

# Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXXIII, No. 10 Tuesday, November 2, 1971 Price 15 Cents

## A Fed Up Security Unit Member Speaks Out

See Page 9

## Wenzl Calls For All-Out Voting In Security Unit

ALBANY — "Be sure to vote" are the words Theodore C. Wenzl, president of the Civil Service Employees Assn., sent to the nearly 6,500 members in the Security Services bargaining unit.

Wenzl issued the call as ballots—to determine what union will represent this group of State employees—were being received in the mail by the workers.

CSEA is fighting to unseat Council 82, AFSCME, which became a bargaining agent for Security Unit employees following an election in 1969.

"Unfortunately, in the 1969 election," Wenzl said, "several thousand eligible voters neglected to send in their ballots. I ask all employees in this Unit to vote—it's their jobs that are affected by the outcome of the election."

Wenzl went on to say that CSEA, which had won bargain-

ing rights for four other State employees' bargaining units in 1969, negotiated contracts for each of these units "while Council 82 copped out and deliberately declared an impasse in its negotiations for the Security Unit, waiting until after CSEA had settled and ratified its agreements. Then this union went back to the bargaining table and came away, basically, with the same agreement as CSEA had won," he said. "In other words, CSEA did the work in negotiating the contract and Council 82 jumped on the bandwagon."

"While CSEA mailed ratification ballots, copies of the contracts and written explanations to its members, Council 82 conducted poorly planned ratification meetings, with few details of the proposed contract, which resulted in confusion and anger on the part of many Security Unit employees."

"The employees in this Unit have had their taste of AFSCME's brand of no-show representation and many feel it's time for a change. There are strong rumors that if Council 82

(Continued on Page 16)

## 1972 Contract Talks Open For 130,000 State Aides

— In Four Units —

ALBANY — Four negotiating teams from the Civil Service Employees Assn. met yesterday, Nov. 1, with State officials in the first round of bargaining talks that will culminate in new work contracts for State employees, taking effect next April 1.

CSEA teams — representing State employees in Institutional, Administrative, Professional - Scientific - Technical and Operation Service bargaining units—bargained in Albany last week and finalized demands culled from CSEA surveys of the more than 130,000 State employees represented in the four CSEA units.

CSEA president Theodore C. Wenzl had high praise for those members who will serve on the bargaining team. "These employees are facing a long and

difficult road ahead and will be called on to make great personal sacrifices. They will be away from their families; they will be encountering numerous frustrations both at the bargaining table and at their regular jobs.

"These employees will be working toward one goal—improving the work conditions of their co-workers. They deserve the confidence and trust of all State employees."

To coordinate the four teams, which are made up of CSEA members in each State unit, were CSEA collective negotiating specialists Robert C. Gull for the Institutional Unit; John R. Conoby, Administrative Unit; Bernard J. Ryan, Professional-Scientific-Technical Unit, and Joseph P. Reedy, Operational Unit.

The following are the State-employed members of the CSEA negotiating teams:

### Operational Services Negotiating Team

Named to the Operational team: William McGowan, chair-

man, Mental Hygiene; Tom McShane, vice-chairman, Dept. of Transportation; John Clark, vice-chairman, Mental Hygiene; Mina Weil, secretary, SUNY; Edward McGreevy, Department of Transportation; James Hammond, Mental Hygiene; Leo Weingartner, Mental Hygiene; Yvonne Mitchell, Office of General Services; Douglas Barr, Sr., Office of General Services; George Vanderhoof, Dept. of Transportation; Joseph Gambino, Dept. of Transportation, and Chester Palega, Dept. of Transportation.

### Institutional Services Negotiating Team

Ronald L. Smith, chairman, Mental Hygiene; Joseph F. Aiello, vice-chairman, Mental Hygiene; Amos Royals, vice-chairman, Mental Hygiene; Linda Mercla, secretary, Mental Hygiene; Eva Nelson, Mental Hygiene.

(Continued on Page 3)

## CSEA In Support Of Transit Bond

ALBANY — The Civil Service Employees Assn. last week, on the eve of the vote on the \$2.5 billion Transportation Bond Issue, called on its 200,000 members and their families to support this proposition.

CSEA president Theodore C. Wenzl issued the call "in view of the State's overall fiscal problems and particularly as they relate to the well-being and job security of the State and local government employees we represent."

Wenzl said there is a threat of future massive layoffs of State workers if the Bond Issue is not approved. "This, coupled with the very real possibility of reduction in State aid to localities, which employ 85,000 CSEA members who could be adversely affected, leads us to the firm conclusion that the Bond Issue must go through."

CSEA has been carefully reviewing the pros and cons of the Bond Issue during the last several months and finds that,

(Continued on Page 16)

## Money Pouring In For Attica Fund

(From Leader Correspondent)

BUFFALO—Various units within the Erie County chapter of the Civil Service Employees Assn continue to donate money to the memorial fund established for the hostages killed during the assault on the Attica Correctional Facility Sept. 13.

The latest donations in the chapter include \$50 each from

(Continued on Page 16)

## Social Services Commissioner Agrees With Erie CSEA Plan To Preserve Jobs And Salaries

(From Leader Correspondent)

BUFFALO — Erie County Commissioner of Social Services George C. Sipprell has agreed to a State-mandated separation of services movement that means no loss of jobs for workers represented by the Civil Service Employees Assn.

Sipprell, approached by a committee of the 900-member Erie County CSEA Social Services section, said he approves of a CSEA plan to reclassify all jobs as required by the State while keeping present personnel in the same titles with the same pay.

Although the final say in the matter rests with the Erie County Legislature, Sipprell gave CSEA representatives his word that he favored the CSEA plan for keeping all present titles and pay.

Sipprell was sounded out on his ideas and possible recommendations by a 12-member committee from the section, headed by Charles Guarino, section president, and guided by Robert M. Milling, CSEA field representative.

Presented CSEA Plan The pair, plus two other mem-

bers of the committee, met with Sipprell and presented CSEA's ideas on the reclassification.

The adoption of other means

to implement the State-mandated reclassification might result in the loss of more than 100 jobs in the section, CSEA officials report.

Sipprell also agreed to a seniority system in filling vacancies that might apply in the re-alignment, with preference to CSEA members eligible for the position.

"I'm very pleased with the verbal commitments made by Mr. Sipprell," Guarino said after the meeting.

Also on the committee, besides Guarino, were Ronald Szumigala, David Harrington, Kathleen Carmody, JoAnne Leegant, Paul M. Chlekowski, Edward T. Welsh, Ruth Bates, Robert Peterson, David Reeves and Gerry Prince.

## Irving Flaumenbaum Elected Chairman Of Personnel Committee

ALBANY — Irving Flaumenbaum, president of the Nassau chapter, Civil Service Employees Assn., has been elected chairman of the CSEA personnel committee.

The committee reviews applications for employment and considers contract terms with

(Continued on Page 16)

### Inside The Leader

Supreme Court Upholds CSEA On Dues Deductions

—See Page 3

Western Conference Report

—See Page 8

Eligible Lists

—See Page 13

## Southold School Pact Accepted

SOUTHOLD — In a first contract negotiated by the new Civil Service Employees Assn. unit among non-teaching employees of the Southold School District, employees will be given a 10 percent across-the-board pay boost among nine key points.

The agreement also brings tenure security after 12 months, five

(Continued on Page 16)

*Don't Repeat This!*

## President Nixon's Phase Two Clouded By Fuzzy Guidelines

PHASE Two of President Richard M. Nixon's economic game plan becomes effective within two weeks, yet much of the program remains clouded with confusion and uncertainty. Members of the Pay Board and of the Price

(Continued on Page 3)

# DON'T REPEAT THIS!

Commission have been appointed by the President, but their guidelines are so fuzzy that the Board and the Commission will have to play things by ear and make up the rules of the game almost on a case-to-case basis.

Three weeks ago, when the President made public the Phase Two program, President Nixon said: "State and local government employment and payrolls are a particularly fast-growing part of the modern economy." He pointed out that tax and user charges levied by these governments are an important element in costs and prices, and, the President indicated, "Some of the agencies of state and local governments may have a role in carrying out the program."

Apparently the role contemplated for state and local government groups is to serve as missionaries for the Phase Two economic program. "The leaders of state and local government," the President said, "command attention and respect in their areas, which enable them to help mobilize the citizen cooperation which is needed for the program's success."

### Employees' Representation

For those reasons the President proposed to establish a committee on state and local government cooperation to advise the cost of Living Council, to assist the Pay Board and Price Commission, and to stimulate voluntary cooperation and compliance with the price, rent and wage freeze regulations. "The Committee," the President said, "will consist of representatives of these governments and their employee organizations."

This Board has not yet been appointed and apparently the

role of the employee organization representatives on this Committee will be to advise and consent to the actions taken by the other agencies established to administer the Phase Two economic program. Thus, public employee organizations will have a minor role, if any, in shaping rules to govern salary, wage and fringe benefits for public employees. Any doubts on the score were erased when the President announced the names of the five labor representatives to the Pay Board. All five represent labor organizations in the private sector. Public employee organizations will thus not have a single spokesman on the Board, which will make the critical judgments on salary and wage problems during the extended freeze period.

### Depriving Public Employees

Such public employee representatives will have no greater role than to observe the action from the sidelines, coupled ap-

parently with the requirement that they applaud even when palpable errors are made. Public employees are deprived of countless privileges that are accepted as normal for employees in the private sector. Just last week the United States Supreme Court upheld Federal and state statutes that deny public employees the right to strike. In another case, the Court refused even to listen to arguments that the Taylor Law provision permitting the state and local governments to collect two days pay for each day of a strike is unconstitutional because employees are denied a hearing. Nothing like this can happen to an employee in private industry and business.

It is not yet too late for the President to appoint public employee representatives to the Pay Board, to deal with the special problems of public employees. Equity demands that this be done, and the sooner the better.

## Nassau Cty. Announces 10 Titles Soon To Close

Nov. 3 has been designated as cutoff point for a group of 10 open-competitive titles being offered by Nassau County. As a follow-up, contestants will be faced with a Dec. 4 written exam.

The variety is great, ranging from hospital superintendency to photo lab technology. Those requirements called for are outlined below.

For further details, it is suggested that applicants call the Nassau Cty. Civil Service Commission in Mineola at (516) 535-2511.

A summary of requirements follows:

**ASSISTANT TO SUPERINTENDENT, HOSPITAL:** Salary: \$18,302-\$23,799; Bachelor's with major course work in Business Administration and eight years office management or staff work experience including three years supervisory.

**ASSISTANT HOSPITAL ADMINISTRATOR I:** Salary: \$13,035-\$16,952; Master's in Hospital Administration and one year residency.

**INFORMATIONAL MEDIA SPECIALIST:** Salary: \$11,904-\$15,458; Bachelor's and five years experience producing motion pictures.

**HYDROGRAPHY ASSISTANT:** Salary: \$8,522-\$10,961; Associate degree in Highway Construction Technology or Civil Technology and one year experience in hydrographic, sanitation or water supply work or high school and three years experience.

**WELFARE HOUSING ADVISOR:** Salary: \$7,910-\$10,106; High school and two years building construction or maintenance experience.

**PHOTOGRAPHIC LABORATORY TECHNICIAN I:** Salary: \$5,754-\$7,285; High school including a photography course or one year experience in photographic darkroom work or two years darkroom work as a hobby.

**MEDICAL TECHNOLOGIST I:** Salary: \$8,522-\$10,961; BS degree or American Society of Clinical Pathologist (ASCP) certification.

