the Hauppauge School System Blood Bank; president and secretary of the Hauppauge Association of Educational Secretaries; member and recorder of the Civil Service Employees' Advisory Cabinet, Hauppauge Public Schools; former member of the Long Island Secretaries Association; New York State Secretaries Association, and the National Association of Educational Secretaries.

Ms. Nichols, who has many hobbies, feels that she will have plenty to keep her busy following her retirement. She is looking forward to a cruise to Nassau with her husband, Nelson, who retired this year as a supervising nurse at Central Islip State Hospital.

## To Discuss Insurance At Oct. 18 Meeting Of Capital Retirees

**ALBANY** — Capital District Retirees chapter of the Civil Service Employees Assn. will hold its first meeting of the fall season on Oct. 18, according to chapter president John L. Joyce.

Several speakers on insurance are scheduled for the 1 p.m. meeting at CSEA Headquarters, 33 Elk St., here. Slated to speak are Robert Calander of Ter Bush and Powell on the MASTER-PLAN auto/home owners insurance plan, and David Klein of the State Department of Civil Service on the statewide health insurance plan and the GHI option.

Chapter first vice-president Elizabeth Steenburgh notes that there will be opportunity for questions, and that all retirees are urged to attend.

## Social Services' Nina Carnicelli Feted By Friends At Luncheon

**ALBANY**—Nina Carnicelli with 34 years of service in the New York State Department of Social Services, was honored by her co-workers with a luncheon at the Tom Sawyer Motor Inn upon the occasion of her retirement.

Approximately 100 people attended, many of whom are retirees of the Department. Ms. Carnicelli worked for the Bureau of Child Welfare until 1945; since then she has worked in the Legal Bureau, where she has been for several years secretary to Felix Infausto, deputy commissioner of legal affairs.

Presentation of the service

award on behalf of the Civil Service Employees Assn. was made by Howard Crary, president of the Social Services chapter.

Committee members for the luncheon were Edna Rourke, Phyllis Beaudoin, Irene R. Clow, Elise Shafer, Ann Swart and Dorothy Bowdy. The latter three are now retired but formerly worked in the Legal Bureau with Ms. Carnicelli and have met her for lunch regularly through the years.

Ms. Carnicelli and her mother, who was a luncheon guest, plan to spend some time in Florida.



**WARDEN RETIRES** — Retiring Warden of the Westchester County Jail, William Phimister of Hartsdale, at left, was honored with farewell party by friends, co-workers and officials at the Valhalla institution. Westchester County Executive Edwin G. Michaelian, right, presented Phimister with certificate of appreciation for his long years of dedicated service. Phimister has been a member of the Civil Service Employees Assn. in Westchester County for many years.



**HAPPY MOMENT** — Former Central Conference president Charles Ecker and his bride, the former Cleo Cobb, are shown here with a few of the gifts they received from friends in the Conference. Mr. and Mrs. Ecker were married the same weekend that he gave up his gavel as Conference president. He has been retired since this past spring.

# Retirees Report

(Continued from Page 11)

CSEA political action committee. Unfortunately, because of their limited income, our retiree group would be very severely handicapped with respect to contributing money.

We make this commitment of political activity support to you now!

The full Committee at its last meeting proposed the following legislative program for retirees.

1. Make the Supplemental Pension Bill permanent for all pensioners who retired prior to 1-1-72.

2. Provide that the no-option retirement allowance for all pensioners with 25 years of service who retired prior to 4-1-70, and whose no-option allowance is less than \$4,000 would be raised to \$4,000. Further provide that pensioners who retired prior to that

date with a least 15 years of service and whose no-option allowance was less than \$2,400, would have their no-option allowance raised to \$2,400 and for each full year of service over 15 years, such allowance would be raised by \$160, but in no event to more than \$4,000.

3. For all retirees who retired prior to 4-1-70, the State or the participating employer shall provide a sum of money equal to their Annuity Savings Fund at the time of retirement, which sum would provide an additional benefit. To take effect 4-1-73.

