

Civil Service LEADER

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Tuesday, March 30, 1971

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Women's Lib & CSEA

See Page 9

ALBANY
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Top CSEA Leaders Again Attack Pay Raise Delay & Budget Cuts; Pension Study Seen As A Stall



Theodore C. Wenzl, center, president of the 200,000-member Civil Service Employees Assn., meets with New York State Assembly Speaker Perry B. Duryea, left, and State Senate Majority Leader Earl W. Brydges, right, to discuss the angry reactions from State employees over a proposal by the Legislature to delay the six percent pay raise negotiated by CSEA last year for state workers and possible personnel cutbacks in State agencies. CSEA delegates in convention passed a resolution calling for job action if the Legislature votes to delay the pay raise, constituting a denial of rights given to public employees under the Taylor Law.

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Wenzl, Flaumenbaum, Bendet Charge Programs, Not Aides' Benefits, Caused Fiscal Woes

Three top leaders of the Civil Service Employees Assn. last week attacked a proposed Legislature study of pension systems as a stall that could delay retirement improvements for State workers for years. At the same time, all three again bitterly attacked suggested cuts from Governor Rockefeller's budget that could delay a State pay increase, deeply slash Mental Hygiene Dept. funds and result in extensive worker lay-offs.

The attacks came from CSEA president Theodore C. Wenzl; Irving Flaumenbaum, CSEA first vice-president, and Solomon Bendet, CSEA second vice-president.

At Leader presstime, there was still no denial that any or all of the above-mentioned budget actions would not take place.

Wenzl termed a proposal to take pension improvements out of collective bargaining "simply another repudiation of the Taylor Law by the very legislative branch that created it." Earlier, he had called a Senate proposal to delay the State pay raise due this week a subversion of the Taylor Law.

(Continued on Page 14)

Don't Repeat This!

Degree of Budget Cuts Will Affect Future Of All Aides

THE shape of the State Budget remained shrouded in mystery when "Don't Repeat This" went to press, and the only thing definitely known at that time was that its shape is horrible. Among the remaining uncertainties is

(Continued on Page 2)

Several Thousand Mental Hygiene Aides Converge On Capitol To Rap Plans For Department Budget Cut

ALBANY—Plans for the largest protest demonstration against the State Legislature by State employees were being completed as The Leader was going to press.

Several thousand employees of the Department of Mental Hygiene, incensed over proposed legislative cutbacks in their department's expense budget, were expected to converge on the State Capitol Monday in a mass demonstration authorized by the Board of Directors of the 200,000-member Civil Service Employee Assn.

The demonstration, in which other State employees from the Albany area were expected to participate, was also overwhelmingly approved by more than 1,400 delegates meeting in convention on March 19.

According to the plans, busloads of employees from the State's 38 mental hospitals and schools for the retarded, were to arrive in the morning at the State Capitol. After hearing from CSEA president Theodore C. Wenzl and other officials of the organization at 1 p.m., the employees were to picket the Capitol to show their dissatisfaction with the proposed cutbacks.

Commenting on the strong employee sentiments behind the demonstration, Wenzl said: "Personnel shortages — and other problems related to patient care at these institutions—are deplorable. The employees we represent have been forced to work under the most horrible conditions. Reducing the Mental Hygiene budget in the areas of personnel and patient care would prove disastrous. I sincerely hope that the leaders of State government will give serious thought as to why our members felt strongly enough on this to come from all over the State.

The CSEA leader declared: "Rank-and-file employees will

(Continued on Page 8)



Irving Flaumenbaum, left, at mike, and Solomon Bendet, are seen as they were being interviewed by New York City news media representatives last week on their stance in the current crisis facing State employees.

Inside The Leader

CSEA Wins First Round On State Aide Suit

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Other Protest on Anti-Employee Moves

— See Page 3

New Pay Schedules

— See Page 9

Convention Photo Report

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DON'T REPEAT THIS!

(Continued from Page 1) whether Gov. Nelson A. Rockefeller and legislative leaders will consummate their flirtation with

disaster by reneging on the contractual obligation of the State, based on its agreement with the Civil Service Employees Assn., to

provide a salary increase for State employees.

Any failure on the part of the State to honor that commitment will precipitate a crisis of unmeasurable dimensions. Delegates of the Civil Service Employees Assn. at the Concord Hotel authorized unanimously a program of every job action that is legally possible in their fight to prevent a holdup in their pay increase. As Association president Theodore C. Wenzl said: "State employees are facing the worst crisis in civil service since depression days but, thank God, we have the strength and the will to overcome this adverse situation."

Would Affect All

While State employees are in the front lines of the battle to secure the sanctity of public employee contract obligations, breach of the obligation by the State will inevitably spill over into county, city and other local government units in the State. The inevitability of this consequence makes imperative unity of action and purpose by civil service employees at every level of government. No public employee can expect immunity from similar action, if the State successfully reneges on its agreement with the Civil Service Employees Assn.

What has emerged so far from the veil of secrecy that surrounds the midnight slashing of the budget makes it clear that the intent is to shift to other governmental units burdens of cost that traditionally have been borne by the State. Major cuts proposed include reductions in State appropriations for education and for aid to localities. The blunt fact is that every county, town, village and school board is no less pressed for money than the State. As it is in many communities, real estate taxes for the support of schools has in many districts approached the confiscatory level. Other areas of local government are similarly in the tight squeeze between rising costs and the erosion of revenue resources. To what extent these local governments will attempt to balance their budgets through lay-offs of civil service employees, increased work loads, denial of salary improvements, and other regressive, anti-civil service employee actions remains unknown. On the other hand, such actions will clearly be encouraged if the State denies to its employees reasonable increases won as a result of hard-collective bargaining negotiations.

Certainly, every member of the Legislature must bear in mind that he is on target next Election Day, should he take any action to frustrate the gains and the needs of civil service employees and their families.

FIREFIGHTERS FIGHT FIRES . . . NOT PEOPLE

The Transit Beat

By JOHN MAYE

President, Transit Police Patrolmen's Benevolent Assn.



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

No Man Is An Island

NO ISLAND on this earth can have an upheaval, conflict or disaster that does not in some manner affect every man in this world at some distant time or degree. This ancient truism has never been more evident than in this modern day of accelerated scientific advances, technological giant-strides and the actuality of inter-planetary travel.

TO A SMALLER degree, the fire that destroys our neighbor's home, the theft of a friend's car, the breaking up of a relative's marriage all have some affect on our lives.

THE WAVES of perverse destiny that constantly direct our decisions and actions are usually not realized until the

(Continued on Page 12)

Your Public Relations IQ

By LEO J. MARGOLIN



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

Toward A Curtailed Workweek

FOUR-DAY WORKWEEK for civil service?

WELL, IT IS happening now in scores of business firms throughout the country.

HUNTINGTON BEACH, Calif., is credited with being the first in the public sector to try the four-day week, which is practically a brand-new job plan in the private sector.

IN EL MONTE, CALIF., with a 44-man police force, the men work four 10-hour shifts per day.

THE SCHEDULE IS arranged to provide extra manpower during high crime periods at nights.

SAYS CHIEF Orval Davis: "We are able to field more men when we need them, usually without holding men over the end of their normal work shift."

THE FOUR-DAY WEEK, got its start in private industry, mostly among small, non-union companies.

BASICALLY, THE IDEA is to work four 10-hour days and then have three days off. In effect, it means packing five days' work into four.

MORE THAN 100 companies are trying the four-day, 10-hour per day workweek and

most are finding it successful. It seems to have won acceptance among a variety of businesses, including manufacturers, retailers, hospitals, banks, film processors.

IN CIVIL SERVICE thus far only some of the smaller police departments on the West Coast are trying it.

THERE IS AN important public relations angle in trying this unique work plan:

THE LARGER the company (Continued on Page 11)

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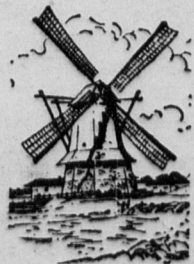
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Ecker Blasts Brydges' Pension Plan Proposal

(From Leader Correspondent)

SYRACUSE—Charles J. Ecker, president of the Civil Service Employees Assn.'s Central Conference, has blasted a proposal to take the issue of pension plans for public employees out of collective bargaining.

The proposal was made by State Senator Earl W. Brydges, Senate Republican Majority Leader. Brydges established a special committee to study the possibility of eliminating the pension issue from bargaining talks.

In a statement issued recently, Brydges also voiced concern about the "skyrocketing costs" of public employees' retirement plans. He suggested that such programs should be regulated by a State pension commission rather than being involved in collective bargaining.

Ecker said his Conference protests the Brydges proposal.

"The majority of public employees in New York State have contributed to their pension

plans for many years," Ecker said. "And they want to be able to negotiate any changes in these plans."

He pointed out that in private industry, pension plans are a "negotiated item" in contract bargaining talks, "even on those labor contracts under which employees do not contribute to these plans."

"When employees pay into a plan, as the public employees do in New York State, they have a stake in the plan. And they should be able to have a voice in any changes being considered by their employers—the State and other governmental units whose workers are members of the New York State Retirement System," Ecker said.