**MEDICAL TECHNOLOGIST II:** Salary: \$9,980-\$12,975; as above for Medical Technologist I with two years experience in field of specialization.

**MEDICAL TECHNOLOGIST III:** Salary: \$13,035-\$16,952; as above for Medical Technologist II with an additional three years experience.

**HOUSING PROJECT MANAGER, HOUSING AUTHORITIES:** Salary: Varies; Rockville Centre: \$10,155-\$11,595; Bach-



**MAN OF THE YEAR** — The 1971 Shomrim Society Man of the Year Award was presented to Louis Weiser, vice-president of Knickerbocker Travel Service, last week by Deputy Police Commissioner Louis Stutman, left, and Ptl. Irving Weinberg, president of the Society, assigned to the Brooklyn District Attorney's office. The ceremony took place in the Hotel Commodore. Weiser is a retired New York City detective lieutenant.

## The Fire Officer



By Raymond Gimmler  
President,  
Uniformed Fire  
Officers Assn.

## Support For Firefighter Widows

RECENTLY the officers and men of the Fire Department honored a group of widows at a ceremony and luncheon commemorating the deaths of firefighters who died in the line of duty. The ceremony was held on the site of the fire at Broadway and 22nd St. that claimed the lives of 12 brave men five years ago.

A GOOD MANY citizens and political dignitaries were present at the ceremonies, and I wonder how many of them wondered just how these widows are making it through life with their husbands gone.

THEY ARE all such graceful women. They seem to have the same high sense of duty that their dead husbands had. They accept the small stipend that the City gives for the support of their families without complaint. They don't organize protests or demonstrate.

BUT THE UFOA is serving notice that attention must be paid to these brave women from now on. The half-pay pension each widow receives is based on her husband's earnings at the time of his death, and inflation has dealt his widow a terrible blow. The dollar he earned five years ago is worth 60 cents today . . . and half of that is only 30 cents.

THERE ARE other features of the widow's pension that are objectionable. The widow loses the pension if she remarries, she does not have a choice of medical plan coverage, and she must pay for extended coverage options.

THE WIDOW of a firefighter or fire officer who does not die in the performance of duty, or who died following retirement, finds herself without protection and in a worse financial pension than the line-of-duty death widow. She finds that the pension plan her husband contributed to for so many years leaves her with nothing. She has no medical coverage and must now face the possibility of going on the welfare rolls.

SURELY THE people of this City, if they knew the facts, would support a better pension system than the one we have now for the widows.

THE UFOA IS currently asking the City to restructure widows' pensions to provide for cost-of-living increase maintenance of full pay for a line-of-duty fire widow until the time her husband would have completed 20 years of service, and thereafter three-quarters pay; and the City to pick up the cost of extended health care benefits that the widows now pay for themselves.

THERE IS a lot of talk about reform of this system or that one. Some of these proposed reforms are worthwhile and others are just somebody's latest brainstorm. But none of our deep thinkers ever give a thought to some of the finest people in this City: the firefighter's widow and her children.

mentor's and two years supervisory mental agency or high school experience related to management of a business or government and six years of above experience.

## C.S.E.&R.A.

### CIVIL SERVICE EDUCATION & RECREATION ASSN. THANKSGIVING & CHRISTMAS PROGRAM

#### K-2191 LISBON (PORTUGAL) (4 Days/3 Nights)

Leaving November 24; Returning November 28 via TWA. Featuring luxurious Estoril Del Sol Hotel, continental breakfast, dinner daily, sightseeing, gratuities, fully escorted. **\$224.00**  
Taxes 16.00

#### K-2219 CURACAO (6 Days/5 Nights)

Leaving November 24; Returning November 29 via KLM. Featuring the luxurious Hotel Hilton, full American breakfast and dinner daily, cocktail party, gratuities and taxes. **\$295.00**

#### K-2163 ROME/FLORENCE (9 Days/8 Nights)

Leaving December 23; Returning January 1. Featuring twin-bedded room with private bath, continental breakfast daily, sightseeing, service charges and taxes, fully escorted. **\$329.00**  
Flight Only **\$222.00**

#### K-2236A AIR/SEA CARIBBEAN CRUISE—SS REGINA

Leaving December 23 and returning December 30 (8 Days). **\$305.00**

#### K-2181 FREEPORT, GRAND BAHAMAS (9 Days/8 Nights)

Leaving December 24; Returning January 1. Featuring the luxurious Kings Inn & Golf Club with breakfast and dinner daily and Free Golf. **\$319.00**  
Taxes & Gratuities 20.50

### INDEX TO TOUR MANAGERS

K-2219: MISS DELORAS FUSSELL, 111 Windrop Avenue, Albany, New York 12203. Tel. (518) 482-3597 (Aft. 6 P.M.)

K-2236A: MISS EMILY RIORDAN, 1501 Broadway, Suite 711, New York, N.Y. 10036. Tel. (212) 868-2959.

K-2191: MR. IRVING FLAUMENBAUM, 25 Buchanan Street, Freeport, L.I., New York 11520. Tel. (516) 868-7715.

K-2163, K-2181: MR. SAM EMMETT, 1060 E. 28th Street, Brooklyn, N.Y. 11210. Tel. (212) 253-4488. (After 5 P.M.)

For Detailed Information and Brochure Write To:

**CSE&RA, BOX 772, TIMES SQUARE STATION  
NEW YORK, N.Y. 10036**

Available only to CSE&RA members and their immediate families.

# CSEA Forces White Plains To Provide Parking Spaces For City Library Employees

WHITE PLAINS — A breach of contract grievance against the City of White Plains, brought to the final arbitration stage by the Civil Service Employees Assn. on behalf of employees of the City library, has been won by CSEA, resulting in additional parking spaces for the librarians.

The only parking space previously available to library employees was in a blind alley adjacent to the library.

According to a CSEA spokesman, at the time the present work contract between the union and the City of White Plains was being negotiated, the employees complained of the inadequacy of the space in the alley and asked CSEA to negotiate for additional space as part of the official contract.

## Alley Sealed

"There were seven parking spaces available to those librarians who began work at 9 a.m.," the spokesman said, "but since the area is a dead-end alley, employees could not remove their cars until all cars were moved in reverse order of their arrival. The director of the library usually parks in the last space and thus seals off the alley for the rest of the day.

"But many of the library personnel have to use their cars during the day for meetings and to transport audio-visual equipment, books and such, and public transportation is not usually practical. So CSEA included a section in the agreement that provided for additional parking spaces. This term was agreed to by the City and is now Article XIII, Section 12 of the current contract."

When the City did not pro-

vide the extra facilities, CSEA asked that spaces be provided as per the agreement.

"We were forced to exhaust all preliminary steps in the grievance procedure," the CSEA spokesman said, "since the City kept telling us that they were sorry they couldn't do anything."

## Arbitrator Upholds Pact

The grievance was then brought to the American Arbitration Assn. to administrate the complaint as an outside third party. The arbitrator directed the City to make extra parking spaces available for library personnel who have to use their cars during the day.

Joseph O'Conner, CSEA field representative, and Michael DelVecchio, CSEA Westchester County chapter president, together with Stanley Boguski, chairman of the CSEA grievance committee in the White Plains unit, originally initiated the grievance as a breach of the work contract.

Counsel for the union was Stanley Mailman.

## Appointed

Edward J. Freeman, of Yonkers, attorney and adjunct associate professor of law at Fordham, has been named to the State Law Revision Commission at an annual salary of \$13,936 for a term expiring Dec. 31, 1974. He succeeds William H. Mulligan, of Bronxville, who had resigned.

# Supreme Court Upholds CSEA's Right To Exclusive Checkoff Of Dues Payment

WASHINGTON — A two-year-old attempt by Council 50, AFSCME, AFL-CIO, to deprive the Civil Service Employees Assn. of its right to exclusive payroll dues deduction checkoff privileges in the four State bargaining units represented by CSEA, has died on the steps of the United States Supreme Court, CSEA revealed last week.

The Supreme Court refused to review the dispute, which in effect dismissed the case. Council 50's suit had been ruled against by the State Supreme Court, and later by the State Appellate Division. The State Court of Appeals then dismissed Council 50's position altogether and denied review to the nation's highest court.

Council 50 finally appealed to the U.S. Supreme court, which gave the "no review decision" on Oct. 27. The Supreme Court agreed with the Court of Appeals in stating that there was no constitutional issue involved.

Council 50 had lost the right to check off dues when CSEA won the exclusive right to bargain for the 133,000 State employees in four State bargaining units after an election in 1969. CSEA then negotiated the check-off exclusivity. Council 50 had contended that it should have the same privilege of dues checkoff.

The same court decision will apply to a second dues checkoff case brought by Council 50 involving the 3,000-odd employees of the New York State Thruway, whom CSEA represents and for whom CSEA holds exclusive dues checkoff also.

CSEA president Theodore C. Wenzl hailed the Supreme Court's action as a victory for CSEA, saying: "This action proves be-

yond a doubt that when a union is duly and legally elected and certified to represent a group of State employees, it has the right

to negotiate exclusive dues deduction checkoff privileges. We are grateful that the matter has finally been set to rest."

# 1972 Negotiations Open

(Continued from Page 1)

gine; Kenneth A. Wolven, SUNY; Theodore Scott, Social Services; Salvatore J. Nappa, Mental Hygiene; Dorothy K. Hall, Mental Hygiene; Genevieve Clark, Dept. of Health; Estella A. Wood, Mental Hygiene; Gregory J. Rowley, Mental Hygiene, and Clarence Laufer, Mental Hygiene.

## Administrative Services Negotiating Team

Thomas McDonough, chairman, Dept. of Motor Vehicles; Grace Fitzmaurice, vice-chairman, Audit and Control; Santa Orsino, Tax and Finance; Kathryn Franze, Dept. of Transportation; Martha Owens, Workmen's Compensation Board; Connie Minardi, Div. of Employment; Kathleen O'Brien, Div. of Employment; Veronica Scharer, SUNY; Scott McCumber, Mental Hygiene; Walter Maxfield, Education, and Jolene Hill, Dept. of Motor Vehicles.

Professional, Scientific, and Technical Negotiating Team  
Ernst Stroebel, chairman, Dept. of Health; Richard Cleary,

vice-chairman, Dept. of Transportation; Daniel Maloney, vice-chairman, Dept. of Education; John Wolff, secretary, Div. of Employment; Charles F. Blazsik, M.D., Mental Hygiene; Bernard Silberman, Dept. of State; John Dougherty, Tax and Finance; Paul Greenberg, Div. of Employment; Judith Wrin, Mental Hygiene; Patricia Commerford, Dept. of Health; Jeremy Pingleton, Div. of Employment; James Welch, Division of State Police; Julia Duffy, Mental Hygiene; Al Germain, Jr., Dept. of Correction, and Abraham Kranker, Dept. of Law.

## Stony Brook Council

John V. Scaduto, of Long Beach, has been appointed to the Council for the State University of New York at Stony Brook, for a term ending June 30, 1980. Scaduto is Nassau County treasurer.

**SUPPORT THE ATTICA FAMILY MEMORIAL FUND**  
ATTICA, N.Y. 14011

# Local Government Probation Dept. Study Committee Plans Questionnaire On Problems

ALBANY — Plans for a questionnaire to be sent to all local government probation officers represented by the Civil Service Employees Assn. were set by CSEA's ad hoc committee to Study Probation Departments of Local Governments, at its first meeting in Albany recently.

The committee, temporarily chaired by Patrick Barbieri, a probation officer from Westchester County, has been set up by CSEA to study the effects of the recent removal of probation officers from the State Judicial Conference to control by local county governments.