4. Mandate a Constitutional Change: (a.) To provide continuation of health insurance coverage to the beneficiary after the retiree dies. (b.) To provide that the supplemental allowance be continued to the beneficiary of a retiree under Options 2 and 3.

5. Provide right to collective bargaining for retired public employees. (See last year's bill.)

As indicated in our last report, the Committee has provided insurance coverage for retired members on Automobile and Homeowners Insurance and a

Cash Indemnity Hospitalization Insurance Plan for our general membership of the Association.

The full committee, and we feel sure all the retired members of the retirees group, are appreciative of what you and the Association have done for them in their initial stage of their development. We recognize that this assistance has been provided at a time when the Association itself has been subject to great turbulence on its own behalf. This circumstance makes our appreciation all the more strong. We are confident that at its very earliest opportunity, the Association will fully realize the full importance and effectiveness of the total retirees group and will provide to us services and recognition commensurate with this potential.

We are anxious and desirous of seeing the full committee potential of the 75,000 retirees working for the general program of the CSEA.

# State And County Eligibles

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(Cont'd. From Previous Editions)

291 Johnson G Bay Shore	76.1
292 Boyce A Schenectady	76.1
293 Kirtcheff R Flushing	76.1
294 Heffner M Voorheesvil	76.0
295 Kenyon E Northville	76.0
296 Traux F Schenectady	75.9
297 Godlewski S Maspeth	75.9
298 Brown B Bklyn	75.9
299 Alonzo E Saratoga	75.8
300 Winkler M Wurtsboro	75.7
301 Cannizzaro A Ridgewood	75.7
302 Casterlin J T Pt Jervis	75.6
303 Tobiasen E West Berne	75.5
304 Street D Sloan	75.5
305 Debonis B Troy	75.5
306 Zigman R Forest Hills	75.4
307 Capen R Schenectady	75.3
308 Law D Jericho	75.3
309 Tator C Albany	75.3
310 Jouvere W Levittown	75.3
311 Garrett L Troy	75.0
312 Brown J Albany	74.9
313 Basle A Watervliet	74.9
314 Dickman S Bklyn	74.8
315 Luscomb H Albany	74.8
316 Szala C Albany	74.8
317 Servatius H Utica	74.8
318 Kreamer J Hamburg	74.7
319 Slater B Glens Fls	74.6
320 Secor K Grenebush	74.5
321 Shaw P Cohoes	74.5
322 Triupiano G Westbury	74.5

323 Fontana M LI City	74.5
324 Lamoreaux P Angola	74.5
325 Monit S Watervliet	74.5
326 Tucci B Ogdensburg	74.4
(TO BE CONTINUED)	
SR BIOCHEMIST	
EXAM 51104	
Test Held Apr. 22, '72	
List Est. July 14, '72	
1 Williams H Buffalo	78.1
ASSISTANT DIRECTOR OF PLANT INDUSTRY	
EXAM 34777	
Test Held Apr. '72	
List Est. Aug. 4, '72	
1 Brown W Bayport	89.8
2 Barrett R Schenectady	86.3
ASST DIR OF MH VOL SRVS	
EXAM 34736	
Test Held Apr. 22, '72	
List Est. Aug. 11, '72	
1 Sabados S Oakdale	89.3
2 Brown G Geneva	79.8
3 Dupre T Wingdale	76.0
CHIEF ACCOUNT CLERK	
EXAM 51108	
Test Held April 22, 1972	
List Est. July 24, 1972	
1 Sabatino D Buffalo	90.5
2 Janetakis E West Seneca	86.5
3 Young D West Seneca	81.4

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## Oswego DOT Aides Display Heroism

(Special To The Leader)

MEXICO — Two members of the Oswego County State Department of Transportation chapter of the Civil Service Employees Assn., Raymond Archer and William Ruby, displayed outstanding courage as they strove to aid victims of an automobile accident recently in the hamlet of Colosse.

The vehicle, occupied by Mr. and Mrs. Dubitsky of Rochester, was struck by a pickup truck while crossing U.S. Route 11. The Dubitsky car was driven sideways across the road. It struck and sheared off a gasoline pump and then plowed into the front of a country store. The impact set the gas pump on fire, engulfing the car and its occupants in flames. It was at this time that Archer and Ruby came upon the scene of the accident.