Among those attending the meeting were, front row, left to right: Bud Saunders, Susan Coutier, Samuel Grossfield, Carmen Farrugia and Margaret

Mishic; second row: Elaine Taylor, Mark Levinson, Leo Milhollen, Herman Ruderman, Frank Mishic and Ollie Longhine.

CIVIL SERVICE LEADER, Tuesday, March 30, 1971

Court Finds Discrimination Present In Trainee Exam

ALBANY—The Civil Service Employees Assn. has received a favorable decision from the State Supreme Court in a discrimination suit involving the State's professional careers exam.

CSEA, which represents two applicants for the examination, contended that the exam notice was for the trainee competitive examination for all titles in the State's professional careers series, said that preferential treatment in appointments was to be given to those "who have recognizable identification with Black or Spanish-speaking communities."

CSEA Attorney James D. Featherstonhaugh charged that the promise of preferential treatment for such applicants renders the test non-competitive within stipulation, Article V., Section VI, the meaning of the State Constitution, Article V., Section VI, and is arbitrary, capricious, uncreation and a denial of equal protection of the laws.

In his decision, Justice Russell G. Hunt of the Supreme Court, Albany County, maintained that "administrative action intended to confer favors upon a few and to exclude others equally qualified under our law is discriminatory, a denial of equality of privilege and opportunity, and of the equal protection of the laws. . . ."

Justice Hunt also said that the notice's "admonition that commitments will be made on the basis of a final interview . . ." leaves the matter of an appointment very much in the realm of subjective judgment embracing a nullification of the results of the written test and, hence, objectionable. . . ."

Justice Hunt denied the State's contention that the two petitioners lacked the standing to bring the suit and ordered the State to respond within 30 days.

Featherstonhaugh hailed the decision as a victory for the civil service merit system. "CSEA has fought innumerable times to uphold the merit system," he said. "We will continue to be a watchdog over this system,

and public employees can count on us to take to court any threats against it."

Wards Is. SH Aide Wins Reverse Of 30-Day Suspension

A 30-day suspension for Mrs. Mildred Gatty, employee of the Ward Island State Hospital, was recently overturned and reinstatement was brought about through the combined efforts of the Civil Service Employees Assn. chapter's grievance panel and its legal counsel.

Acting on a request from Mrs. Cleo Patra Ransom, who heads the employee's grievance unit, CSEA went into action. Mrs. Gatty was brought up on disciplinary charges under Section 75, but the initial hearing was postponed 15 days until she could obtain an attorney. CSEA assigned lawyer Stanley Mallman to the case.

The hearing officer conceded, during the proceedings, that he could find no evidence to bear out the charges. He asked for 10 days to review the transcript to ascertain the facts. As a result, the chapter received word that all charges were being dismissed.

Mrs. Ransom was assisted in handling the case by CSEA field representatives William Farrell and Joseph C. Sykes. Thelma Ramsay, assistant to chapter president Amos Royals, was also instrumental.

To Warren Bench

Governor Rockefeller has recommended the confirmation of John G. Dier of Lake George as Judge of the Family Court of Warren County.

Rochester Area CSEA Officials Vow Full Support To Any Action Taken To Protest Pay Raise Stall

(From Leader Correspondent)

ROCHESTER—Representatives of 7,500 State employees in the Rochester area have unanimously endorsed the Civil Service Employees Assn. in any action it takes to resolve the threat of a delay in the pay raise due April 1.

Presidents and delegates of nine CSEA chapters in Monroe and nearby counties met as a political action committee at the Carriage Stop Restaurant in nearby Henrietta.

Samuel Grossfield, president of the Rochester chapter and spokesman for the group, said the committee will follow up decisions on this and other issues "very shortly" in meetings with State legislators from the Rochester area.

"If legislators withhold the contracted pay raises, they are performing an illegal act, and they can expect employees to halt work, except for basic essential services, in all State facilities in protest over any such action," Grossfield said.

The political action committee also protested:

- Any reduction in staff and services as a result of Governor Rockefeller's proposed budget cuts.

- The threat to close Mt. Morris Hospital and the Albion Correction Institute.

- The transfer of Blue Shield from the Rochester Plan to the Albany Plan.

- The senior stenographer examinations given Nov. 7, 1970, and which resulted in more than 60 percent failures.

- The loss of a half-day's pay this Winter after State employees were sent home from work at noon during a snowstorm under the impression that the time would not be charged to annual leave.

Grossfield said that he and other CSEA chapter presidents already have received notices of sizeable numbers of layoffs of provisional and temporary employees who expected to become permanent employees when items or permanent positions became available.

These people are employed at State hospitals and other institutions in the area, he said.

Grossfield said a number of layoffs are expected soon at Mt.



Committee chairman Samuel Grossfield, center, left, discusses Mental Hygiene Dept. cutbacks with Dorothy Hall, president of the Rochester State Hospital chapter, center right, while Helen Vogel of the hospital and Herman Ruderman of the Rochester chapter look on.

Morris Hospital and Albion Correctional Institute in anticipation of the closing of those institutions.

Steps already have been taken to close the Albion facility. In addition, orders originally called for the closing of Mt. Morris Hospital this July, but those orders were extended for one year, he said.

Grossfield said the State Department of Civil Service arbitrarily transferred Blue Shield from the local plan to Albany's, but that State employees here are demanding it be restored to the Rochester plan.

He said failures in the senior stenographer examination Nov. 7 have been attributed to disruption of the examination by many types of outside activities at the schools where it was given and to faulty typewriters and dictation equipment.

"We asked the State Department of Civil Service to repeat the examination, but they have refused, so we are asking the courts for an injunction against appointments from the lists re-

sulting from these exams," Grossfield said.

Grossfield, who is chairman of the Statewide CSEA examinations committee, is asking the CSEA to undertake court action.

Attending the Wednesday meeting besides Grossfield were Herman Ruderman, Rochester chapter delegate; Bud Saunders, president, and Mark Levinson, delegate from the Rochester Department of Transportation chapter; Dorothy Hall, president, and Helen Vogel, secretary, of the Rochester State Hospital chapter; Carmen Farrugia, president of the State School at Industry chapter; Nadra Ellis, president, and Leo Milhollen, delegate, of the Craig Colony chapter; Ollie Longhine, president of the Mt. Morris Hospital chapter; Susan Coutier, president, and Elaine Taylor, delegate, of the State University of New York at Brockport chapter; Margaret Mishic, president of the Geneseo SUNY chapter, and Frank Mishic, delegate from the Letchworth Park chapter.

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Spark Search To Close Gap In Technical Job Openings

The twin goals of environmental conservation and the abatement of pollution are coming in for greater attention by both government and the public. To further these goals, accordingly, larger staffs must come into being, and the City Personnel Dept. has thus sounded the recruitment call for two dozen titles in the engineering and architecture fields.

For these technological posts, Thursdays have been set aside for filling. In most cases, only evaluation of training will be necessary. Engineers, for example, are required to have licenses in their specialized area.

Promotional and open-competitive openings exist with respect to these titles: air pollution control engineer; civil engineer; civil engineer/water supply; electrical engineer, and mechanical engineer.

Other titles involving technical orientation are: architect; assistant air pollution control en-

gineer; assistant civil engineer; assistant electrical engineer; assistant engineering technician; assistant landscape architect; assistant mechanical engineer; assistant plan examiner of buildings, and assistant planner.

Also in the competitive Thursday series: engineering technician; engineering technician trainee; junior air pollution control engineer; junior architect; junior civil engineer; junior electrical engineer; junior landscape architect; junior mechanical engineer, and junior planner. Completing the series are: radio operator and senior engineering technician.

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Renew LPN Hiring At B'klyn VA Hosp.

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on requirements is a letter to: Department of Personnel, 49 Thomas St., New York 10013. Enclose a self-addressed, stamped envelope to ensure a reply. Ask for the notice of examination, which includes items like current starting salary and promotional opportunity information.

must have completed a fulltime program of study in a State-approved school of practical nursing and have current licensure in any of the 50 states.

Recent graduates may be appointed subject to obtaining their license during the first year of duty. For further information, call 836-6600, extension 389.



CIVIL SERVICE LEADER, Tuesday, March 30, 1971

A HEALTHY CONCERN

What is the state of health of your health insurance policy?

When did you last look at your health insurance policy?

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STEBEN CITATION — The 10,000-member Grand Council of Steuben Associates, an organization of civil servants of German extraction, periodically gives public service awards to outstanding government officials. Frank Boltz, Jr., left, who heads the group, issues invitation to City Council president Sanford Garelik to attend the Steuben annual dinner-dance on April 25, where he will join Lt. Gov. Malcolm Wilson and Vice President Spiro Agnew in receiving an award. The affair will be held in New York's Commodore Hotel.

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TUESDAY, MARCH 30, 1971

A Blow For Merit

THE Civil Service Employees Assn. has won the first round in a court battle to preserve the very heart of the Merit System—appointment to civil service jobs through competitive examinations and no other basis.