The questionnaire seeks information from probation officers on their case loads, the rate of turnover, their attitudes about their removal from the Judicial Conference, the problems they foresee, and the role they would like CSEA to play in their employment. Most probation officers throughout the State are members of CSEA.

Nels Carlson, CSEA collective negotiating specialist, has been named to coordinate the committee's efforts. Joseph J. Dolan, Jr., CSEA director of local government affairs, spoke

on the effects of the change on their status. Joseph Lazarony, chairman of the County Executive Committee, said the ad hoc committee would report back to the county group.

Members of the committee are Barbieri, James Brady, Erie County; Peter Grieco, Jefferson County, and Joseph Rooney, Monroe County. A permanent chairman will be selected at the next meeting.

## New State Lawyers

ALBANY — Governor Rockefeller has named two young lawyers to his legal staff to replace assistant counsels who have recently resigned. Harry M. Yohalem, 28, of New York City, is a new assistant counsel at \$17,750. Richard D. Parsons, 23, of Delmar, is a new confidential legal assistant at \$14,000 per year.



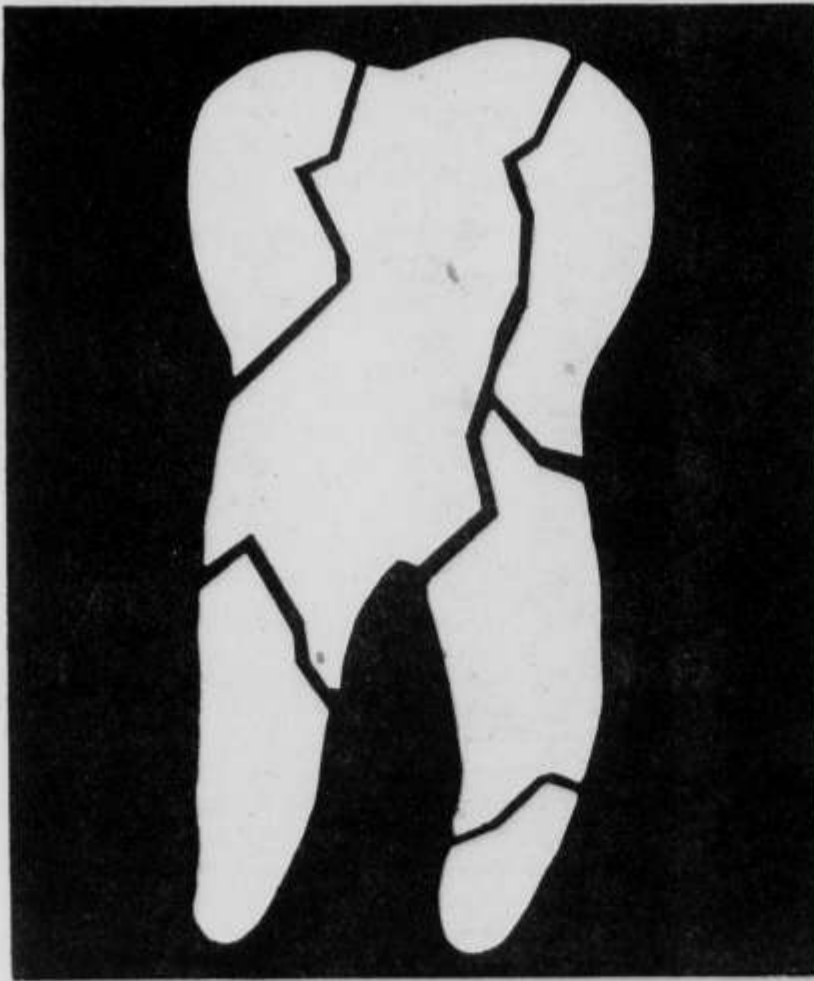
## PROBATION COMMITTEE


The Civil Service Employees Assn.'s special Ad Hoc Committee to Study Probation Departments of Local Governments met in Albany recently for the first time. They will study the problems and needs of probation officers throughout the State, who have recently been removed from the Judicial Conference to the jurisdiction of the counties in which they work. Left to right are Pat Barbieri,

probation officer from Westchester County; CSEA collective negotiation specialist Patrick J. Monachino; Joseph Lazarony, chairman of the CSEA County Executive Committee; Peter Grieco, probation officer, Jefferson County; James Brady, probation officer, Erie County; and Nels Carlson, CSEA collective negotiating specialist who is coordinator of the committee. Missing from photo is committee member Joseph Rooney, Monroe County.

For a Dental Plan that *really* makes sense...

Swing to the Blues



 **BLUE SHIELD®**

Albany • Buffalo • Jamestown • New York • Rochester • Syracuse • Utica • Watertown  
 • American Hospital Association • National Association of Blue Shield Plans

## Catapult Into Career Job As A Federal Tech Aide; GS-2 Entry Set At \$4,621

The launchpad for technical aide jobs is being readied at this very moment, reports the U.S. Civil Service Commission.

For example, GS-2 entrants will receive \$4,621 from the outset. Their GS-3 counterparts will meanwhile receive \$5,212 in pay on appointment.

There's neither written nor oral exam laying in wait. The criteria, said a USCSC spokesman, rest entirely with "the quality and quantity of your education and/or experience," such as that applicable to meteorological aide, one of the many technical aide titles.

In the allied field of medical and paramedical work, you can anticipate openings for laboratory aide, radiological aide, medical machine assistant, and dental and dental lab aide titles. For a fuller description of possibilities, obtain Bulletin No. NY-0-22.

The GS-2 designation calls for having a diploma or equivalency, with six months of appropriate experience as a substitute. GS-3 candidates are asked for a year of schooling beyond high school level; the alternate is a year's worth of experience appropriate to the post.

### Background Asked

Examples of appropriate experience are: basic knowledge of laboratory, hospital, medical, dental or clinical routines that have "provided you familiarity with the general field in which you desire employment." Unpaid work will be credited, as will education in the military.

Appointments will be made in the five boroughs of New York City and its nearby counties. Among the major facilities: Weather Bureau-Eastern Region, Garden City; U.S. Public Health Service Hospital, Staten Island;

National Park Service (Fire Island National Seashore), New York City; Veterans Hospital, Bronx, and the VA Hospitals at Castle Point, Montrose, Manhattan and Northport.

In making application, interested persons must send SF 171, completed, to the New York Area Office, U.S. Civil Service Commission, 26 Federal Plaza, New York 10007. The form and pertinent bulletin are available by calling or writing the Federal Job Information Center at the same address. The phone to call: (212) 264-0422. Applicants are also able to pick up entry forms in the main post offices of all counties in the New York City metropolitan area.

## A New Look Comes To 49 Thomas St.

A dazzling color scheme of bright blue and orange, the official City colors, set the pace at the newly reopened 49 Thomas St. application office of the Department of Personnel.

The application desk is now situated at the far wall from the door, and two female personnel clerks are now there to serve the public, replacing the solitary clerk under the old set-up. Lines seem to move more swiftly, too.

Cellophane-covered bulletin boards display the latest exam announcements, for which applications are on hand. In addition, detailed physical requirements as published in The City Record, are posted in plain view.

When You Need To Know.

GROUP  
**1010 WINS W**  
 All News. All The Time.

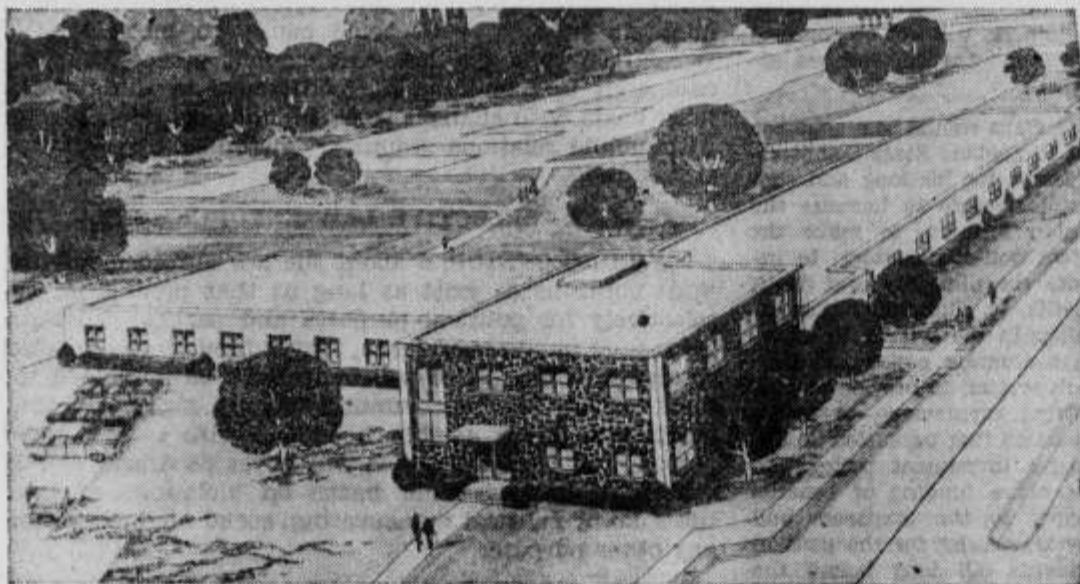
### WHOLESALE DISTRIBUTOR WANTED NO SELLING . . . KEEP YOUR PRESENT JOB!

Simply service company established, all cash accounts in this area. This is not a coin operated vending route. Our product is sold in locations such as offices, employee lounges in retail stores, financial institutions, small manufacturing plants, warehouses, schools and hospitals. The distributor we select will be responsible for maintaining these locations and restocking inventory. All locations are established by our 10 year old company. We need a dependable distributor, male or female, in this area with \$900 minimum to invest in equipment and inventory, which will turn over about two times monthly. Earnings can grow to \$25,000 annually and up. We will consider part-time applicants. Write for complete information, including phone number and Area Code. All inquiries strictly confidential.

**CONSOLIDATED CHEMICAL CORPORATION**  
 Freeze Dried Products Division  
 3815 Montrose Blvd., Suite 120 Houston, Texas 77006

*Attention*  
*all New York State employees—*  
*Blue Cross Statewide*  
*insurance plan\* covers*  
*Rehabilitation*  
*Medicine at Brunswick*  
*Hospital Center*

*in beautiful new buildings with expert resident staffs*

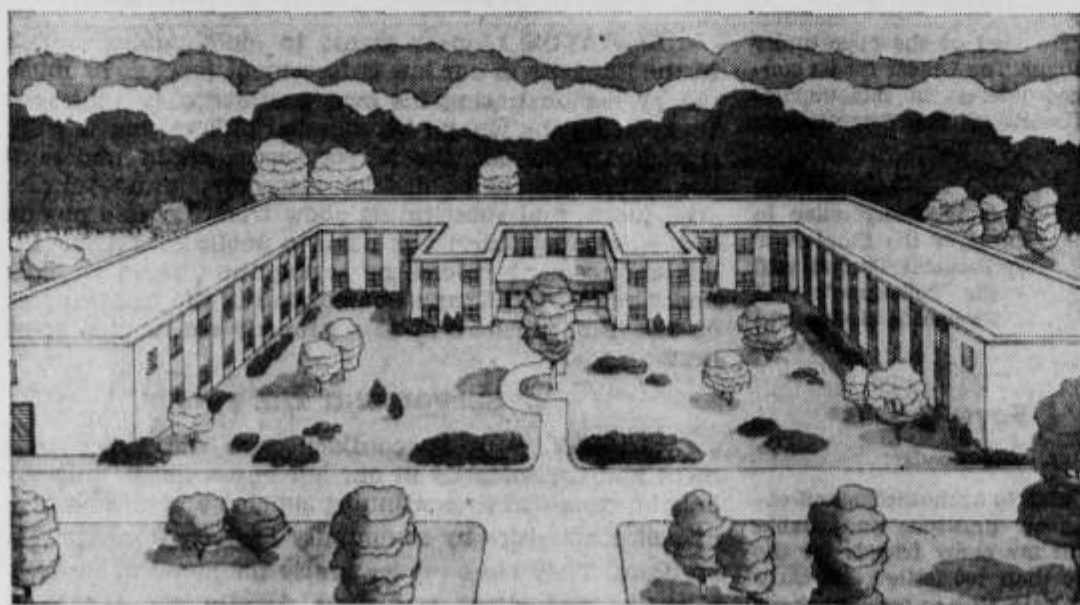


*Physical Disabilities*

An individual treatment program is carefully established by our Physiatrists (physician specialists) in physical medicine. It is implemented by a team of rehabilitation professionals including nurses, physical, occupational recreational and speech therapists, psychologists and social service counselors.