The two CSEA members dragged Mrs. Dubitsky across the body of her husband, who was trapped with his legs pinned around the steering column, and carried her to safety. They then returned to the car and fought the flames around Dubitsky until the arrival of the volunteer fire companies from Mexico and Parish. Dubitsky was pronounced dead at the scene of the accident.

Archer, who is president of the Ringold Fire Company of Pulaski, and Ruby, who is captain of the Mexico Volunteer Fire

## New Metro Conf. President Jack Weisz

(Continued from Page 11)

ures, making it more open to scrutiny.

Previously, the final hearing had to take place 60-90 days after a grievance proceeding was begun, but if either party failed to answer a charge, it would automatically move on to the next stage. In the final stage, the State was given very limited time to answer charges, and failure to answer produces a victory for the plaintiff-employee. In demanding a revamped procedure, Weisz claims this set-up "destroys the initial purposes of the grievance."

Another prime objective of the new Metro Conference chief has been to gain a "more professionalized" parole officer. An investigation in 1958 found Jack appearing before a civil service committee that was looking into the problem.

### Upgraded Status

In those days, virtually anyone could be put in a parole officer slot with merely a few college credits. Jack took up the cudgel for higher educational standards. Today, the person appointed must be a college graduate, possess a relevant masters degree or produce enough pertinent experience to show he can handle the grueling demands of the

Department, have received a letter from Mrs. Dubitsky thanking them for their efforts.

Resultingly, the civil service status of the parole officer has climbed from the G-14 to G-19 level within a span of 10 years.

Weisz is married to the former Harriet Gibbs, a postal employee, who does data processing operations for employee pensions. They have two daughters—one married, the other attending college.

During the course of his varied career, Jack has received several accolades. Some fellow parole officers presented him a station wagon for his successful reallocation fight. He has also been the recipient of commendations from the New York City and Tuckahoe Police Departments, and the Division of Parole has cited him for his "distinctive investigative efforts."

### In New Role

Turning to his new role as Conference president (which runs for two years), Weisz asserts, "The main problem today is that we have the destruction of the merit system. The pressures of politics are the real determinants, and these will destroy the merit system and take us back 100 years."

Jack's tenure in office, he says, "is committed to see that increments are part of the permanent structure." He also will do battle for improved grievance remedies and job security, "which did not exist years ago. There was no recourse and people were simply fired. Today, we insist on the right to hearings."

Reflecting back to his own early CSEA days, Jack Weisz observes the big change is in the form of a shift "from a small organization to an employee organization concerned with the daily problems of people and arriving at the right solutions for those problems." He cites the progress made in gaining a non-contributory pension so employees may retire "in dignity instead of in want."

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## State Seeking Sr. Accountants

An immediate need for senior accountants exists in several New York State agencies located in the New York City area. Applications for this \$11,929 post are being accepted until Oct. 24.

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A written exam will be held Nov. 11.

For more information and application forms, contact the N.Y. State Dept. of Civil Service at the addresses listed on page 15 under "Where to Apply."

## Income Clerk Key

The City Dept. of Personnel summoned 16,453 applicants for clerk, income maintenance, to a written exam held Oct. 7. Key answers to the exam, number 2016, will appear in The Leader of Oct. 24.

## Fire Prevention Week

The week of Oct. 8-14 has been nationally designated Fire Prevention Week by President Richard M. Nixon and in New York by Mayor John V. Lindsay. "I earnestly appeal to all who live and work here," Lindsay said, "to do all in their power to promote the Fire Department's exemplary Fire Prevention Campaign for safeguarding the City and to aid in every way the Fire Prevention Program of Commissioner Robert O. Lowery."

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# Fulton CSEA Calls For Legislative Hearing After A 6-Month Stall

(Special to The Leader)

AMSTERDAM—A legislative hearing called for by Fulton County chapter of the Civil Service Employees Assn. to settle a six-month dispute over salaries and working conditions for non-teaching employees of the Perth Central School was scheduled for Oct. 9.