Strangely enough, CSEA's opponent in the courts is the State Civil Service Dept., which wants to give preferential treatment in giving job appointments to applicants of particular ethnic backgrounds.

The Employees Association has been a leader in promoting the welfare of persons deprived of opportunity because of prejudice but it cannot, in turn, act prejudicial toward one group at the expense of the other.

Albany Supreme Court Justice Russell G. Hunt summed it up accurately when he wrote in his opinion that "administrative action intended to confer favors upon a few and to exclude others equally qualified under the law is discriminatory, a denial of equality of privilege and opportunity and of the equal protection of the laws. . . ."

And that is it, in a nutshell.

The Double Standard

AS THIS newspaper was going to press, thousand of employees in the State Mental Hygiene Dept.—with the backing of the Civil Service Employees Assn.—were preparing to descend on Albany to demonstrate around the Capitol Building to protest proposed, deep cuts in Mental Hygiene Dept. funds from the new State budget.

Elsewhere throughout the State, tens of thousands of other State workers were in an uproar over threats of job layoffs and a delay for a year of a negotiated pay increase due to take effect this week on April 1.

In the meantime, let us tell you the gist of a news dispatch that came to us in the middle of all this public employee upheaval. It says, in essence, that members of the State Legislature will probably not double their salaries this year but will probably "console themselves" by voting improved pension benefits, effective April 1.

It is this type of double standard that makes civil servants gasp with dismay and disbelief—and anybody else that has an ounce of logic and intelligence.

Greene Designated

Governor Rockefeller has recommended the reappointment of Douglas C. Greene, of New York City, as a Board of Visitors member at the Bronx State Hospital, for a term ending in 1977.

Appointments Made For Tramway Unit

Governor Rockefeller has designated for reappointment Edward J. Kegelmann of Brewster and Lyman Perry Williams of Turin as members of the

State Passenger Tramway Advisory Council, for terms ending in 1975.

Like Dynamite

One candidate was declared not eligible for Exam No. 0527. The test was for senior demolition inspector.

High Resistance

One applicant was found to be not eligible for Exam No. 0511. The test was for assistant electrical engineer.

CIVIL SERVICE TELEVISION

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31. This week's programs are listed below.

Tuesday, March 30

9:30 a.m. (color) — Around the Clock — NYC Police Dept. training series.

1:00 p.m. — American Govt. — "Road to the White House."

1:30 p.m. (color) — Around the Clock—"Physical Fitness & You." NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 2, "Comprehensive Care, Part I." Refresher course for nurse.

3:30 p.m.—Staten Island Today
7:00 p.m. (color)—Around the Clock—"Physical Fitness & You." NYC Police Dept. training series.

Wednesday, March 31

9:30 a.m. (color) — Around the Clock—"Physical Fitness & You." NYC Police Dept. training series.

1:00 p.m. — American Government—"Road to the White House."

1:30 p.m. (color)—Around the Clock — NYC Police Dept. training series.

2:30 p.m.—Police Commissioner Reports—NYC Police Dept.

3:00 p.m.—Return to Nursing—No. 3, "Comprehensive Care, Part II." Refresher course for nurses.

7:00 p.m. (color)—On the Job—NYC Fire Dept. training program.

Thursday, April 1

9:30 a.m. (color) — Around the Clock—"Physical Fitness & You." NYC Police Dept. training series.

1:30 p.m. (color) — Around the Clock—"Physical Fitness & You." NYC Police Dept. training series.

2:30 p.m.—Police Commissioner Reports—NYC Police Dept.

3:00 p.m.—Return to Nursing—No. 3, "Comprehensive Nursing Car, Part 1." Refresher course for nurses.

7:00 p.m. (color)—Around the Clock—"Physical Fitness & You." NYC Police Dept. training series.

Friday, April 2

9:30 a.m. (color) — Around the Clock—"Physical Fitness & You." NYC Police Dept. training series.

11:00 p.m. (color)—Frontline—NYC Social Services Dept. series.

1:30 p.m. (color)—Around the Clock—"Physical Fitness & You." NYC Police Dept. training series.

10 p.m.—Urban Challenge—Bronx Borough Pres. Robert Abrams is host.

Saturday, April 3

7:00 p.m.—On the Job—NYC Fire Dept. training series.

1:30 p.m. (color)—Staten Island Today.

Sunday, April 4

10:30 p.m. (color) — With Mayor Lindsay—Weekly interview with the Mayor and

Monday, April 5

9:30 a.m. (color) — Around the Clock — "Gambling Enforcement Review." NYC Police Dept. training series.

2:30 p.m.—Police Commissioner Reports—NYC Police Dept. series.

3:00 p.m.—Return to Nursing—No. 4, "Comprehensive Care, Part III." Refresher course for nurses.

7:00 p.m. (color)—On the Job—NYC Fire Dept. training series.

Civil Service Law & You

By RICHARD GABA



Mr. Gaba is a member of the New York State Bar and chairman of the Labor Law Committee of the Nassau County Bar Assn.

Ballot Box Marksmanship

THE PERB SETS UP elections and distributes notices of elections with instructions to voters. The notices emphasize that the elections are by "Secret Ballot." They further state, "Vote By Marking Only X In One Square. Any Other Mark Will Void Your Ballot. Mark Only X On Your Ballot, Inside One Square." The ballot itself contains the statement, "Mark An X On This Ballot, In One Square Only. This Is A Secret Ballot And Must Not Be Signed."

BOTH THE NATIONAL Labor Relations Board and the New York State Labor Relations Board place great emphasis on maintaining the secrecy of representation election. There is no doubt that a person who marks his ballot with something other than an "X" could be identified if that was his wish. That would be true no matter what mark was made on the ballot — so long as it is not an "X."

IN THE CASE of J. Brenner & Sons, 154 NLRB 656, the NLRB held that to allow an employee to identify himself on his ballot, "would remove any protection of employees from pressures, originating with either employers or unions, to prove the way in which their ballots had been cast, and thereby detract from the laboratory conditions which the Board strives to maintain in representation elections." It is the long-standing policy of the NLRB to invalidate any ballots which reveal the voter's identity. The NLRB then engages in a great deal of subjective ex post facto speculation in each case as to whether or not there has been an impairment of secrecy.

THE NEW YORK State Labor Relations Board does not take any such flights into fancy or delude itself on the question of intent of the voter or the maintaining of secrecy. Its position has consistently been that any mark other than an X in one of the boxes voids the ballot. The reasoning of the SLRB is sound and does not leave room for the kind of speculation the NLRB engages in.

THE SLRB HAS said, "It may be that the voter's intention was clear. Intention, however, is not the sole concern in an election by secret ballot. The secrecy of that ballot is, as a matter of public policy, of equal importance. The Board's insistence that a ballot, in order to be counted, be marked exactly in accordance with its instructions, is no 'mere formality.' When a voter places any type of mark on the ballot other than the one expressly directed, it makes his ballot different from the others and capable of identification. Whether this was by prior arrangement or not is immaterial because secrecy is no longer assured. (Matter of Allerton, 13 SLRB 664 at 665.)"

IN THE COLONIAL Sand & Stone case, the SLRB said: "Experience in conducting elections of this kind convinces the Board that to compel strict adherence to the requirement that an 'X' be marked on ballots eliminates ex post facto exercise of the Board's discretion, and is more likely to result in fair elections, free from suspicion or question." (5 SLRB 782 at 785.)

SUBJECTIVE DETERMINATIONS should be avoided; otherwise, the question of the integrity of PERB elections and the secrecy attendant thereto will never be laid to rest. One can imagine innumerable situations in which a subjective determination would have to be made as to the intention of the voter and the secrecy of his ballot. For example, a person could print across the face of the ballot, "CSEA"; or he could punch a hole in one square with his pencil, or draw a series of arrows converging on one square. No one can say for sure what the intention of the voter was, and certainly any such voter could be identified if that was his wish.

PERB WILL SOON have an opportunity to decide a case involving a ballot marked other than with an X. It will be interesting to see which rule they will follow, the State or the Federal.

Bills Before Legislature Affecting Civil Service

The Leader, this week, continues a listing of legislation affecting civil service employees which have been introduced into the State Legislature.

Bills which are both protection for, and adverse to, the civil service community are enumerated. A complete listing of the Senators and Assemblymen serving in Albany was published in recent editions. It will be repeated at intervals during the Legislative session in order that readers interested in specific pieces of legislation can contact their local legislators and the sponsors of the measures. The Senate bill listing is continued. However, in most cases, companion bills have been introduced in the State Assembly.

1698 LOMBARDI, HUGHES—Would require school district, beginning in 1972 and annually thereafter, to determine amount of contributions which it will make to retirement system for teachers, for purpose of State aid, which will be paid in addition to State aid otherwise payable, in amount as determined times aid ratio or 36 percent whichever is greater. Education Com.