The Hydrotherapy Department includes a therapeutic Swimming pool, Hubbard tanks, and whirlpools; the Physio-therapy Department administers electro-thermo treatments and massage in private treatment areas and therapeutic exercise in a professionally equipped gymnasium. The patient who is chronically ill can also receive special care in this facility.

Joseph J. Panzarella, Jr., M.D.  
 Medical Director



*Mental Health*

Most effective is the teamwork approach of psychiatrists, nurses, psychologists, social workers, occupational and recreational therapists. All modalities of psychiatric treatment are available—individual and group psychotherapy, hypnotherapy, electroshock, new multi-vitamin and supplemental drug therapy. Bright cheerful colors and spacious socialization areas immediately key this modern therapeutic approach to the care of the mentally and emotionally ill, the drug and alcohol addicted and those in need of custodial care.

Philip Golberg, M.D.  
 Medical Director

**Brunswick**  
**Hospital Center**

Other divisions: General Hospital • Nursing Home  
 366 Broadway, Amityville, L.I., New York 11701 • 516-264-5000

\* Most major medical insurance plans, the Blue Cross Statewide Plan for employees of New York State, local subdivisions of New York State and appropriate participating agencies and Medicare are applicable at these Divisions of this fully accredited Hospital Center.

A color brochure will be sent upon request or call 516-264-5000  
 Extension 227 for Physical Rehabilitation  
 Extension 230 for Mental Health.

# Civil Service LEADER

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. 06902

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  
Marvin Baxley, Associate Editor

Joe Deasy, Jr., City Editor  
Barry Lee Coyne, Assistant Editor

N. H. Mager, Business Manager

Advertising Representatives:

ALBANY — Joseph T. Bellow — 303 So. Manning Blvd., IV 2-5474  
KINGSTON, N.Y. — Charles Andrews — 239 Wall St., FEderal 8-8350

15c per copy. Subscription Price: \$3.00 to members of the Civil Service Employees Association, \$7.00 to non-members.

TUESDAY, NOVEMBER 2, 1971

## A Sound Proposal

WESTCHESTER County has received a substantial sum of Federal funds for the hiring of unemployed persons in both the County and in some of its political subdivisions.

Seventy-one jobs may be filled with this money in the hard-core unemployment area.

These jobs are in the public sector and, rightly, belong within the civil service career system.

While no one can fault the intent of this program, it nevertheless is a raid on the traditional career service.

We think that the request of the Westchester chapter, Civil Service Employees Assn., to use these funds first for the re-employment of furloughed State, County and local government employees has a great deal of merit.

These furloughed aides took civil service jobs because of the security which is supposed to be a benefit in lieu of higher salaries.

For these employees to stand on unemployment or welfare lines while their jobs are being filled by "temporary help" being paid from Federal matching funds is certainly a travesty of justice.

We congratulate Westchester chapter for pressing the point: "civil service jobs for civil service employees."

## A Merit Appointment

THE City Civil Service Commission has appointed Thomas Curley, a career civil service employee, to the highly sensitive post of chief of its investigation division.

The son of a hero police superior officer, Curley has moved up the ladder of competitive service through the examination and merit promotional system through the years and has headed many successful programs of the Commission, including the Employee Suggestion Program.

The Commission and its chairman, Harry Bronstein, are to be congratulated in making this promotion of a career employee to a appointive position.

Of course, Bronstein is a product of the same merit system.

### Counsel Kidney Unit

Three members of the State Advisory Council for the New York State Kidney Disease Institute have been reappointed by Governor Rockefeller, subject to Senate confirmation, for new terms ending Aug. 31, 1974.

Those renamed to the 10-member advisory board, members of which serve without salary, are: Stuart Bondurant, M.D., of Lou-

donville; Pasquale A. Greco, M.D., of Buffalo and Mildred D. Spencer of Buffalo.

### Select DaBrescia

Arthur W. DaBrescia of Hancock has been appointed by Governor Rockefeller as a member of the Council of the State University Agricultural and Technical College at Delhi.

## Letters To The Editor

### Comptroller's Office Says Benefits Are Based On Current Law

Editor, The Leader:

The column of Richard Gaba in your issue of October 26, entitled, "Restricting Retirement Benefits," is misleading. He has accused Comptroller Levitt of "jumping the gun" with regard to new legislation, effective April 1, 1972. Under this new law, unused vacation will be excluded from the salary base for computing retirement benefits. However, under present law (Section 41-j-R & SS Law) sick leave, but not vacation pay is excluded.

As for Comptroller Levitt being frightened by the Taylor Law, this is an absurd accusation to apply to a dedicated public officer who for nearly 20 years has fearlessly protected the Retirement System for everybody.

The Comptroller does not use any method for reducing members' benefits, as charged. Mr. Gaba should know that any new benefit negotiated by any separate unit of government must be approved by the Legislature and the Governor before it becomes effective.

Every member who retires can be assured that he will get every cent due him on the basis of the law. He will not be deprived by reason of a law not yet effective.

Mr. Gaba should be among the first to applaud State Comptroller Levitt for his long and successful struggle to increase the pension formula, to make the system non-contributory, to increase the disability and death benefits, to eliminate harsh inequities in the system, to establish a separate police and firemen's system, to provide a cost-of-living supplement, to secure legislation that permitted an aggressive investment policy and thus make funding of benefits cheaper to the taxpayers and provide security for the pension payments, all long before the Taylor Law was enacted.

I am glad of the opportunity to thank The Leader for its continued interest in this important work of the Comptroller's office.

LEO BRAUN  
Deputy Comptroller in Charge of the Employees' Retirement System and the Policemen's and Firemen's Retirement System

### Says Thanks

Editor, The Leader:

I wish to acknowledge and express my gratitude and thanks to all my many friends for the more than 700 letters and cards that were sent to me during my recent illness.

I hope that at a later date I shall be able to make a prompt written response to each of you.

AMOS ROYALS, President  
Manhattan State Hospital Chapter, Civil Service Employees Assn.

## FROM THE FINEST



By EDWARD J. KIERNAN

## Public Confidence In Police

LAST WEEK Mayor Lindsay wrote a letter to me, subsequently released to the press, which concluded with the following words: "Once the Knapp Commission report is completed, I am committed to use it as the basis of a major campaign to build public confidence in the Police Department and the integrity of law enforcement process. I earnestly hope that you will join me and Commissioner Murphy in that effort."

WE ARE HAPPY to welcome the participation of Mayor Lindsay and Commissioner Murphy in what we consider to be an activity of vital importance to the community, but the fact is that the PBA has been engaged, almost single-handedly, in just such an effort since the beginning of my administration. From our experience, we have identified several areas that are basic to any campaign designed to build public confidence in the Police Department and the integrity of our law enforcement process. I hope Mayor Lindsay will give them serious consideration in formulating his plans.

### 1. THE COURTS.

OUTMODED COURT systems result in complainants' being made to waste whole days in repeated visits to court while endless adjournments and other delays push hearings further and further off. As a consequence, many complainants who cannot afford all that time give up and refuse to press charges, and criminals go free without a trial. In addition, light sentences and suspended sentences return convicts to the streets — sometimes before the arresting officer has completed his paperwork — where they and their admirers proceed, with some cause, to mock the Police Department and our law enforcement process. Surely any campaign to rebuild public confidence in those processes must begin with changes to earn public confidence, and not with public relations gimmickry designed to cover up the status quo.

### 2. SELECTIVE LAW ENFORCEMENT.

PUBLIC CYNICISM about the law enforcement process must continue to exist as long as that process is applied selectively for political purposes and partisan advantages. To restore public confidence, Mayor Lindsay must therefore resolve that the police will henceforth be permitted to enforce the laws of the community firmly, vigorously and impartially in every neighborhood and with respect to every person, and that the police will never be asked, overtly or otherwise, to turn their backs on violations of law for the sake of political maneuvering, social engineering or for any other purpose.

### 3. SUPPORTING LEGAL PROCESS.

IF MAYOR Lindsay wants to build public confidence in the integrity of our law enforcement process, he must begin by demonstrating his own confidence in that process. By creating the Knapp Commission and vesting it with extraordinary powers, the Mayor succeeded in undercutting the entire system of district attorneys, grand juries and trial juries, and substituting show trials for due process of law. How much harm was done to public confidence in the law enforcement process by trying the alleged wrongdoers uncovered by the Knapp Commission in the newspapers and on television, instead of in a properly constituted court of law?

### 4. SUPPORTING THE POLICE.

FINALLY, PUBLIC confidence in the Police Department and the integrity of our law enforcement process can only be sustained by continuing support and encouragement of police activities by community leaders, from the Mayor on down. They must render praise for heroism, support for integrity and, most important, loyalty for service; this means backing the police all the way when they perform the functions they are sworn to perform, and greeting irresponsible criticism of the police with the contempt it deserves.

IF THE MAYOR attends to these basic needs, he will lay the kind of firm foundation without which his project can never succeed.

# Civil Service Television

Television programs of interest to civil service employees are broadcast daily over WNYC-TV, Channel 31.

## Tuesday, Nov. 2

- 12:00 Noon—The Police Commissioner. Report on ongoing Police Dept. activities.
- 12:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.
- 2:30 p.m.—Around the Clock—"Reorganization of the Detective Bureau." P.D. training series.
- 6:30 p.m.—Return to Nursing—"Patient with Peptic Ulcer." Refresher course for nurses.
- 7:00 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.

## Wednesday, Nov. 3

- 12:00 Noon—The Police Commissioner. Report on ongoing Police Dept. activities.
- 12:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.
- 2:30 p.m.—Around the Clock—"Reorganization of the Detective Bureau." Police Dept. training series.
- 6:00 p.m.—Return to Nursing—"Medications." Refresher course for nurses.
- 6:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.
- 7:00 p.m.—On the Job—"Fittings." Fire Dept. training series.

## Thursday, Nov. 4

- 12:00 Noon—The Police Commissioner. Report on ongoing Police Dept. activities.
- 12:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.
- 2:30 p.m.—Around the Clock—"Reorganization of the Detective Bureau." Police Dept. training series.
- 6:30 p.m.—Return to Nursing—"Intravenous Therapy." Refresher course for nurses.
- 7:00 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.
- 9:00 p.m.—The Police Commissioner—A report on ongoing Police Dept. activities.