Mrs. Harry Gould, CSEA representative for Perth Central School, requested the hearing as the final step in an impasse between the school board and employees after the board rejected a settlement recommended by an impartial fact-finder appointed by the State Public Employment Relations Board.

The impasse developed when the school board's negotiator refused to offer any increase in the existing salary schedule or other economic improvements, affecting the bus drivers, custodians, cafeteria workers and clerical staff. CSEA had requested an across-the-board raise with certain other fringe benefits and indicated they would be willing to modify these demands through negotiations.

At subsequent meetings, the Perth board offered a flat two percent wage increase which was not satisfactory to the employees. When the PERB-appointed fact-finder, James W. Chapman, gave his report to both sides last August, he recommended a salary hike totalling 4.5 percent. The board rejected Chapman's recommendation, however, holding firm on their original offer of two percent.

### A "Dismal" Situation

Harman Swits, CSEA staff negotiator for the Perth School employees, contends that the difference between the board's offer and the fact-finder's recommendation amounts to about \$1,800, or approximately \$60 per employee per year. "It would seem to be a dismal situation when a group of people just arbitrarily decide that they will ignore the Taylor Law and recommendations of the Public Employment Relations Board and refuse to negotiate in good faith with members of their own community," Swits said.

In his report, the fact-finder noted that salary increases should reflect inflationary pressures of the immediate area, not merely adjustment to parity with other districts. The cost of living for the area, according to CSEA, has escalated by almost five percent. The union is demanding that the

board recognize this alleged increased cost of living.

The report went on to state that "Prior to the appointment of this fact-finder on May 19, 1972, there was no true discussion of issues on the part of the (School) District and it is found that the District did not 'bargain' in the true sense of the word."

### Improper Practice?

Swits said that he felt the Perth School Board may well be guilty of an improper practice charge under the Taylor Law and also mentioned the possibility of a lawsuit against the board as another avenue CSEA might take in getting the matter settled in the employees' favor.

The legislative hearing sched-

uled for Monday night will hear both sides in the dispute and review the fact-finder's report in an attempt to resolve the situation.

Mrs. Gould, speculating on the possible outcome of the hearing, expressed hope that "we can get this unfortunate quagmire taken care of. The employees don't want this mess to drag on any longer. We've already waited time and time again while the board's lawyer fooled around with meeting dates and other senseless delays. I think he was stalling negotiations on purpose."

CSEA officials have urged 100 percent attendance by the affected employees at the hearing, which is also open to the general public.

# Career Ladder Committee Needs Members' Ideas

(Special to The Leader)

ALBANY—The Civil Service Employees Assn. Administrative Services career ladder committee has begun its planning sessions, but suggestions and background information are still needed from CSEA members for these meetings, according to a CSEA staff employee assisting the committee.

John Conoby, CSEA collective negotiating specialist, said that the committee was appointed by CSEA president Theodore C. Wenzl in accordance with Article XII of the Administrative Services Unit contract between CSEA and the State and that the committee has already met in two planning sessions.

The committee will eventually negotiate a new career ladder for employees in the Administrative Services Bargaining Unit. The group, made up of CSEA members in the unit, is assisted by Conoby and Walter Leubner, CSEA research analyst.

Members of the CSEA committee are Lorraine Scutt, from the CSEA Hudson River State Hospital chapter; Marilyn Adelson, Rockland State Hospital;

Jacqueline Williams, St. Lawrence State Hospital; Natalie Yaskow, Buffalo State Hospital; Mary Jarosewicz, Department of Taxation and Finance, Albany; Nancy Topp, Department of Correction, Syracuse; Mary Sokaris, Department of Motor Vehicles, Albany; and Martha Owens, Workmen's Compensation Board, New York City.

According to Leubner, the committee still needs ideas from any State employee in the Administrative Services Unit, as well as information on increased duties, possible promotional opportunities, and the related background material.

Anyone with suggestions or material that might help this committee in its planning sessions is asked to contact either Walter Leubner or John Conoby at CSEA Headquarters, Albany.