1699 LOMBARDI, HUGHES—Would require school district, beginning in 1972 and annually thereafter, to determine amount of contributions which it will make to retirement system for teachers, for purpose of State aid, which be paid in addition to State aid otherwise payable in amount as determined times aid

ratio or 36 percent whichever is greater, and with amount apportioned therefor to be deducted in determining approved operating expenses, for State aid purposes. Education Com.

1710 HUDSON—Would credit to members of State Teachers' Retirement System, teaching service in private educational institution in New York subject to supervision by Regents. Education Com.

1716 HUDSON—Would extend definition of authorized emergency to include vehicles owned or leased by county or town while engaged in removal of snow and ice from State, county and town highways. Motor Vehicles Com.

1572 LEWIS—Would require State University trustees to establish student services corps at each college within State University system and at each community college within State, with head of placement office or similar college official to recruit and maintain such corps, and administer moneys available therefor to compensate them for services, for persons eligible for and in need of public assistance and care within district; makes other provisions for charge back to each social services district in State amount paid for persons for which district is responsible, and appropriates \$2,000,000. Finance Com.

1759 LEVY—Would require that each municipality operating and maintaining police training school for enforcement of State or municipal narcotic laws, submit to local government commissioner, quarterly estimates of anticipated expenditures for operation and maintenance of such school not less than 30 days before first day of April, July, October and January in such form and continuing such information as commissioner may require, with municipality to submit to commissioner at end of each quarter, verified accounting of financial operation of program together with claim for

reimbursement of one-half of such amounts; makes other relative provisions as to limitation of State aid. Finance Com.

1768 NILES—Would provide that Legislature may authorize creation of State debt for bonus to members of U.S. armed forces for service during Korean and Viet Nam hostilities, with maximum to be paid member for each service to be \$250; fixes at \$500,000,000, maximum aggregate amount of State debt authorized. Judiciary Com.

1772 NILES—Would repeal provisions providing that liens for public assistance and care on claims and suits for personal assistance and care on claims and suits for personal injuries shall not apply to claim or award allowed pursuant to workmen's compensation law or volunteer firemen's benefit law. Social Services Com.

1783 GARCIA—Would provide that school buildings may include day care center in each

building, subject to approval of State education commissioner. Education Com.

1797 W. SMITH—Would provide that upon receipt of petition signed by at least 15 percent of bargaining unit members of organization representing employees in unit engaged in labor dispute involving strike or lock-out existing for four or more weeks, State Mediation Board shall order and conduct referendum, by secret ballot, and if majority vote for acceptance, dispute shall be deemed terminated and with continuation unlawful, and if rejected, referendum shall be held every 30 days until resolved. Labor Com.

1855 KNORR—Would allow member of uniformed force of City police dept. who is member of police pension or retirement system maintained by such

(Continued on Page 10)

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX. — Shirley Jefferson, Plaintiff, against James Jefferson, Defendant. — Index No. 3585-71. — Plaintiff designates Bronx County as the place of trial. — ACTION FOR ABSOLUTE DIVORCE. — Summons. — Plaintiff resides at 1685 Bryant Avenue, County of Bronx.

To the above named Defendant: You are hereby summoned to answer the complaint in this action and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney within 20 days after the service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York); and in case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.

Dated, Bronx, New York, February 10, 1971.
HOWARD F. TRUSSEL,
Attorney for Plaintiff.
Office and Post Office Address: THE LEGAL AID SOCIETY, 1029 East 163rd Street, Bronx, New York 10459. (Walter S. Jennings, of Counsel.)

TO: JAMES JEFFERSON
The foregoing summons is served upon you by publication pursuant to an order of the Honorable Max Bloom, a Justice of the Supreme Court of the State of New York, dated the 9th day of March, 1971, and filed with the complaint and other papers, in the office of the Clerk of the County of the Bronx, at Bronx, New York, New York.

The object of this action is for a divorce, based on the ground of abandonment of the plaintiff by the defendant for a period of two or more years.

Dated: Bronx, New York, March 23, 1971.

HOWARD F. TRUSSEL,
Attorney for Plaintiff.
Office & P.O. Address: The Legal Aid Society, 1029 East 163rd Street, Bronx, New York 10459. (Walter S. Jennings, of Counsel.)

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX.

DOTTICE THOMAS, Plaintiff against VICTOR THOMAS, Defendant. — Index No. 5839/1970. Plaintiff designates Bronx County as the place of trial. The basis of the venue is residence of plaintiff.

SUMMONS WITH NOTICE. — Plaintiff resides at 754 Oakland Place, County of Bronx. — ACTION FOR A DIVORCE.

To the above named Defendant: YOU ARE HEREBY SUMMONED to serve a notice of appearance, on the Plaintiff's Attorney(s) within 20 days after the service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York); and in case of your failure to appear, judgment will be taken against you by default for the relief demanded in the notice set forth below upon the termination of conciliation proceedings or 120 days after filing of a Notice of Commencement of this action with the Conciliation Bureau, whichever is sooner.

Dated, New York, Oct. 28th, 1970.
JACOB BELLER,
Attorney(s) for Plaintiff
Office and Post Office Address
1451 E. Gun Hill Road,
Bronx, New York 10469
379-1233

NOTICE: The object of this action is to obtain a judgment of divorce dissolving the marriage between the parties on the grounds Abandonment of the plaintiff for more than two years.

TO: VICTOR THOMAS
The foregoing summons is served upon you by publication pursuant to an order of HON. MAX BLOOM, Justice of the Supreme Court of the State of New York, dated March 9th, 1971, and filed with the supporting papers in the office of the Clerk of Bronx County, at Bronx, New York.

Dated, New York, March 12th, 1971.
JACOB BELLER, Esq.
Attorney for Plaintiff
Office and Post Office Address
1451 E. Gun Hill Road,
Bronx, New York 10469
379-1233

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Civil Service Employees Assn. Mental Hygiene chapter officials from several institutions meet with State Assemblyman Willis Stephens, far right, to protest the proposed cutbacks in the Mental Hygiene Dept.'s budget which would affect department employees. Left to right are William McGowan, from West Seneca State School; Ronnie Smith, Willowbrook State School; James O. Barge, Bronx State Hospital; Mrs. Julia Duffy, Pilgrim State Hospital; Joseph Davis, Brooklyn State Hospital; Salvatore Butero, New York Psychiatric Institute; Robert Guild, CSEA collective bargaining specialist; Mrs. Mary Blair, CSEA assistant program specialist; Mrs. Ann Bessette (partially hidden), Harlem Valley State Hospital, and Stephens. Mrs. Bessette, Mrs. Duffy, Butero and McGowan are CSEA Board of Directors members from the Mental Hygiene Dept. The group then formulated plans for the March 29 demonstrations at the Capitol.

Demonstrations In Albany

(Continued from Page 1)

not become the victims of overspending on misplaced priorities. The State Administration created this problem; now it must find the blame to get out of it without making sacrificial lambs

of the State employees we represent and the helpless patients they serve in our mental hospitals."

Wenzl noted that the CSEA delegates on March 19 also had voted to take job action in the

form of withholding of services if the State violates the contract it has with its employees or if there is any loss of present benefits. "We stand ready to fight to preserve the rights of our members," he stated.

Pact Reached At Harlem Valley Hospital

WINGDALE — Harlem Valley State Hospital recently became one of the first Mental Hygiene Dept. institutions to sign a contract with a local chapter of the Civil Service Employees Assn.

The agreement, reached after several weeks of negotiations, went into effect on March 10. Basically, the finalized pact consists of 14 items that cover working conditions and procedures at the hospital, and other similar improvements.

Charles Thornton, R.N., chaired the CSEA chapter's negotiating team while Lloyd W. Hale, deputy director at Harlem Valley SH, coordinated the hospital team in the negotiating sessions.



MAKING IT OFFICIAL—Lawrence P. Roberts, director of Harlem Valley State Hospital, puts his signature on the contract recently reached between the institution and the Civil Service Employees Assn. Watching the fine print are Lloyd W. Hale, left, who headed the hospital negotiators, and Charles Thornton, chief bargainer for the CSEA team.

Delhi College Assn. Aides Pick CSEA

DELHI — Employees of the College Association of Delhi, Inc. (CADI) have elected the Civil Service Employees Assn. as their bargaining representative in contract negotiations with management.

CSEA collective bargaining specialist Paul T. Burch reported that out of 118 eligible employees, 66 voted "yes" for CSEA representation in a recent election.

A negotiating team is being formed now, said CSEA chapter president Ted Batiste, and the employee group plans to begin negotiations on salaries, retirement and working conditions in the near future.

The chapter is now awaiting approval of its constitution by the CSEA board of directors.

No Agreement On Pension Reopener

ALBANY — The Civil Service Employees Assn. New York State committee to study retirement age, formed last year under the CSEA-State contract, has completed its study of minimum retirement age.

CSEA leaders said last week that the Association members of the joint committee have filed separate reports since no agreement could be reached.

CSEA has requested a reopen-

ing of negotiations on the retirement age question, but that request was turned down by State director of employee relations Abe Lavine, CSEA sources said.

Association members of the committee are: Thomas Umina, chairman; Steve Crandell; Neil McLain; James Scandurra; Margaret Vesely, and Ernest K. Wagner.