## Friday, Nov. 5

- 12:00 Noon—The Police Commissioner. Report on ongoing Police Dept. activities.
- 12:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.
- 2:30 p.m.—Around the Clock—"Reorganization of the Detective Bureau." Police Dept. training series.
- 6:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.
- 7:00 p.m.—On The Job—"Fittings." Fire Dept. training series.

## Saturday, Nov. 6

- 7:00 p.m.—On the Job—"Radiation Detection." Fire Dept. training series.

## Monday, Nov. 8

- 12:00 Noon—The Police Commissioner. Report on ongoing Police Dept. activities.
- 12:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.
- 2:30 p.m.—Around the Clock—"Reorganization of the Detective Bureau." Police Dept. training series.
- 6:00 p.m.—Return to Nursing—"Pre-operative Care." Refresher course for nurses.
- 6:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.
- 7:00 p.m.—On the Job—"Radiation Detection." Fire Dept. training series.



## That's how many times we inspect a Volkswagen.

These are some of the ok's our little car has to get in our factory.

(It's easy to tell the ok's from the no's. One no is all you ever see.)

We pay 8,397 people just to look for things to say no to.

And no is no.

A visitor from Brazil once asked us what we were going to do about a roof that came through with a dent in it.

Dents are easy to hammer out.

So what we did shook him a little.

We smashed the roof down to a metal lump and threw it out in the scrap pile.

We stop VWs for little things that you may never notice yourself.

The fit of the lining in the roof.

The finish in a doorjamb.

In the final inspection alone, our VW has to get through 342 points without one blackball.

One out of 20 doesn't make it.

But you should see the ones that get away.

Amityville Monfer Motors, Ltd.  
Auburn Berry Volkswagen, Inc.  
Batavia Bob Hawkes, Inc.  
Bay Shore Trans-Island Automobiles Corp.  
Bayside Bay Volkswagen Corp.  
Binghamton Roger Krasge, Inc.  
Bronx Avoca Corporation  
Bronx Bruckner Volkswagen, Inc.  
Bronx Jerome Volkswagen, Inc.  
Brooklyn Alden Volkswagen, Inc.  
Brooklyn Economy Volkswagen, Inc.  
Brooklyn Kingsboro Motors Corp.  
Brooklyn Volkswagen of Bay Ridge, Inc.  
Buffalo Butler Volkswagen, Inc.  
Buffalo Jim Kelly's, Inc.  
Cortland Cortland Foreign Motors  
Crotan Jim McGlone Motors, Inc.  
Elmsford Howard Holmes, Inc.  
Forest Hills Luby Volkswagen, Inc.  
Fulton Fulton Volkswagen, Inc.  
Geneva Dachak Motors, Inc.  
Glens Falls Bromley Imports, Inc.  
Great Neck North Shore Volkswagen, Inc.  
Hamburg Hal Casey Motors, Inc.  
Hempstead Small Cars, Inc.  
Hicksville Walters-Donaldson, Inc.  
Hornell Suburban Motors, Inc.  
Horseheads G. C. McLeod, Inc.

Hudson Colonial Volkswagen, Inc.  
Huntington Fearn Motors, Inc.  
Inwood Volkswagen Five Towns, Inc.  
Ithaca Ripley Motor Corp.  
Jamaica Manes Volkswagen, Inc.  
Jamestown Statewide Motors, Inc.  
Johnstown Vant Volkswagen, Inc.  
Kingston Amerling Volkswagen, Inc.  
Latham Martin Nemer Volkswagen  
Lockport Volkswagen Village, Inc.  
Massena Seaway Volkswagen, Inc.  
Merrick Saker Motor Corp., Ltd.  
Middle Island Robert Weiss Volkswagen, Inc.  
Middletown Glen Volkswagen Corp.  
Monticello Philipp Volkswagen, Ltd.  
Mount Kisco North County Volkswagen, Inc.  
New Hyde Park Auslander Volkswagen, Inc.  
New Rochelle County Automotive Co., Inc.  
New York City Volkswagen Bristol Motors, Inc.  
New York City Volkswagen Fifth Avenue, Inc.  
Newburgh J. C. Motors, Inc.  
Niagara Falls Amendola Motors, Inc.  
Norwich Stowe Volkswagen, Inc.  
Oceanside Island Volkswagen, Inc.  
Olean Volkswagen of Olean, Inc.  
Oneonta John Eckert, Inc.  
Plattsburgh Celeste Motors, Inc.  
Port Jefferson Sta. Jefferson Volkswagen, Inc.  
Poughkeepsie R.E. Ahmed Motors, Ltd.  
Queens Village Weiss Volkswagen, Inc.

Rensselaer Cooley Volkswagen Corp.  
Riverhead Don Wald's Autohaus  
Rochester Ridge East Volkswagen, Inc.  
Rochester F. A. Motors, Inc.  
Rochester Mt. Read Volkswagen, Inc.  
East Rochester Imer Volkswagen, Inc.  
Rome Valley Volkswagen, Inc.  
Roslyn Dor Motors, Ltd.  
Saratoga Spa Volkswagen, Inc.  
Sayville Bianca Motors, Inc.  
Schenectady Colonia Motors, Inc.  
Smithtown George and Dalton Volkswagen, Inc.  
Southampton Lester Kaye Volkswagen, Inc.  
Spring Valley C. A. Haigh, Inc.  
Staten Island Staten Island Small Cars, Ltd.  
Syracuse Don Cain Volkswagen, Inc.  
East Syracuse Precision Autos, Inc.  
North Syracuse Finnegan Volkswagen, Inc.  
Tonawanda Granville Motors, Inc.  
Utica Martin Volkswagen, Inc.  
Valley Stream Val-Stream Volkswagen, Inc.  
Watertown Harbin Motors, Inc.  
West Nyack Foreign Cars of Rockland, Inc.  
Woodbury Courtesy Volkswagen, Inc.  
Woodside Queensboro Volkswagen, Inc.  
Yonkers Dunwoodie Motor Corp.  
Yorktown Mohagan Volkswagen, Inc.





Statewide CSEA secretary Dorothy MacTavish and Statewide treasurer Jack Gallagher are welcomed to Western Conference meeting by Edwin O'Brien, right, president of host chapter at Newark State School.



George DeLong of Craig Colony State School and Pauline Fitchpatrick of Newark State School, both past presidents of Western Conference, join with current president John Adamski of Roswell Park Memorial Institute.



Statewide fourth vice-president William McGowan, second from right, who is also Mental Hygiene representative from Western Conference, meets with, from left, field representative Thomas Christy and Mental Hygiene chapter presidents Edwin O'Brien of Newark State, Dorothy Hall of Rochester State and Charles Perote of Craig State.

## Delegates Hit Problem Areas

# Newark State Hosts Western Conference

BY MARVIN BAXLEY

NEWARK, N.Y.—In between business sessions, if you listened carefully, it was common to hear a few bars of "I never promised you a rose garden," as leaders of the Western Conference of the Civil Service Employees Assn. gathered Oct. 23 at the Old World Inn here, directly across from the multi-acre National Rose Garden, a tourist attraction an estimated 30 miles east of Rochester.

While the fog and rain deterred delegates from sight-seeing, the words of the popular song from last Winter took on added meaning as Conference president John Adamski called the meeting to order and delegates lashed out at some of the trouble spots effecting CSEA members.

Margaret Anastasia, president of the Albion chapter, told the delegates that the Albion Correctional Facility is scheduled to be reopened as a rehabilitation facility. In the meantime, the Albion women, who carry a

lot of seniority, Miss Anastasia said, are being "forgotten by the Civil Service Commission as far as job placement is concerned."

She said some of the people are being harassed in the employment office about why they are not working. "Even though we tell them we are looking for State jobs, we still get pressured." She went on to say that it is important to have CSC clarify the situation, and asked the Conference to remember the plight of the Albion members.

Another problem was brought out by Carmen Farruggia, president of the State School at Industry chapter, speaking on the effects of the job freeze in the

(Continued on Page 16)



Maye Bull, president of Gowanda chapter, signs in at members of the Newark host chapter man the registration desk. From left are Martha Anderson, Donna Garcia, dinner chairman Sarah Beckens, decorations co-chairmen Harriet Sistek and Maddy Douglas. Other committee members not pictured were Diane Dumas, Louise Napoleon and Alice Myers.



Jack Hennessey, Buffalo chapter treasurer, does duties as master of ceremonies at the Saturday evening banquet.



County Workshop president Frank Talomie, left, gets together with other participants in the Saturday morning session; from left, Workshop secretary-treasurer James Mangano of Monroe County, chapter president William Doyle of Niagara County and CSEA County Division vice-president Robert Young of Erie County.



With Conference president John Adamski at the mike, other Western officers listen to proceedings. From left, are second vice-president Genevieve Clark of Roswell Park, first vice-president Frank Talomie of Ontario County and treasurer Genevieve Luce of the Thruway.



Margaret Anastasia, Albion chapter president, makes impassioned plea for members not to forget Albion State Correctional Facility.



Western Conference secretary Judy Burgess of Ontario County and chapter past president Al Gallant of Newark State are shown here at speaker's table during business session.



Teena Sistek, Newark's 1971 Rose Queen and daughter of CSEA's Harriet Sistek, draws names of doorprize winners from box held by James Meath, treasurer of Newark State chapter.



Edward Dudek, left, president of SUNY at Buffalo chapter, talks with CSEA regional field supervisor James Powers and new field representative James Stewart.



# ANOTHER SECURITY UNIT MEMBER IS FED UP!

To All Members Of The Security Unit:

As a member of the Long Island State Parkway Police, who by decree of questional reasoning by PERB, was assigned to the Security Unit, I joyfully welcome the end of a long period of frustration caused by the ineptness of AFSCME as a representative of the Security Unit.

I recall, two years ago, the narrow margin of victory of AFSCME in the representation election which was achieved by the painting of rosey pictures and big, false promises which never did materialize for Security Unit members.

This, however, has proved typical of the type of representation whose leadership does not have the background and know-how to deal with civil service problems and has not tried to become informed in these problems, but prefers to misrepresent, not represent, or just ignore commitments made to a disgruntled membership.

History of this two-year period records:

- Failure of AFSCME to negotiate a contract;
- Failure to act during the layoff period last Spring;
- Failure to properly organize members of the Security Unit;
- Failure to negotiate reallocations;
- Failure to get the right to carry arms for safety officers;
- Failure to represent officers at Oswego in their contractual dispute over arms;
- Failure to represent officers in their uniform disputes, and, in short,
- Complete failure.

Theirs is a record of inattention to responsibility which could fill this page by going into specific instances in Mental Hygiene institutions, universities, State Campus, Capitol, parks and recreation areas and narcotics institutions.

Happily, recognition of this failure to act and represent has been voiced long and loudly by representatives of many units within Security, and it is time now to recall all this lack of service, failure and ineptness over the past two years by AFSCME. "Vote them out."

Several years back, while refusing to become associated with AFSCME myself, I watched unbelievably as membership claims in my own 200-member Parkway Police unit approached the 80 percent mark based on promises that were never fulfilled. These promises included pay parity with other jurisdictions, 20-year retirement, a personal injury bill, and too many other idle promises.

Then, as time passed, I witnessed a gradual awakening of my fellow officers and a realization that this misrepresentation by AFSCME was not for them. This was followed by mass withdrawal of payroll dues deduction authorization and a drop in AFSCME membership to a minute fraction of its former membership claims.

I recall a strong letter from Matt McMenamin, a Palisades Interstate Parkway Policeman, who, back in the Spring of 1970, recognized the ineptness of AFSCME and took them to task in a very strong letter printed in June 1970 in The Civil Service Leader along with many others from safety and security officers, narcotics men, rangers, and correction officers. The concensus here was that AFSCME had failed and all urged a return to CSEA representation.