# Buffalo Member Cited As Erie 'Man Of Year'

BUFFALO — Leo J. Kliszak, grievance chairman of the Buffalo chapter of the Civil Service Employees Assn., has been chosen "Man of the Year" by the Erie County Judges and Police Executives Conference, a 700-member organization that works to promote interest and provide information among persons connected with law enforcement.

Kliszak, a Buffalo resident who works as an engineer for the Office of General Services at the Gen. Donovan State Office

Bldg., is assistant editor of the conference's newsletter and works as liaison officer with the neighboring Niagara County Conference.

He has been a member of the CSEA for 10 years and serves as a special deputy to the Erie County Sheriff, a job he has held since he completed deputy sheriff training 11 years ago.

Kliszak is also a lieutenant in the Buffalo Police Department Reserve Unit and once was president of the State Association of Power Engineers.

He received a plaque to commemorate his selection as "Man of the Year."

## PERB Action

(Continued from Page 1)

CSEA members protesting the parking fee, PERB asked the State to voluntarily suspend the sale of the permits "in order to avoid a further emotionalization of the issue."

CSEA president Theodore C. Wenzl said, "This is an obvious moral victory for State workers. Their unified support of CSEA won this round in the fight to have the fee rescinded. The State must begin to realize that it can't just suddenly begin charging its employees for things that have previously been provided free. Parking is a condition of employment and any change must be negotiated with the recognized union."

Legal briefs based on evidence presented at a formal hearing before PERB in September are still returnable by CSEA and the State. A decision from PERB is expected by late October or early November.

In the meantime, informal conferences between PERB's director of public employment practices and representation, Paul Klein, and officials of CSEA and the State are expected, in further attempts to resolve the parking fee controversy.

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



LEO KILSZAK

# Ⓢ 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.

### October

- 12—Southern Conference meeting: 7:30 p.m., Holiday Inn, Route 17K, Newburgh.
- 13-14—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.
- 14—Westchester County unit annual dinner-dance: 7:30 p.m., Post Lodge Restaurant, Boston Post Road, Larchmont.
- 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.
- 28—Long Island Conference meeting: 12 noon, Carl Hoppl's, Baldwin, L.I.
- 27-29—Capital District Conference meeting and workshop: Queensbury Hotel, Glens Falls.
- 30—White Plains unit retirement dinner honoring Robert Doherty: 6:30 p.m., Knight of Columbus Hall, 137 No. Broadway, White Plains.

# Saratoga Talks At An Impasse

ALBANY, Oct. 2—The Civil Service Employees Assn. has declared an impasse and filed with the State Public Employment Relations Board for a mediator after contract talks with Saratoga County broke down following nearly three months of negotiations.

Edward Wilcox, CSEA Saratoga County chapter president, stated that the County has consistently "dragged its feet" in taking positive action in many areas of concern to County employees.

Another comment on the reason for the impasse was made by Aaron Wagner, CSEA field service assistant. Wagner said: "In

my opinion, the County has steadfastly refused to make any significant advances in the areas of salaries, working conditions. We had no choice but to declare an impasse."

## Pearce Named

ALBANY — Henry Pearce, of New York City, has been appointed a member of the Council of the State University College of Optometry for a term ending July 1, 1976. At the same time, the Governor reappointed Dr. Stanley Young, of Mamaroneck, to a new term on the same Council for a term ending July 1, 1981. There are no salaries.

# Still Appeal For Welfare Fund

(Continued from Page 3)

county chapters and other local CSEA units, whose members were not affected by the job action or the penalties levied, have already sent in contributions to the fund.

"Yet," said Ms. Abrams, "State chapters whose members directly benefit from the raise and contract extension that resulted from the Easter weekend stand by CSEA, have given absolutely nothing."

According to Ms. Abrams' figures, based on the roll call taken at the annual meeting, over 150 chapters have not yet contributed to the CSEA Welfare Fund.

**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; 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 5 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.

**Boiler Maker**

The City Dept. of Personnel has disqualified 28 open competitive applicants for boiler maker, exam 2052, for not meeting the stated requirements.