CSEA leaders pledged that the Employees Assn. would give a top priority to reducing the retirement age in negotiations expected to begin next Fall.

Delegates Back Revenue Sharing; Support Veterans' Pension Credit Legislation

(From Leader Correspondent)

KIAMESHA LAKE — Four key resolutions on issues affecting the long-term welfare of public servants were adopted unanimously at the annual March Delegates Meeting here.

The resolutions, which were overshadowed by the immediate budgetary threats and resolutions authorizing demonstrations and potential job actions, are vital to the status of civil service as a career and for the welfare of members at the Civil Service Employees Assn.

The resolutions:

- Endorsed the concept of revenue sharing and called on President Nixon for action to help the states maintain services.

- Endorsed the concept of legislation establishing the agency shop, under which non-members of CSEA would pay their share for representation.

- Supported a pending bill to permit World War II vet-

erans who have not filed for retirement credits for their military time, another year in which to file. The legislation adopted last year expires March 31.

- Supported a pending bill that would permit World War II veterans to buy back retirement credits for service time at a contribution rate based on their salary at the time they first entered the Retirement System. This would save affected employees hundreds of dollars each. All four resolutions were offered by State first vice-president Irving Flaumenbaum and were adopted unanimously.

Here's Schedule For New Pay Checks, If —

ALBANY — State employee pay raises negotiated last year by the Civil Service Employees Assn. and scheduled to take effect this April 1 will first be reflected in pay checks of April 7 for administrative personnel and April 14 for institutional employees, a CSEA spokesman said last week.

According to the spokesman, under the official implementation procedure, State salary increases that are keyed to the beginning of the fiscal year, April 1, actually show up in the payroll of the bi-weekly pay period that begins closest to April 1.

For administrative employees, this will be the pay period of March 25-April 7, while for institutional personnel it is the period of April 1-April 14. The CSEA spokesman pointed out, however, that observance of this timetable hinges on legislative passage of the State budget in sufficient time for the necessary machinery to be set in motion.

CSEA also cautioned institutional employees not to look for their increases in paychecks they receive on the first or second of April. There is normally a one- to two-day lag following the end of a pay period before institution pay checks are actually distributed. Hence, even though institution workers may get their checks this week one or two days into the new fiscal year, these checks will cover only the period ending March 31 and will therefore not reflect any increase. The latter will first be felt in the institution payroll of April 14.

The upcoming pay hikes negotiated last year by CSEA as second-year benefits in a precedent-setting two-year State worker contract are for most people in the form of either a six percent or \$25 annual raise, whichever is greater.

Certain newer employees will be affected by a new minimum annual salary, also part of the CSEA-negotiated package. Under this benefit, as of April 1 all employees who have worked at least 26 pay periods (approximately one year) and who are

"in full pay status" will receive a yearly salary of at least \$6,000. Employees hired more recently will qualify for the benefit upon attaining the necessary service prior to April 1, 1972.

(An article in next week's Civil Service Leader will describe in greater detail the various effects of this year's new State employee benefits negotiated by the CSEA.)

Harpur FSA Chap. Approved; Vote Scheduled

(From Leader Correspondent)

BINGHAMTON — Officials of the Faculty-Student Assn. chapter, Civil Service Employees Assn., at Harpur College, have been advised by CSEA Headquarters in Albany that approval for the chapter's charter has been granted by the Executive Board.

The chapter was formed in the course of efforts to secure sole bargaining rights for employees in the food service program at the State University at Binghamton (Harpur College) campus FSA.

An election, meanwhile, to determine whether the CSEA will win the right to act as exclusive bargaining agent for the FSA employees is scheduled for the near future.

Wickham Picked

Governor Rockefeller has reappointed Don J. Wickham, State Commissioner of Agriculture and Markets, as a trustee of the State University for a term ending in 1979.

Women's Lib No Big Deal To CSEA Gals

CIVIL SERVICE EMPLOYEES ASSN., Tuesday, March 30, 1971

"WOMEN'S LIB" may be hot stuff to a lot of women these days but it's never been any big deal to the gals of the Civil Service Employees Assn., many of whom have been in the front ranks of CSEA leadership in one or more roles since the organization's founding.

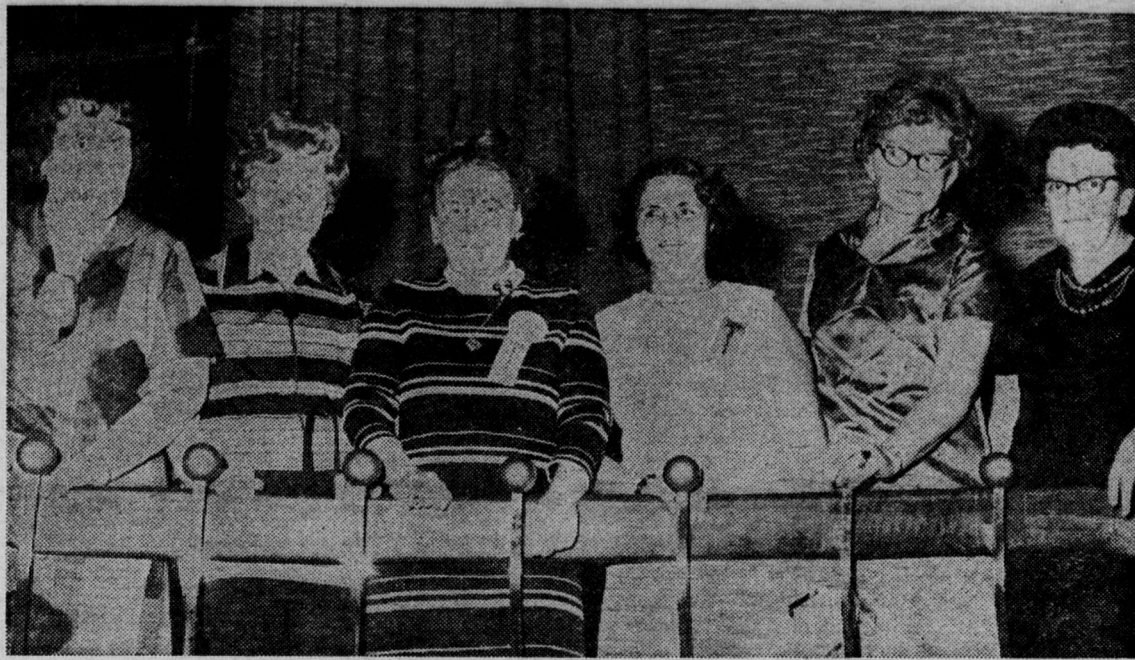
As a matter of fact, the goal of being the first woman president of the Employees Association has long been unobtainable. That honor was taken by Beulah Bailey Thull back in 1934 when she was elected for the first of two terms as CSEA's top officer.

Since then, one CSEA gal who has turned in a triple threat performance on leadership is Hazel Abrams, an employee of the State Education Dept. She has, in turn, served as president of the Capital District Conference, CSEA Statewide secretary and, at present, as third vice-president of the Employees Association. In addition, she is one of the very active movers of a program for retired CSEA members.

On the conference level, women have long exercised the reins of leadership. As a matter of fact, there were eight past presidents of conferences from the distaff side at the recent CSEA Delegates Meeting at the Concord Hotel and the only one we failed to capture in our picture was Mrs. Florence Drew, who served as a leader of the Central Conference. Other past presidents on hand were Mrs. Nellie Davis, Southern; Mrs. Clara Boone, Central; Grace Hillery, Celeste Rosenkranz and Mrs. Pauline Fitchpatrick, Western, and Deloras Fussell, Capital.

A State department that has long had strong feminine leaders in the forefront is Mental Hygiene. Two of the four current department representatives on the CSEA Board of Directors are Mrs. Julia Duffy, Pilgrim State Hospital, and Mrs. Ann Besette, Hudson River State Hospital, both of whom are equally active in the affairs of their conferences.

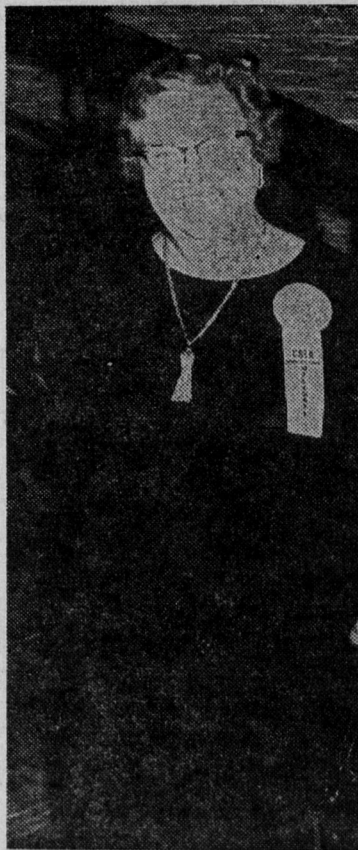
For many years, there were more women chapter presidents than men in the County chapters of the Employees Association and one of them, Mrs. Margieann Kinney of Cattaraugus, has served in such varied capacities as chapter president, chapter delegate to the Board, delegate to CSEA conventions, publicity director, social committee



Some past conference presidents seen here are, from left, Mrs. Nellie Davis, Southern; Mrs. Clara Boone, Central; Grace Hillery, Western; Deloras Fussell, Capital; Celeste Rosenkranz and Mrs. Pauline Fitchpatrick, Western.

chairman and what have you!