During this period of failure by AFSCME, CSEA has been doing an outstanding job of representation in a highly qualified and professional manner. Now is the time to recognize and correct the error committed two years ago, which enabled an incompetent representative to slip in, take your dues money—double that of CSEA—politic, and prosper while giving nothing in return.

Further proof of these allegations was printed very strongly on the back page of last week's Leader in the form of a letter by Carl Platner of Binghamton State Hospital denouncing Council 82 and its failure to represent membership, thus causing their membership to resign from AFSCME.

When you read this, your ballots for the representation election should be in your hands. Looking back at the figures from the last election, you will find that many of the Security Unit members failed to vote at all. Of these, many of them spent two years being loudest and foremost with complaints of dissatisfaction with representation. Don't let this happen again. Please do not fail to exercise your right to vote. Do not be taken in by false promises by AFSCME. Vote now and vote CSEA.

Bring back to Security the opportunity to be heard and represented in the professional, competent manner our members have worked for, earned and so well deserve.

Vote CSEA.

Ptl. George J. Koch  
Long Island State Parkway Police

# NEED MORE BE SAID?

Covers Eight Categories

# Gov't Announces Titles For National Job Scene

The following list of jobs with the Federal government has been recently released, with employment possibilities falling into eight occupational categories. Openings for some of these jobs exist all over the nation, as well as in the Metropolitan area.

For further information about locale, eligibility, and application forms, contact the Federal Job Information Center, 26 Federal Plaza, New York, N.Y. 10007.

Study the following list before taking follow-up action on the job or jobs of your inclination:

### Agricultural

\*Agricultural Commodity Grader (Fresh Fruit and Vegetable, Grain and Poultry) GS-5 to 9. No. CH 1-06.

Agricultural Commodity Grader (Meat), GS-5. — Jobs are in

Agriculture. No. WAH-014.  
**Inspector — Meat and Poultry,** GS-5. — Jobs are in the Consumer and Marketing Service of the Department of Agriculture. (Written test). No. CH-6-05.

**Warehouse Examiner,** GS-5 and GS-7. — Jobs are with the Department of Agriculture. (Written test.) No. CH-0-02.

### Business

\***Accountant, Auditor and Internal Revenue Agent,** GS-5 to 12. — No. 425.

\***Computer Specialist:** Programmer, Systems Analyst, Equipment Analyst, Specialist, GS-7 to GS-12; Operator, Technician, GS-5 to GS-7. No. 420.

\***Freight Rate Specialist,** GS-7 and GS-9. — Jobs are in Washington, D.C. area, chiefly with the General Accounting Office. No. WA-6-13.

### Engineering and Scientific

\***Federal Jobs in Engineering, Physical Sciences, and Related Professions,** GS-5 to GS-15. — Engineering, Architecture, Earth Sciences, Mathematical Sciences, Statistics, Patent Examining, Physical Sciences and Related Professions. No. 424.

\***Technicians in Engineering and Physical Science:** Technicians in Cartography, Electronics, Engineering, Geodesics, Industrial Engineering, Physical Science, Surveying,

GS-5 to GS-12; Engineering Draftsman, Construction Inspector, Mathematics Technician, Meteorological Technician, GS-5 to GS-9; Construction Representative, GS-5 to GS-12; Office Draftsman, GS-5 to GS-7. No. WAP-004.

**Technical Aids in Science and Engineering** GS-2 and GS-3. — Jobs are in the Washington, D.C., area. (Written test.) No. WAP-920.

\***Technical Assistant,** GS-4. — Jobs are in agriculture, biology, data processing, engineering, medicine, science and other technical fields. — No. 409.

\***Health Scientist Administrator and Grants Associate,** GS-11 to GS-15. — Jobs are in the Washington, D.C. area. No. 397.

\***Industrial Hygienist,** GS-5 to GS-13. — Jobs are principally in the Navy Department. No. 230 B.

\***Technician: Agricultural Research,** GS-5; **Biological Laboratory,** GS-5 to GS-9. — Jobs are in Washington, D.C. area. No. WAB-807.

### General

**Border Patrol Agent,** GS-7. —

**Jobs are in the Immigration and Naturalization Service.** (Written test.) No. WAM-911 (Revised).

\***Junior Federal Assistant,** GS-4. — (Written test.) No. 411. GS-12. — (Written test.) No. 413.

### Medical

\***Aids, Assistants, Technicians in Field of Medicine,** GS-5 to GS-9. — Jobs are in Washington, D.C. area. No. WAH-813.

\***Audiologist, Speech Pathologist, and Audiologist-Speech Pathologist,** GS-9 to GS-12. — Jobs are in the Veterans Administration throughout the United States, and in other agencies in the Washington, D.C. area. No. WA-7-27.

\***Dietitian,** GS-5 to GS-12; **Dietetic Assistant,** GS-5 and GS-7; **Public Health Nutritionist,** GS-9 to GS-12. — No. WAH-810.

\***Medical Officer,** GS-11 to GS-15; **Dental Officer,** GS-12 to GS-15. — No. WAH-902.

\***Medical Record Librarian,** GS-5 to GS-12. — No. 331.

**Medical Technical Assistant,** GS-6. — Jobs are with the Public Health Service in Federal penal and correctional institutions. No. 355.

\***Medical Technologist (Clinical and Health Research),** GS-5 to GS-11. — Positions are in the Washington, D.C. area. No. WAH-815.

\***Orthotist, Prosthetist,** GS-6 to GS-11; **Restoration Technician,** GS-5 to GS-11. No. WA-7-47.

\***Pharmacist,** GS-9 and GS-11. — No. WAH-809.

\***Physician's Assistant,** GS-7 to GS-11. — No. 428.

\***Professional Nurse,** GS-4 to GS-15. — No. 419.

**Resident in Hospital Administration.** — Jobs are with the Vet-

erans Administration. No. WAH-917.

\***Therapists: Physical, Occupational Corrective,** GS-6 to GS-9; **Educational, Manual Arts,** GS-5 to GS-9. — No. WA-8-03-H.

\***Veterinarian Trainee,** GS-7. — Jobs are with the Department of Agriculture. No. WAH-007.

\***Veterinary Medical Officer,** GS-9 to GS-15. — No. WAH-907.

### Social and Educational

**Correctional Officer,** GS-6. — Jobs are in Federal penal and correctional institutions throughout the United States. No. WAS-927.

**Indian Education — Elementary Teacher, Secondary Teacher, and Guidance Counselor,** GS-5 to GS-9. — For duty in the Bureau of Indian Affairs in various states including Alaska. No. RA-9-10.

\***Professional Careers for Librarians,** GS-7 to GS-13. — No. 422.

\***Psychologist (Clinical, Counseling, VA, and Psychologist),** GS-9 to GS-12. — No. WAS-913.

\***Social Worker and Correctional Treatment Specialist,** GS-9 to GS-12. — No. 426.

### Stenography and Typing

**Stenographer,** GS-2 to GS-5; **Typist,** GS-1 to GS-4. — Jobs are in the Washington, D.C. area. (Written test.) No. WAO-901.

### Trades

(All trades jobs are in the Washington, D.C. area unless otherwise specified.)

\***Federal Careers for Journeymen in the Printing Crafts,** \$5.09 to \$6.38 an hour (approximate rates). Most positions are in the Government Printing Office and the Bureau of Engraving and Printing in Washington, D.C. No. WAW-903.

### General Schedule Entrance Salaries

GS-1	\$ 4,326
GS-2	4,897
GS-3	5,524
GS-4	6,202
GS-5	6,938
GS-6	7,727
GS-7	8,582
GS-8	9,493
GS-9	10,470
GS-10	11,517
GS-11	12,615
GS-12	15,040
GS-13	17,761
GS-14	20,815
GS-15	24,251

\*May be used for filling jobs in foreign countries.

#May be used for filling jobs in any part of the United States where there is no appropriate announcement open.  
 †Indicates new announcements.

**Do You Need A High School Equivalency Diploma**

for civil service for personal satisfaction  
 6 Weeks Course Approved by N.Y. State Education Dept.  
 Write or Phone for Information

**Eastern School AL 4-5029**  
 721 Broadway, NY 3 (at 8 St)  
 Please write me free about the High School Equivalency class.

Name \_\_\_\_\_  
 Address \_\_\_\_\_  
 Boro \_\_\_\_\_ LI

**High School Equiv. Diploma 5 Week Course -- \$60.**

Complete by HOME STUDY or in EVENING CLASSES. State approved course. Call or write for free booklet.

PL 7-0300  
 Roberts Schools, Dept. L,  
 517 West 57th St.  
 New York, N.Y. 10019

**TYPEWRITER ADDERS**

MIMEOS ADDRESSERS, STENOGRAPHS for sale and rent, 1,000 others. Low-Low Prices

**ALL LANGUAGES TYPEWRITER CO., Inc.**  
 119 W. 23 St. (W. of 6th Ave.) NY, NY  
 CHelsea 3-8086

**HIGH SCHOOL Equivalency DIPLOMA**

This N.Y. State diploma is the legal equivalent of graduation from a 4-year High School. It is valuable to non-graduates of High School for:

- ★ Employment ★ Promotion
- ★ Advanced Education Training
- ★ Personal Satisfaction

Our Special Intensive 5-Week Course prepares for official exams conducted at regular intervals by N.Y. State Dept. of Education.

**ENROLL NOW! Classes Meet IN MANHATTAN, Mon. & Wed., 5:30 or 7:30 P.M. IN JAMAICA, Tues. & Thurs., 5:45 or 7:45 P.M.**

**SPECIAL SAT. MORNING CLASSES NOW FORMING**  
 Phone or Write for Information

Phone: GR 3-6900  
 DELEHANTY INSTITUTE  
 115 E. 15th St., Manhattan  
 91-01 Merrick Blvd., Jamaica

OF SPECIAL INTEREST to Employees of the City of New York

**NO "IFS," "ANDS" OR "BUTS" ... JUST A STRAIGHT, SOLID, UNCONDITIONAL 6% per annum compounded quarterly**

**MUNICIPAL CREDIT UNION**

paid 6% on share deposits (savings) for the quarterly period ending Sept. 30, 1971. We anticipate paying 6% for the quarter ending Dec. 31, 1971. The member may purchase \$5 to \$20,000 and the spouse may purchase \$5 to \$20,000 in a separate account.

Savings insured up to \$20,000 by the Administrator  
 National Credit Union Administration  
 An agency of the United States Government

JOINT ACCOUNTS — TRUST ACCOUNTS  
 Bank by Mail — Postage Paid Envelopes

Call or write for your FREE questionnaire today!

**ICEBREAKER COMPUTER DATING AT ITS BEST**

- Members are friendly, interesting, educated people who look forward to meeting you.
- Run by social science experts.
- Fun, inexpensive and guaranteed.

**ICEBREAKER INC.** Dept. C.L.  
 1966 Broadway  
 New York, N.Y. 10023  
 (212) 787-0609

Please send Free questionnaire

Mr. \_\_\_\_\_  
 Mrs. \_\_\_\_\_  
 Miss \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

**SCHOOL DIRECTORY**

**MONROE INSTITUTE — IBM COURSES** Computer Programming, Key punch, IBM-560, Special PREPARATION FOR CIVIL SERVICE TESTS, Switchboard, NCR Bookkeeping machine, H.S. EQUIVALENCY, Day & Eve Classes, EAST TREMONT AVE. & BOSTON RD., BRONX — KI 2-5600, 115 EAST FORDHAM ROAD, BRONX — 933-6700. Approved for Vets and Foreign Students. Accred. N.Y. State Dept. of Education.