**Right To Organize Schenectady OTB**

(Continued from Page 2)

further said: "I run the Off-Track Betting System." Briggs said "the latest and perhaps most revealing indication of Falcone's utter lack of cooperation" was displayed yesterday when, upon being presented with a courtesy copy of the charge, he tossed the papers in the wastepaper basket with the comment, "you don't serve me with anything."

**Giving Help Now**

Although the Schenectady OTB employees are not as yet members of the union, CSEA is nevertheless providing them with help under its regular legal assistance program. Harold G. Beyer, Jr., CSEA counsel, filed the Improper Practice Charge under Section 209-a of the Civil Service Law.

This section states: "It shall be an improper practice for a public employer or its agents deliberately (a) to interfere with, restrain or coerce public employees in the exercise of their rights guaranteed in section two hundred two for the purpose of depriving them of such rights; (b) to dominate or interfere with the formation or adminis-

tration of any employee organization for the purpose of depriving them of such rights."

Section 202 of the Civil Service Law states that "Public employees shall have the right to form, join and participate in, or to refrain from forming, joining, or participating in, any employee organization of their own choosing."

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**Special Officers**

The Dept. of Social Services plans to appoint 208 special officers, it was learned last week, from the eligible list of exam 1077, established March 23, 1972. Certified for appointment were 381 eligibles, between nos. 54 and 1,499 on that list.

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CIVIL SERVICE LEADER, Tuesday, October 10, 1972

# Delegates Vote Demands For '73 Negotiations

ROCHESTER—Members of the statewide resolutions committee of the Civil Service Employees Assn. met several times during the summer to review proposals submitted by the membership for consideration in establishing demands for the forthcoming CSEA-State contract negotiations and in developing CSEA's 1973 legislative program.

Members of the committee chaired by Dorothy Rabin are Robert Arnold, Leo Doherty, Joseph Folts, Maynard Gardner, Neil Gruppo, Fred Huber, Ben Kosiorowski, Al Neri, John Perkinson, Blanche Rueth, Arthur Sheley, Louis Sunderhaft and Alan White.

The resolutions listed below are those as amended and approved at the annual Delegates Meeting in Rochester last month. They are listed according to the reference numbers used during the meeting; consequently some numbers are missing for those proposals that were either tabled or defeated.

## REPORT OF THE RESOLUTIONS COMMITTEE

This report deals with proposals submitted by the membership and statewide committees of the Association for consideration in establishing demands for the forthcoming CSEA-State contract negotiations and for developing CSEA's legislative program. The report begins with proposed demands for negotiations and ends with legislative proposals. (ED NOTE: Listed are only those items as approved.)

## PROPOSALS FOR CSEA-STATE NEGOTIATIONS

In recognition of the right of each negotiating unit to submit or reject a proposed contract, the resolutions committee submits the following proposals, listed under the categories of Salaries, Retirement, Health Insurance, Attendance Rules and Miscellaneous, to serve as guidelines and suggestions for the various negotiating units in establishing demands for negotiations. (ED NOTE: The categories of Salaries and Retirement were covered in the Sept. 26, 1972, issue of The Leader.)

## HOURS AND LEAVE PROPOSALS

H/L-1: Establish a four-day work week with a 7½-hour work day with no diminution in method of earning or computing leave accruals.

H/L-2: Provide cash payment for unused sick leave at the time of retirement.

H/L-3: Establish a definite procedure for leave without charge to accruals during snow emergencies and other emergencies created by weather.

H/L-4: Provide that all engineering personnel assigned to construction in the Department of Transportation will have a work week as negotiated, with the work day running from 8 a.m. and week commencing on Monday.

H/L-5: Employees shall be released from work without charge to leave credits whenever there is a bomb threat or a mechanical failure in heating, ventilating or air conditioning systems.

H/L-6: Provide employees with a three-day bereavement leave upon death of a member of the employee's immediate family.

H/L-7: Provide an additional six months of leave without pay for each year of service to a maximum of three years of leave for any woman eligible for maternity leave, and fill temporary vacancy on contingent permanent appointment.