The list of top CSEA gals is, of course, a long one and we apologize to all those other ladies who rightly de-



Triple-threat Hazel Abrams has served as president of the Capital Conference, Statewide secretary and currently is Statewide third vice-president.

serve a mention here, but whom we could not include. At any rate, to everyone's benefit, the gals of CSEA have always had their place in the sun.

We quote this poem from a leading women's magazine to sum it up:

*Women's Lib
From Adam's Rib
Is Just Impossible
According to the Gospel
So Vive La Difference!*



Two gals who do their homework to put across the goals of the Mental Hygiene Dept. employees are Mrs. Ann Besette, left, and Mrs. Julia Duffy, who serve as departmental representatives to the CSEA Board of Directors.

County Session Tapes Available

ALBANY—A tape recording of the panel discussion held Tuesday, March 16, for County Division chapter delegates at the Civil Service Employees Assn.'s Delegates Meeting in Klamesha Lake, is available for loan to any CSEA County Division representatives who wish to make use of the tape.

Joseph J. Dolan Jr., CSEA director of local government affairs, said that the recording, which includes the entire panel discussion on the topic of "The Separation of Services — New

Delivery System," is now available from his office at CSEA Headquarters, 33 Elk St., Albany.

Hempstead School Aides Choose CSEA

HEMPSTEAD — The Nassau County chapter of the Civil Service Employees Assn. has won representation rights for most non-professional personnel employed by the Union Free School District No. 23 of the Town of Hempstead.

The certification election was held on Feb. 18. Affected are maintenance, grounds, kitchen, and bus employees.



'Margieann from Olean' as she is known, has served her county chapter in every capacity from president to social committee chairman.

Capital District Area Chapters Participate In 1-Day Workshop

SARATOGA SPRINGS — More than 60 members of the Civil Service Employees Assn. from the Capital District area attended a workshop session sponsored by the Capital District Conference here recently. Representatives of county chapters and school district units convened on March 13 at the Holiday Inn for an all-day workshop session, which ended with a dinner hosted by the Saratoga County chapter and its president, Edward Wilcox.

Subjects discussed at the workshop included "The Negotiating Process," led by E. Norbert Zahm, CSEA director of education; "Handling of Grievances," by James Scripa, CSEA field representative, and "Responsibilities of Chapters and Units," by CSEA regional field supervisor John D. Corcoran Jr.

Ernest Wagner, president of the Capital District Conference, termed the workshop "a great success and a tremendous help to our chapters and units."

Ramapo 2 School Aides Select CSEA

RAMAPO — The Rockland County chapter of the Civil Service Employees Assn. has been certified to represent the employees of the Ramapo Central School District No. 2.

CSEA won certification in an election held on Feb. 11. Represented in the unit will be all maintenance and special services employees, both seniors and helpers.

Bills Before Legislature

(Continued from Page 7)

City and who has completed service as member of such system for at least 30 years, pension or retirement allowance equal to annual compensation earnable on date of retirement. **Cities Com.**

1856 KNORR—Would allow member of City police pension fund, after 35 years of service as policeman, retirement allowance consisting of annuity which is actuarial equivalent of accumulated deductions, and pension to make retirement allowance equal to annual earnable compensation on date of retirement. **NY City Com.**

1857 KNORR—Would require that, whenever employee organization has been recognized to represent members of police force of City pursuant to public employees' fair employment act, tours of duty shall be included in terms of employment subject to collective negotiations between employee organization and public employer. **Civil Service Com.**

1861 BERNSTEIN — Would authorize New York City, on or before June 1, 1971, to enter into agreement with Metropolitan Transportation Authority for

transfer by Authority to City of transit facilities operated by Authority in City and any other materials, supplies and property incidental to operation thereof, with agreement to give City control of such facilities on or before June 15, 1971, and with no provision therein to limit power granted City to manage, control or direct maintenance and operation of transit facilities or fares or services thereof. **NY City Com.**

1862 BERNSTEIN—Would include hostilities participated in by U.S. military forces from June 26, 1950, to Jan. 1, 1955, instead of July 27, 1953, as service by veterans for purposes of additional credit allowed in competitive civil service examinations. **Civil Service Com.**

1863 BERNSTEIN—Would require that one copy of record kept by gunsmiths and dealers of firearms, be retained in record book with original to be forwarded within 72 hours to division of State Police, and in New York City and Nassau Co., to appropriate division or unit of police dept. designated, and to except Nassau Co. from provision that form of record book shall be approved by State Police Supt. **Codes Com.**

1867 BERNSTEIN — Would provide that no person shall be hired as member of teaching faculty at State University unless he has completed orientation course in marijuana, narcotics and other illegal drugs embodying nature and properties thereof, recognition and recognition of use thereof, psychological, physical and emotional effects, causes and effects of addiction and other prescribed matters; makes other provisions as to completion of course by

present members and waiver of course under certain conditions. **Education Com.**

1868 BERNSTEIN—Would provide that no person shall be hired as member of teaching faculty at City University unless he has completed orientation course in marijuana, narcotics and other illegal drugs embodying nature and properties thereof, recognition and recognition of use thereof, psychological, physical and emotional effects, causes and effect of addiction and other prescribed matters; makes other provisions as to completion of course by present members and waiver of course under certain conditions. **Education Com.**

1870 BERNSTEIN — Would provide that no pupil shall be required to attend school on Saturday, nor shall teacher be required to teach on such day, except as provided in terms of teachers' employment, nor shall any subject required for graduation be taught on Saturday only. **Education Com.**

1838 BERNSTEIN — Would strike out provision that veteran must have been resident of State at time of entrance into U.S. armed forces for preference on civil service examinations. **Judiciary Com.**

1889 BERNSTEIN — Would

require that all inspectors of election shall hereafter be appointed in accordance with civil service law and rules. **Judiciary Com.**

1798 W. SMITH—Would provide that no labor organization may function as certified or designated exclusive representatives of employees under State Labor Relations Act, unless charter, by-laws or other rules governing operation provide that there shall be no discrimination against employee or applicant for employment on account of union membership or absence thereof, or because of race, creed, origin, and with all votes taken among membership as to strike or offer by employer, to be by secret ballot. **Labor Com.**

1804 FERRARO—Would provide that amount borrowed by member of City Employees' Retirement System who has been member continuously for at least three years, must be repaid before age 70, instead of 65,

in case of those members who may retire at age 70. **NY City Com.**

1808 THALER—Would allow member of City Employees' Retirement System, at any time after six months prior to attainment of eligibility for retirement by reason of reaching minimum retirement age or under provisions SB3-35.0 relating to separation from service without fault or delinquency, to file application electing options in which retirement allowances may be taken, and requesting benefits be payable in manner described herein pursuant to application hereunder for presumed retirement; makes provisions as to presumption of retirement. **NY City Com.**

1808 THALER—Would allow member of City Employees' Retirement System, at any time after six months prior to attainment of eligibility for retirement by reason of reaching

(Continued on Page 15)

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Rocky Selects Seven To Elmira Ctr. Bd.

Governor Rockefeller has announced the nominations of seven persons to the Board of Visitors to the State's new Elmira Psychiatric Center. Construction of new physical facilities for the Center is now under way.

The seven named by the Governor are: Cove C. Hoover of Elmira; Carl Lackey of Cuba; Mrs. John V. Moore of Elmira; Harry Charles Shepard, Jr. of Horseheads; Mrs. H. William Weaver of Painted Post; Dr. Harvey G. West, Watkins Glen, and Nicholas Yunis, Elmira.

Pair Designated For Oswego Unit

Leyden E. Brown of Oswego has been named as chairman of the Council of the State University of New York at Oswego. The Governor also announced the appointment of Mrs. H. Douglas Barclay of Pulaski as a member of the Council of the State University at Oswego, for a term ending July 1, 1977. The appointment requires Senate confirmation.

Members of the State University Councils serve without salary.

P.R. Column

(Continued from Page 2)

the more prior planning is required. And employees must be involved in this planning. They must feel it is their program or it is not likely to work.

THIS IS THE WARNING from the author of just about the only study on the subject, Mrs. Riva Poor. Her book, "4 Days, 40 hours," is published by Bursk & Poor Publishing Co., Cambridge, Mass.

HOW THE FOUR-DAY work-week can be applied to civil service will depend on the ingenuity of civil service organizations and government personnel planners.

THE BIG PROBLEMS will be that in many areas the government operates on a 24-hour, 365-day-a-week, 365-day-a-year basis.