**GOURMET'S GUIDE**  
 PERSIAN • ITALIAN • AMERICAN

**TEHERAN** 45 W. 44TH ST., NEW YORK, No. 1 COCKTAIL LOUNGE FOR FREE HORS D'OEUVRES — LUNCHEON-DINNER

**M**

**MUNICIPAL CREDIT UNION OF THE CITY OF NEW YORK**  
 Room 372, Municipal Bldg., New York, N. Y. 10007 • Tel. 962-4260

# DO DENTAL INSURANCE PLANS DIFFER? YOU BET THEY DO!

## LARGE PRINT OR SMALL PRINT... IT'S STILL



(Group Health Dental Insurance:  
Dental Protection at Its Best)

Here are a few questions that should be answered in comparing programs:

- Are dental costs controlled? Yes, GHDI Participating Dentists limit their fees to GHDI's Maximum Permitted Charge Schedule regardless of your member's income and regardless of the GHDI Program provided.
- Are there waiting periods before benefits apply? GHDI has **no waiting periods** for any condition at any time.
- Are certain "pre-existing" conditions excluded from coverage completely? GHDI covers pre-existing conditions.
- Are there annual and/or lifetime dollar maximums? GHDI plans have **no yearly or lifetime dollar maximums**.
- Are commissions payable to salesmen or brokers? GHDI pays **no sales or brokerage commissions** to anyone at any time.

These are only **some** of the items to compare. When choosing **your** dental plan, ponder the pitfalls. To get all the facts you need to make the best decision for dental benefits for your members—mail coupon below TODAY!



Group Health Dental Insurance, Inc.  
The GHI Building  
227 West 40th Street  
New York, N.Y. 10018

(clip and mail)

To:  
Group Health Dental Insurance, Inc.  
The GHI Building  
227 West 40th Street  
New York, N.Y. 10018

You're right! The members of my group need dental insurance. Please have a representative contact me about GHDI.

(My Name)

(My Title)

(My Union—Local and International)

(Number of Members)

(Address)

(Zip)

(Phone)

## Madison Makes Bid For Custodial Help

Madison County residents are alerted that entries for custodian are being taken continuously and exams given frequently.

Applicants for these jobs need a year of building cleaning or maintenance background or the equivalent. They will be subject

to a written exam involving building operations and simple maintenance.

Salaries vary by school district. Requests for applications should be made to the County Civil Service Commission in Wampsville.

## The DELEHANTY INSTITUTE

58 years of education to more than a half million students

**NEW FALL COURSES**

### POLICE SERGEANT

Exam Now Scheduled for March '72  
Enroll now in promotion course featuring new  
Cassette method of preparation.

Classes meet in Manhattan, Yonkers, Jamaica,  
Melville & Staten Island

### FIRE CAPTAIN

Exam Now Scheduled for March '72  
Classes meet in Manhattan, Yonkers, Jamaica,  
Melville & Staten Island

### MAINTENANCE MAN

Examination to be held December 18, 1971  
Salary \$192 wk. start  
minimum 3 years maintenance experience required  
**CLASSES MEET THURSDAY AT 7 P.M.**  
At 126 E. 13th Street, N.Y., N.Y.

### Administrative Associate

Examination to be held April 1972  
**CLASSES MEET MONDAY AT 6 P.M.**  
126 E. 13th Street, N.Y., N.Y.

### SENIOR CLERK

Examination scheduled for June 1972  
**CLASSES NOW FORMING**

## The DELEHANTY INSTITUTE

For information on all courses  
**CALL (212) GR 3-6900**  
Manhattan: 115 E. 15th Street  
Jamaica: 89-25 Merrick Blvd.  
Office Open Daily 9 A.M.-5 P.M.

# Middle East. Middle Button.

**1010 WINS TV**  
All News. All The Time.

# The Job Market

By BARRY LEE COYNE

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

Office workers are needed in Brooklyn especially Stenographers with a minimum of 80 wpm accuracy, and good spelling. Dictation from one or more persons and good typing skills are required for these jobs paying \$120 plus a week. . . Clerk Typists are also needed to do general office work including typing reports, forms and letters. Duties vary depending on the nature of the business. Jobs start at \$90 a week and up.

Openings are also available for Full Charge Bookkeepers to be in charge of a full set of books through general ledger. Must prepare monthly schedule, trial balance as necessary. May be

required to do payroll and supervise one or more assistants. The salary is \$130 plus a week. . . Assistant Bookkeepers are also wanted at a salary of \$100 plus a week. . . Apply at the Brooklyn Office Personnel Placement Center, 175 Remsen St., Brooklyn.

The garment industry in Manhattan has many openings for Sewing Machine Operators with any experience on men's, women's or children's garments, leather goods or shoes. The pay range is from \$70 to \$150 a week. Piece work and some week work. . . Cap Machine Operators experienced in chain stitch machine to work on covers, linings and fronts of hats and caps are wanted at \$75 to \$100 a week. . . There are also jobs for Mero Machine Operators to work on knitted clothing at \$80 to \$95 a week and Sample Stitchers are needed to work with a designer or patternmaker at \$75 to \$140 a week. . . Apply at the Manhattan Apparel Industries Office, 238 West 35th St., Manhattan.

Farm Workers are needed in upstate New York and Long Island to harvest onions, potatoes and other vegetables. There are some jobs available in harvesting nursery crops. No experience is needed nor is it necessary to speak English. Free government inspected housing is available. Those who apply for

jobs should be able to do heavy physical work. The pay range is from \$1.75 to \$1.85 an hour. . . Apply at the New York City Farm Office, 247 West 54th St., on the 6th floor in Manhattan.

Young men 18 through 21 have a fine opportunity to learn to be Electricians. A large training program is opening up for 500 trainees. Approximately 250 will start in January 1972 and the other 250 will start in June of 1972. Under this four-year apprenticeship training program, Trainees will learn a job duties connected with becoming a Journeyman Electrician. Applicants must have a high school or equivalency diploma and also be residents of the metropolitan area for the past two years. An aptitude test will be required as well as a physical examination to insure ability to perform the required work. The starting wage rate for apprentices is \$2.50 per hour. Proof of citizenship or intention to become a citizen is also required. Applications must be filed no later than Nov. 11, 1971.

Applicants interested in this apprentice program should apply at any one of the Industrial Offices of the State Employment Service or Youth Opportunity Centers. The addresses for the Industrial Offices are: Manhattan, go to 255 West 54th St.; in Brooklyn, to 250 Schermerhorn St.; in Queens, to 42-15 Crescent St., Long Island City, and in Staten Island, 25 Hyatt St., St. George. The addresses for the Youth Opportunity Centers are: Manhattan, 330 West 34th St.; in Brooklyn, 394 Bridge St.; in the Bronx, 558 Southern Blvd., and Queens, 91-14 Merrick Blvd., Jamaica.

## Ocean Terminal Asks For Typists

The Military Ocean Terminal at Bayonne is recruiting to fill a number of positions as clerk typist, starting at approximately \$94 per week, various shifts. U.S. citizenship is requested.

Interested applicants may call (201) 858-6581 for additional information.

They may also apply in person to the Civilian Personnel Office, Building 82, Room 231, Military Ocean Terminal, Bayonne.



## MATERNITY CARE

Q. What does an OBSTETRICIAN charge for his services?

A. We don't know exactly because fees vary considerably but it can be expensive.

If you are a member of H.I.P. your H.I.P. Obstetrician will provide all necessary maternity services and you never worry about extra charges.

Most other health insurance programs place strict limitations on maternity care. This often comes as a surprise to families who forget to read their health insurance policies.

H.I.P. places no limitation on maternity care provided during pregnancy, delivery and following delivery.

One of  
the many  
reasons  
for joining  
H.I.P.

★★★★½★  
"Candice Bergen  
is outstanding as  
'T. R. BASKIN'!"

—Wanda Hale, Daily News

"'T. R. BASKIN'  
gives one hope for  
the future of  
American movies."

—Archer Winsten, N.Y. Post



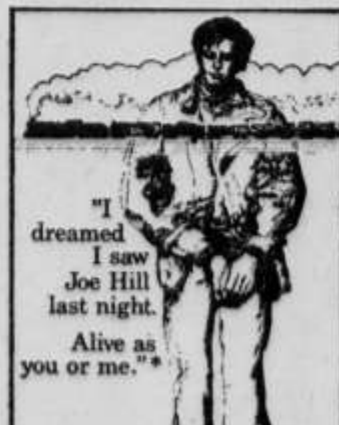
Paramount Pictures Presents  
**T. R. BASKIN**

A Herbert Ross-Peter Hyams Production  
starring  
**CANDICE BERGEN**  
**PETER BOYLE**  
**MARCIA RODD**  
and **JAMES CAAN**

Written and Produced by Peter Hyams  
Directed by Herbert Ross  
Color by TECHNICOLOR  
A Paramount Picture

ON THE WEST SIDE  
**LOEWS STATE 1**  
BROADWAY AT 45TH STREET • 362 0600

ON THE EAST SIDE  
**LOEWS TOWER EAST**  
72ND STREET AND 3RD AVE. • 679-1243



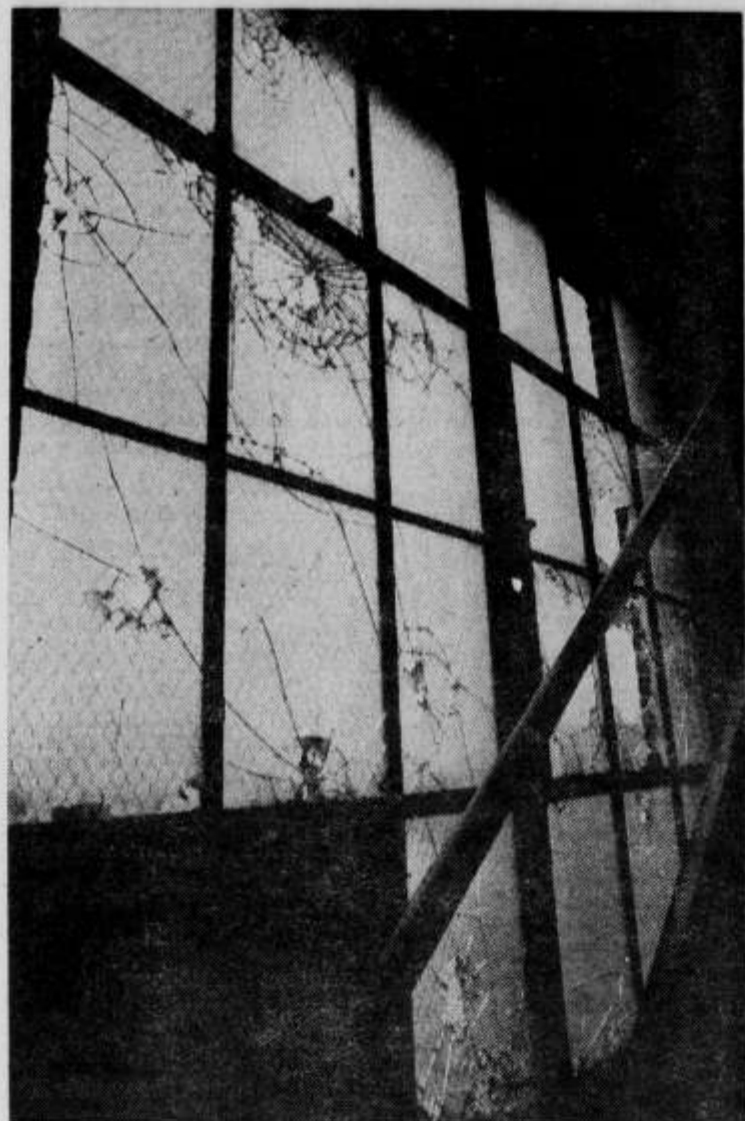
Paramount Pictures Presents  
A Sagittarius Production A BO WIDERBERG FILM

**"Joe Hill"**  
In Color A Paramount Picture

**BUTTON/PARAMOUNT**  
129 E. 42nd St. N.Y.C. 17 • 612-6700



# Poughkeepsie CSEA Hits Bad Work Conditions



Employees are expected to work in this building where the windows are broken, and the temperatures are kept equal to those of the outside atmosphere.