H/L-8: Vacation credits shall be earned at the maximum rate upon completion of the first year of employment.

H/L-9: Establish a flex-time system in all departments and

agencies wherever such a system would be feasible as determined by an agreement between CSEA and the agency.

H/L 11: When the State requires that an employee who has been on sick leave be medically examined by a doctor selected by the employer before such employee is allowed to return to work, the employer shall schedule such medical examination within five working days of the date upon which notice is received that the employee has the approval of his own physician to return to work. If an employee has to wait for medical examination and is thereafter approved for return to work he shall be paid from the date his own physician approves his return to work.

H/L-12: An employee who has reported to duty and, because of extraordinary circumstances beyond his control is directed to leave work, shall not be required to charge such directed absence against leave credits.

H/L-13: On a quarterly basis, two hours will be granted to representatives to meet with members of the local CSEA chapter's executive council without loss of accruals to attend such meeting.

H/L-14: All requests submitted by employees for leave charged to credits shall be answered within two working days or will be automatically considered approved.

H/L-15: Employees on leave for jury duty will be given leave with full pay for each day they are assigned to jury duty regardless of the number of hours served within each day, and they will not be required to report for work for the duration of their jury duty.

H/L-16: Allow employees to elect to receive cash payment for accumulated annual leave.

H/L-17: Leave accruals may be liquidated in minimum units of 15 minutes.

H/L-18: Provide an additional week of vacation upon completion of 25 years of service.

H/L-19: Volunteer firemen and volunteer ambulance squad workers who are called off the job to attend fires in their respective communities will be allowed time off without charge to leave accruals. If a fireman is in the process of fighting a fire for duration of the entire work day, he shall be given leave without charge to credits.

## MISCELLANEOUS PROPOSALS

M-2: Seniority shall be the basis for promotion in the non-competitive class, provided that minimum qualifications are fulfilled.

M-3: Eliminate the \$600 maximum reimbursement payment for employees who are eligible

to receive reimbursement for moving expenses.

M-4: Discrimination against women in matters of promotion will end immediately and the State shall take steps to see that an appropriate number of women who are eligible for administrative positions shall be appointed to such positions in accordance with the Civil Service Law.

M-6: Provide free parking for all State employees.

M-7: The State shall adopt a policy of hiring and retaining United States citizens in preference to non-citizens in filling competitive and non-competitive positions.

M-8: Reimburse employees for additional automobile insurance costs when an employee is required to use his own car in the course of official State business.

M-9: Provide that all collective bargaining agreements shall be printed and distributed by the State before the members are asked to ratify the agreement.

M-10: Provide that employees who take civil service examinations shall be notified of the results of such examinations within four weeks after the examination has been administered. In addition, an employee on an eligible list who has not received appointment shall not be required to retake the same examination once the list expires.

M-11: No provisional appointments shall be made to any position without a thorough check of eligibility based upon the required qualifications for the position, and then only in the absence of a valid eligible list.

M-12: The following information shall be provided to employees on each bi-weekly pay check: total accumulations to date for all deductions, overtime, shift differential, geographic differential.

M-13: Preference in appointments and promotions for food service personnel shall be given to eligible employees from within the facility where the vacancy exists.

M-15: Increase educational assistance for employees continuing higher education.

M-16: Establish a scholarship program for masters degree candidates similar to the existing parole programs.

M-17: Provide a uniform allowance for all employees who are required to wear uniforms or special work clothing.

M-18: Provide that the guidance staff in the Department of Correctional Services be provided with a work year which follows public school guidelines on a school year calendar.

M-19: Provide that present and new institutions, hospitals, colleges and other work facilities be tied in automatically with local fire control headquarters with a system which automatically transmits a signal to fire control upon activation of an alarm box or a heat sensing element.

M-20: Review safety programs and immediately devise an adequate plan for the evacuation of employees in case of fire emergencies or bomb threats.

M-21: Eliminate the provisions on sick leave forms which require identification of a specific diagnosis.

M-22: Eliminate the vacancy control freeze for all critical

areas that have a direct and supportive effect upon patient and employee safety and well being.