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Under Stock Titles

No Requirement Formula For Pharmacy Aide Jobs

Full-scale efforts to find pharmacy aide candidates continue, reports the State Civil Service Dept. in noting the title's inclusion under its stock title series which lacks formal requirements entirely.

This title is concerned with preparing solutions and checking drugs under the jurisdiction of a public health agency. Storage of necessary supplies may also be one of your typical chores. Together with stores clerk and mechanical stores clerk, the

pharmacy job embarks at \$4,712. Other posts within this series are mail and supply clerk, at \$4,265, and clothing clerk at \$4,486. Mail clerks generally run the operation of the mailroom while a clothing clerk is charged with inspecting and distributing

The Transit Beat

(Continued from Page 2)

problems reach proportions that demand concerted public action, be it to stem the tide of a major disaster or to eliminate a threat to the safety and welfare of our society.

SUCH IS THE nature of the controversy that is currently reaching a peak of concern by both the public and our lawmakers. For years the problem of drug addiction, and particularly the widespread and increasing use of marijuana, was one that was recognized, but inasmuch as it was confined to use by the lower class and the underprivileged, there was no public uproar. The problem really began to gain attention when our middle class and the more affluent came face to face with this scourge among their own children and in their own living rooms.

UP UNTIL this time, and certainly to this day, the police officers of this nation were among the only ones that were starkly aware of the enormity and the dangers of marijuana addiction. It is only recently that the medical profession has undertaken broad studies of the dangers of marijuana.

ALTHOUGH THE marijuana debate has so far produced little common ground, there are points on which most authorities agree. Among them is that the use of the drug produces psychosis, is a stepping stone to harder drugs and to user becomes a psychological dependency. Medically, the long-term effects are not known, but suffice it to state that some members of the medical profession brand marijuana "a dangerous drug and as such a public health concern," reaffirming that pending further study, marijuana "must be considered a risk to mental and physical health of users."

ALL THIS CAME to mind when I received a letter from the president of the Chicago Confederation of Police, Daniel Green. His concern was the proposal by two legislators to legalize the use of marijuana in Illinois. In his opinion, such action "can be more devastating to the United States than all of our wars and all of the Communist plots that you might imagine."

HERE IN OUR own New York State, some of our elected representatives have the same idea — legalize pot — reduce the penalties — join the turned-on generation. Easy — a look-the-other-way attitude — and the crime statistics lessen. This, before all the medical testimony is gathered, and the experience of police completely disregarded.

IN ALBANY, the controversy will probably be one of the key issues in the Legislature. Recommendations have been proposed to reduce from a misdemeanor to a violation the possession of less than one quarter of an ounce of marijuana. State Senate John R. Dunne, chairman of the Committee on Crime and Correction, has sought the expert opinions of police officers throughout the State and concluded that the "epidemic of drug abuse which is eroding the fabric of this great country" must be combatted by condemning this drug. Otherwise, he states, "the result will be a dramatic increase in its use."

TO BE HONEST about it, all police officers in this nation are well aware of the radical elements in our society who are engaged in a campaign of vilification and disrespect for the police officer. Some of this unfortunately has rubbed off on some otherwise law-abiding and respectable citizens. Perhaps in their misguided thinking, it is the "in" thing to do. Much of the youth has been contaminated.

IN A CRISIS, however, the majority of our citizens look to the police for the protection and help that is needed to curb lawlessness and danger. In the case of marijuana, the police officer knows first-hand of the devastating effects, the crime that it breeds and the potential horror that would result in its legalization to the young of our nation.

ANY ACTION in this direction, be it in Illinois, Washington or Albany would be a black day in our country.

clothing items often in an institutional setting.

Those appointed to stores clerk jobs unload, store and issue materials, while those hired as mechanical clerks receive and issue tools as well as machine parts. In all cases, candidates must be medically and physically able to perform required duties.

Appointment is made after successfully passing a fairly easy written test, which covers arithmetic, checking and counting names and numbers, and reading tables. Testing takes place periodically since recruitment is continuous. Some 38 exam centers have been established Statewide for this purpose, ranging alphabetically from Albany to White Plains.

A mark of 75 is required to pass the exam, but no review of questions or appeal of ratings will be allowed since you may retake this test at a later date. The eligible list stays alive for at least one year. Further information and forms for applying are on hand at the State Dept. of Civil Service in Albany or at one of the many local units of the State Employment Service. One application form is ample to be considered for some or all of the individual stockroom titles.

Ask Occupational Therapy Prospects For City Agencies

Accelerating the hunt for occupational therapists, the City Personnel Dept. reminds prospects that these Health Dept. jobs now pay \$8,600-10,700, with continuous filing still in effect. Application forms are accepted weekdays, 9 a.m. to 1 p.m., in Room M-1, 55 Thomas St., Manhattan.

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Veterans benefits are generally exempt from taxation and need not be reported as income on income tax returns, the Veterans Administration has stated. The VA said the only reportable item is interest earned on GI insurance dividends left on deposit or credit with the VA. This is considered earned income and not a veterans' benefit. GI insurance dividends themselves are not taxable. VA said, nor are proceeds from GI insurance policies.

Other major tax exempt benefits are compensation and pension, GI Bill and other educational assistance, subsistence payments to vocational rehabilitation trainees, and grants for homes or autos to severely disabled veterans.

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Names Grace Norcross To Gowanda SH Bd.

Mrs. Grace E. Norcross has been confirmed by the State Senate as a member of the Board of Visitors of Gowanda State Hospital. It was erroneously reported in an earlier edition that the appoint was that of Charles Norcross, the late husband of Mrs. Norcross. She is a resident of Angola, N.Y.

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LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX.

ANN MALIZIA, Plaintiff against MICHAEL MALIZIA, Defendant. Plaintiff designates Bronx County as the place of trial. The basis of the venue is plaintiff's residence. SUMMONS WITH NOTICE. Plaintiff resides at 2312 Hughes Avenue, County of Bronx.

ACTION FOR A DIVORCE. To the above named Defendant: YOU ARE HEREBY SUMMONED to serve a notice of appearance on the Plaintiff's Attorney(s) within 20 days after the service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York); and in case of your failure to appear, judgment will be taken against you by default for the relief demanded in the notice set forth below upon the termination of conciliation proceedings or 120 days after filing of a Notice of Commencement of this action with the Conciliation Bureau, whichever is sooner.

Dated, N.Y. January 10, 1971. OTTO F. FUSCO Attorney(s) for Plaintiff Office and Post Office Address 196 East 161st Street Bronx 51, New York

NOTICE: The object of this action is to obtain a judgment of divorce dissolving the marriage between the parties on the grounds of abandonment of the plaintiff by the defendant.

TO: MICHAEL MALIZIA: The foregoing summons is served upon you by publication pursuant to an order of the Hon. Max Bloom, a Justice of the Supreme Court of the State of New York, signed on March 2, 1971 and filed with other papers in the office of the Clerk of the County of Bronx at the Courthouse, 851 Grand Concourse, Bronx, N.Y.

The object of this action is for a divorce. The Attorney for the plaintiff is Otto F. Fusco, Esq.

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Where to Apply For Public Jobs

The following directions tell where to apply for public jobs and how to reach destinations in New York City on the transit system.

NEW YORK CITY—The Application Section of the New York City Department of Personnel is located at 49 Thomas St., New York, N.Y. 10013. It is three blocks north of City Hall, one block west of Broadway.

Applications: Filing Period — Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 8:30 a.m. to 5:30 p.m., and Saturday from 9 a.m. to 12 noon.

Application blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013. Telephone 566-8700.

Mailed requests for application blanks must include a stamped, self-addressed business-size envelope and must be received by the Personnel Department at least five days before the closing date for the filing of applications.

Completed application forms which are filed by mail must be sent to the Personnel Department and must be postmarked no later than the last day of filing or as stated otherwise in the examination announcement.

The Application Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the BMT's QT, RR local's stop is City Hall. Both lines have exits near Chamber Street, a short walk from the Personnel Department.

STATE — Department of Civil Service has regional offices: 1350 Ave. of Americas, N.Y. 10019, phone 765-3811; The State Office Campus, Albany 12226; Suite 750, 1 West Genesee St., Buffalo 14202; State Office Bldg., Syracuse 13202; 500 Midtown Tower, Rochester 14604 (Wednesdays only). Not open Saturdays.

After 5 p.m., telephone: (212) 765-3811, give the job title in which you are interested, plus your name and address.

Candidates may obtain applications only in person at the offices of the New York State Employment Service.

FEDERAL—New York Region, U.S. Civil Service Commission, Federal Plaza at Duane and Lafayette Sts., New York, N.Y. 10007. Take the IRT Lexington Ave. Line to Worth St. and walk two blocks north, or any other train to Chambers St. or City Hall stop.

Monday through Friday hours are 8:30 a.m. to 6 p.m., and offices stay open Saturdays, 9 a.m. to 1 p.m. The telephone is (212) 264-0422.

Applications are also obtainable at main post offices except the New York, N.Y., Post Office. Boards of examiners at the particular installations offering the tests also may be applied to for further information and application forms. No return envelopes are required with mailed requests for application forms.