**G**RIEVANCES have been brought against the City of Poughkeepsie for allowing unsanitary and dangerous conditions to exist in the Howard St. facility where 62 employees work.

The conditions shown by the accompanying photographs have existed for some time despite repeated demands by the Civil Service Employees Assn.'s City of Poughkeepsie unit of Dutchess County chapter.

Gerard Reilly, president of the unit, has sent the following letter to the Division of Industrial Hygiene and the State Labor Department in an effort to cause an investigation.

"As president of our local City of Poughkeepsie unit, Civil Service Employees Assn., I, on

## Leader Special Report

behalf of the 62 members involved, hereby request your assistance in solving a serious problem that exists in the building where these men work. This is the Department of Public Works, parks and streets division, building on Howard St., Poughkeepsie. The complaints are these —there are no drinking fountain facilities available for these employees; furthermore, there is no hot water available for their use as well as other unsanitary, dangerous conditions.

"I think you will agree that these are not minor complaints. However, all of our attempts thus far to get this situation remedied have been fruitless."

Reilly went before the City's Common Council again last week to object to those conditions which he described as "outrageous."



The outside of the building is littered by debris from a fire and the exit doors are open. The CSEA is complaining of the conditions which would not be tolerated in private industry.



Employees repair machinery in this area of the building. The electricity supply lines are hanging, without adequate insulation from an open conduit, again in violation of every Labor Department rule or regulation.



This shocking photo of the sanitary facility for male employees shows how the employees have to climb over broken plumbing supplies to enter the room.



# Wenzl Calls For Big Turnout In Security Unit Ballots Out

(Continued from Page 1) wins this election, it plans to negotiate the longest contract possible to avoid a challenge from CSEA or any other unions in the future. CSEA, on the other hand, will offer a one-year contract, and if the employees are dissatisfied with us, they can vote us out. If we can't produce, we should be voted out.

"Just before the 1969 election, Council 82 had promised several other groups, such as the Safety Officers Benevolent Assn., that they would have representation at the bargaining table and a voice in running the union," Wenzl said. "This never happened and most of these groups have publicly criticized AFSCME and Council 82 for denying them the democratic right of participation.

"During the 1969 election campaign, AFSCME headquarters in Washington sent dozens of organizers into New York State to convince the employees to vote for AFSCME. This campaign is

no different. Council 82 'carpet-baggers' are telling employees, 'Stick with Us and we will get you what you want' or 'we will be here permanently after the election to service your needs,' when they know they'll be pulled out by mid-November and sent to some other spots in the country where AFSCME is having difficulty.

"It all boils down to the fact that Council 82 is a puppet manipulated by AFSCME bosses in Washington. The various locals and their leadership have little, if any, say in running the unions. CSEA predicted this would be the case during the last election campaign and it has come true. We call on all Security Unit employees to vote intelligently, to give serious thought to the kind of service and individual attention they have received since 1969 and compare that with what CSEA has to offer."



Sharing a table at the evening banquet are Sam Mogavero, Erie County chapter president; Neil Gruppo; William Doyle, Niagara County chapter president; Gerrie McGraw, Cattaraugus County chapter president; Robert Dobastaff, Seneca unit president and Vince Spadorcia.

# Western Conf. Debates Crisis Situations

(Continued from Page 8) boys training schools around the State.

Farruggia said he wanted "to let the people know we are working shorthanded because we cannot fill vacancies, due to the freeze. People in the Division of Youth are working double shifts because of this, making them-

mittee meetings. Suggestions, she noted, should be sent to: Education Committee, Western Conference, CSEA Headquarters, Suite 131719, Statler-Hilton, Buffalo, N.Y.

A number of field representatives turned out for the meeting to hear field supervisor Jerry Rogers speak at the County Workshop on Saturday morning. Included were regional supervisor James Powers and fieldman Thomas Christie and Thomas Pomodoro. Also there was one of the Western Conference's own, former Masten Park chapter president James Stewart, who is due to take over fieldman duties this week.

Rogers answered questions from the floor, explaining that policy was to have a fieldman attend each Conference meeting, rotating them from meeting to meeting. Beyond this, fieldmen who attended the meetings, other than by assignment, were doing so at their own time and expense.

In addition, regional supervisor Powers spoke to the delegates about the situation at Attica State Prison, where he was among the first to tour after the tragedy.

Joseph Dolan, CSEA's director of local government affairs, was also a participant at the Workshop. He cautioned employees caught in the management confidential squeeze to make each challenge a matter of local negotiation on an "individual person" basis, since the effect of a case going through PERB

might be to solidify that job title in the m/c classification and set undesirable precedents.

Various local politicians showed up throughout the day to pay their respects to the Association and to speak to the assembled delegates. At the morning Workshop, State Senator Theodore Day, (R-49th SD) pledged his support to CSEA programs, while, at the evening banquet, Assemblyman Joseph Pinley (R-56th AD) promised to work for the benefit of CSEA.

Featured speaker of the evening was Dr. Milton H. Elzufon, who is Mayor of Newark and has been for 21 years a consultant in podiatry at Newark State. The Mayor extolled older leaders to work with young people. He praised CSEA people, saying that "if you weren't interested in helping your patients, you wouldn't be giving of your time, and this is a youthful attitude."

The evening, with John Hennessey as master of ceremonies, was capped off by the distribution of numerous door prizes donated by local merchants.

# Attica Fund

(Continued from Page 1)

the chapter, the Iroquois School unit and the Erie County Probation Section.

Sam Mogavero, president of the unit representing all school units in Erie County, also announced that his group was giving \$207 to the fund.

But the largest donation in the Country came from the Buffalo chapter, whose delegates at an October meeting voted to donate \$500.

# Southold

(Continued from Page 1)

percent longevity step after 1 years, seniority in vacations, promotions and transfers, a job classification survey, 15 paid holidays, fully paid family hospital and dental insurance, 1/60th retirement and binding arbitration to resolve grievances.

In addition, the wage issue is to be reopened in the second year of the two-year agreement.

The agreement covers custodial and serietarial personnel, bus drivers and teacher's aides.

The Federal wage-price freeze casts doubt on the effective date of the pay boost, however. CSEA field representative Irwin Sharfeld, who assisted unit officials, said that it was hoped that the boost would be payable at the end of the 90-day freeze Nov. 13, and that payments would be retroactive to last July 1. The legality of that remained to be determined, however.

The negotiating committee was headed by Mrs. Janet Kehl, unit president, with the assistance of Mrs. Bessie LaFreniere and Mrs. Josephine Courad.

# Insurance Rate Changes

CSEA insurance rate changes are made on the first payroll in November of each year. This applies to the CSEA group life insurance, accident and health insurance and supplemental life insurance as explained below. To avoid many unnecessary contacts with CSEA headquarters in Albany, you should be guided by the following information:

## CSEA Group Life Insurance

Effective on the first payroll in November of each year amounts of insurance issued are adjusted in accordance with the annual salary based on the following table:

Insurance Class	Annual Salary	Males	Females
I.	Less than \$1,400	\$1,500	\$1,500
II.	\$1,400 but less than \$2,100	2,600	1,500
III.	2,100 " " " 3,500	4,000	1,500
IV.	3,500 " " " 4,500	5,500	2,600
V.	4,500 " " " 5,500	6,500	2,600
VI.	5,500 " " " 6,500	8,000	4,000
VII.	6,500 " " " 7,500	10,000	5,500
VIII.	7,500 " " " 8,500	11,500	5,500
IX.	8,500 and over	12,500	5,500

The cost to each insured member, per thousand dollars of insurance, increases each five years, after age 30, in accordance with the following table:

Age Group	Attained Age (Nearest Birthday as of November 1)	The Bi-Weekly Deduction Is
A	29 and under	\$.10
B	30 to 34, inclusive	.15
C	35 to 39, " "	.20
D	40 to 44, " "	.25
E	45 to 49, " "	.34
F	50 to 54, " "	.51
G	55 to 59, " "	.70
H	60 to 64, " "	.95
I	65 to 69, " "	1.20

## Supplemental Life Insurance

On the Nov. 1 following attainment of 39½ years of age the premiums under the CSEA accident and health insurance increase between 10 percent and 20 percent depending upon the type of coverage. The increased payroll deductions for these rate adjustments are made effective on the first payroll period ending after Nov. 1 each year. This occurs because a number of years ago CSEA negotiated with the insurance company a reduction of premiums for people under age 39½, which reduction the employees enjoy up to that particular age.

## Supplemental Life Insurance

Under the CSEA supplemental life insurance plan, starting at age 30 the cost of the insurance increases each five years in accordance with the following table, which shows premium rates per \$5,000 amount of insurance issued to the member. These particular rates do not apply to coverage for spouse or children, which is available under the program. The premium rates for spouse and children, under the supplemental plan, also increase every five years starting at age 30.

Ages	Bi-Weekly	Semi-Monthly
Under 30	.50	.55
30-34	.80	.85
35-39	1.00	1.10
40-44	1.30	1.40
45-49	1.75	1.90
50-54	2.60	2.80
55-59	3.65	3.95
60-64	5.30	5.75
65-69	7.60	8.25

The above information will furnish any CSEA member who enjoys CSEA low-cost insurances with information as to why there has been an adjustment in deductions for such purpose from his salary beginning with the first payroll in November and will eliminate unnecessary telephone calls or letters to CSEA Headquarters or to the payroll source concerning the matter.



Dr. Milton H. Elzufon, Newark Mayor, was principal speaker at Western Conference banquet.

selves sick and reporting ill because of exhaustion." He explained that some employees are being pressured into working 16-hour shifts, and that he himself has done this for two days straight. He pointed out that boys in the training schools are being neglected because of the shortage of help.

In other action, the delegates unanimously backed Frank Talomie's motion for the Conference to go on record supporting any resolution around the State endeavoring to Keep Sampson State Hospital open.

The Conference also voted unanimously for a motion in favor of overtime pay to be paid all employees, whether they work a 7½ or an 8-hour workday.

On another subject, Margaret Anastasia requested that members write the Education Committee with suggestions as to what they would prefer as subject matter for informative com-

# Bond Issue

(Continued from Page 1)

although it is not a "cure-all" for the money problems facing the State, its merits far outweigh its shortcomings," Wenzl said.

"The economy cannot afford any further setbacks. Unemployment in both the public and private sectors must be contained, and it's almost a certainty that this won't occur if this issue is defeated.

"Passage of the Bond Issue, in CSEA's view, is essential to the State's future economic stability," Wenzl concluded.



IRVING FLAUMENBAUM

sette, Vito Dandrea, Harold DeGraff, Jack Dougherty, Julia Duffy, William McGowan, Bernard Silberman and James Welch.