M-23: Since employees who are veterans are required by the Department of Civil Service to submit enlistment and discharge papers each time they file for a civil service examination (regardless of the fact that they may not claim veterans credit), a more efficient procedure should be established whereby the Department of Civil Service should maintain a permanent file, with the employee's social security number, in which a record of veteran certification and any other similar and personal data shall be maintained. Reference to such file located within the Department would speed up application processing and list certification.

M-24: The Department of Civil Service shall compile a list of job titles in each bargaining unit which shall indicate the salary grade of each title, the duties of each title, and the promotional line of each title. A copy of this list shall be posted on each bulletin board at each work location and any amendments to this list shall be posted within 30 days of the date to amendment. No employee shall be required to perform the duties of a job title which he is not currently holding, as defined in this list, except upon written authorization on a form provided for that purpose by the Comptroller and filed by a supervisor or officer of the Department who has been designated for that purpose by the Department head. Copies of this authorization shall be delivered to and retained by the employee at the time he is directed to perform such duties. No employee shall be required to perform duties of a job title he is not currently holding unless such job title is in a direct line of promotion with his present position. Whenever an employee is assigned to perform duties of a position he is not currently holding, he shall be compensated at the highest salary grade allocated to each of the job titles. Such compensation shall be at the rate of one full day pay for each day during which the employee performs the duties of the job title which he is not currently holding.

M-25: Provide the right of a hearing and an appeals procedure whenever a candidate on an eligible list has been passed over for appointment.

M-27: The Civil Service Department shall maintain a list containing the names of at least three qualified candidates for every title for which more than two vacancies exist. Whenever such list includes only three names, or when there are more vacancies in a title than there are names on a list, another examination shall be scheduled and held within 90 days for the purpose of establishing a sufficient list. Whenever there are one or two on a list, appointment must be made.

M-28: Every personnel office shall prepare and distribute to each employee within a department a manual (printed in loose leaf form) containing the following items which shall be updated as necessary:

(a) A summary of the laws, rules and regulations governing State employees.

(b) A listing of the duties and responsibilities of the various branches of the department.

(c) A listing of the privileges and benefits of the employees of the department.

(d) A listing of fire, bomb threat and other emergency procedures to be followed at work locations.

(e) A copy of the current contract between the State and CSEA, along with any subsidiary memoranda or agreements thereto.

(f) A listing of departmental and CSEA officers.

(g) Any other information which would assist the employee in the performance of his job and the maintenance of good relationships between the employee and the State.

This manual and its revised portions shall be issued to employees within 30 days of its effective date and the manual shall remain the property of the State and shall be surrendered by the employee upon separation.

M-29: Provide leave and free tuition at SUNY schools for all State employees for job-related courses offered during working hours and for any courses offered during evening classes.

M-30: Extended travel for State employees shall be defined as travel which consists of at least six consecutive work days on any assignment which includes travel over a weekend. This qualification shall apply to both in-State and out-of-State travel assignments.

M-31: Employees in extended travel status shall be paid 20 percent additional compensation of basic salary accrued during the period of extended travel.

M-32: Expenses incurred for travel to and from employee's home each weekend during extended travel assignments within the State shall be allowed in full. Such expenses for out-of-State travel assignments within 500 miles of home shall also be allowed.

M-33: The per diem allowance for travel within New York State shall be \$30 per day, and the per diem allowance for New York City and out-of-State travel assignments shall be \$35 per day.

M-34: The rate of reimbursement for use of a personal car in the course of official State business shall be established at 15 cents per mile.

M-35: The daily allowances for meals while in travel status shall be \$11 per day.

M-36: State employees will not be required to travel within or without the State until a sufficient hotel rate to cover the amount charged by first-class hotels has been approved by the Department of Audit and Control.

M-37: Provide for the restoration of the educational leave with pay program and further provide that educational leave shall be provided at full pay in accordance with application approved by an elected multi-disciplinary committee made up of employees of each department involved.

A little more than half of the resolutions as passed by the Delegates are reproduced on this page. The remainder will be printed by The Leader in next week's edition.