The Job Market

By BARRY LEE COYNE

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

There are many openings in the commercial field for Secretaries and Stenographers. Good skills are required and applicants must have a minimum of six months experience. There are very good opportunities and some jobs require own correspondence. For Secretaries, the pay range is \$120 to \$140 a week and for Stenographers \$110 to \$130 a week. Also needed are Clerk Typists able to type 35 to 40 words per minute accurately. These jobs are in many fields and locations and pay \$100 to \$125 a week.

Also needed are Bookkeeping Machine Operators with some knowledge of bookkeeping and typing. Knowledge of NCR or Burroughs Sensimatic machine or other models acceptable. Garment experience is helpful but not necessary. Accounting Clerks with knowledge of keyoffs, typing and adding machine can fill vacancies paying from \$115 to \$150 a week. Also Monitor Board Operators experienced on No. 507 board and with a knowledge of typing are wanted for jobs paying \$100 to \$110 a week. There are also openings for Plug Board Operators with experience and typing ability at \$100 and \$125 a week. Apply at the Office Personnel Placement Center, 575 Lexington Avenue, Manhattan.

Brooklyn employers need Auto Body Fender Repairers who own their own tools to do metal work on auto bodies at \$120 to \$150 a week. In addition Auto Mechanics are wanted for major and minor repairs on autos and trucks. No transmission experience required. Applicants must have their own tools and a driver's license. The job openings are in service stations, garages and dealerships. The pay range is \$110 to \$150 a week.

Service stations are in need of Attendants to pump gas, sell oil, fix flats, and do minor repairs. Must have a driver's license and be able to read, write and speak English. The pay is \$1.85 an hour plus depending on experience. Most jobs call for a six-day-day week. Apply at the Brooklyn Office, 250 Schermerhorn St., Brooklyn.

There are openings in the Apparel Industries Office, in Manhattan. Sewing Machine Operators to work on single or multi-needle type apparel machines. Any experience on garments, leather goods or shoes acceptable. The pay range is from \$70 to \$150 a week. Piece

work and some week work. Also needed are Sample Stitchers to work with designers or pattern makers in the production of the original garment. Any experience acceptable. The pay rate is \$75 to 140 a week.

There is a demand for Sewing Machine Operators to work with special equipment sewing buttons and buttonholes. May be required to use a slipstitch machine to set lining in ties. The pay range for a 35-hour week is from \$64.75 to \$85. Mostly week work, some piece work. Merrow Machine Operators with factory experience on power machines used in making polo shirts or sweaters and other knitted garments can fill jobs paying from \$80 to \$91 a week. Apply at the Manhattan Apparel Industries Office, 238 West 35th St., Manhattan.

There are many job opportunities in the health field. For example, Registered Nurses are in great demand for both the evening and night shift. The annual wage is \$8,400 to \$9,900 plus a differential from \$1,500 to \$2,200 for night shift.

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CSEA Planning Seminars For Collective Bargainers

ALBANY—The Civil Service Employees Assn. will conduct two-day seminars on collective negotiations for CSEA members in each conference area this Spring, president Theodore C. Wenzl has announced.

Wenzl said the seminars, being planned and coordinated now by CSEA education director E. Norbert Zahm, will cover problems of collective negotiations and will teach CSEA members how to bargain with public employers.

The seminars will be directed and staffed by Ronald Donovan, professor of labor relations at the New York State School of Industrial and Labor Relations, Cornell University, and other staff members from that school.

The tentative schedule for the seminars in each CSEA conference area is:

- Capital District Conference, April 15 and 16;
- Central Conference, April 22 and 23;
- Western Conference, April 29 and 30;
- Southern Conference, May 6 and 7;
- Long Island Conference, May 13 and 14;
- Metropolitan Conference, May 20 and 21.

Subjects to be covered will include the responsibilities of the negotiating team, objectives of collective bargaining, composition of the negotiating team, scope of negotiations, improper practices, preparations for negotiations, developing proposals, negotiating techniques, and others.

On the second day of each seminar, a mock negotiation session featuring actual collective bargaining between teams of seminar participants is planned, followed by critique and a discussion of impasse procedures.

Zahm said: "CSEA plans to train our members so that they can negotiate against the toughest employer they are likely to meet. This is a pilot program, and if it is successful, we expect to broaden the seminars and branch out from here."

CSEA members who are interested in attending the negotiating seminars should contact their chapter presidents. Chapter and conference presidents will receive detailed information on the seminars as soon as plans are finalized, Zahm said.

Saranac Lake School Aides Gain 15% Two-Year Increase

SARANAC LAKE—Employees in the Saranac Lake Central School District No. 1 will be receiving a total of 15 percent in wage hikes over the next two years as a result of a contract agreement recently negotiated by the Saranac Lake Central School's Civil Service Employees Assn. unit.

The two-year package, which also includes broadened vacation and sick leave benefits, will provide a minimum 10 percent salary boost for 1970-71, followed by an additional five percent the following year. A five percent shift differential has longevity steps of \$300 will be won for custodians, and offered after 11, 16 and 21 years.

Vacation time will be granted on the basis of two weeks after one year, three weeks after one year, three weeks after five years, and four weeks after 12 years of employment.

On sick leave, the new contract provides for 22 days after the first year, 15 days each year thereafter, cumulative to 150 days. Employees with only 10 months service will be entitled to 20 days for the first year.

Personal leave provisions allow three days for 12-month employees, with two days deductible from sick leave; 10-month

employees will be entitled to two days off and three days deductible from sick leave.

The CSEA-School District pact also features inclusion of Plan B of the Blue Cross/Blue Shield Health Insurance Program and a retirement plan calling for 1/60th after 25 years service, with the school board paying full cost for each eligible employee.

Other benefits obtained permit that "Association employees will be given reasonable time off with pay to attend CSEA conferences, workshops and conventions." This covers two employees at one time at not more than four times in one year, with the approval of the superintendent.

Wisely Chosen

Governor Rockefeller has re-named William H. Wisely of Scarsdale as a member of the State Public Health Council.

CSEA Leadership Blasts Anti-Employee Actions

(Continued from Page 1)

Commenting on the attitude expressed in the Legislature that public employees have better retirement benefits than workers in the private sector, Wenzl declared that "these benefits were arrived at through legal and binding negotiations with the State administration with the subsequent approval of the State Legislature. Our retirement demands were patterned after the liberal legislative pension plan which provides half pay after 20 years to members of the State Legislature and their employees.

"It is inconceivable that legislators, who are also public employees, would set the pace in granting themselves liberalized retirement benefits and then criticize other public employee pension plans which are far less liberal. State legislators cannot divorce themselves from assuming the ultimate responsibility for retirement benefits which they themselves inspired and approved."

Hits Blaming Employees

Wenzl also took exception to statements that "it is the cost of the improvements in wages and retirement benefits of our State employees, local government employees and teachers which have been responsible for much of the increase in our budgetary needs at the State and local levels."

Wenzl contended that "the cost of welfare, education, building and highway construction and myriad ivory tower programs of the State administration were chiefly responsible for the monstrous budgets that have burgeoned under the present administration.

"The improvements negotiated for public employees were and are essential in order to keep many public employees off the welfare rolls. These benefits could hardly be classified as unnecessary, much less extravagant," he concluded.

Downstate Reaction

At a press conference in New York City, Flaumenbaum and Bendet, who is also president of the New York City chapter, viewed the Legislature study as a possible smoke screen that could delay negotiations later this year with the State to improve Retirement System benefits for State workers.

Quoting from a news dispatch, Bendet declared "It says here that our legislators in Albany have decided there is little hope of doubling their salaries this year—but that they may console each other by improving their pension benefits before the end of the session.

"It is this kind of double-standard mentality about pensions that so upsets the rank-and-file employee," Bendet said. "All we did was ask for the same deal that Senators and Assemblymen voted for themselves and the next thing you know everybody else's pension has to be studied."

Speaking rhetorically, Bendet then asked the news media representatives "if the State can violate a signed wage increase negotiated under the Taylor Law and take such an important issue as pensions away from the bar-

gaining table, just what's left of the Taylor Law?"

Attacks Lay-Offs

Bendet also decried talk about laying off employees. "Let them lay off that mausoleum known as the Albany Mall and that fire trap called the World Trade Center before taking away the bread and butter of working men who contribute so much to the well-being of our society," he said.

Flaumenbaum then noted that one thing still left in the Taylor Law is an understanding that public employees could be provoked to such an extent they would go on strike. "I think it's terrible to scare workers about whether or not they are going to get a pay raise due to them. If this wage contract is broken then the members of the Legislature have no one but themselves to blame for causing State employees to walk off their jobs by the thousands—which would mean a severe crippling of essential State services.

Flaumenbaum appeared particularly disturbed about cuts in the Mental Hygiene Dept. budget and expressed concern that "patient care will deteriorate and worker morale will evaporate."

"We have wonderful, dedicated people working in our institutions who are already doing double duty on the job because of staff shortages. Just how much can we expect from them?" he asked.

Flaumenbaum also blamed Dr. Alan D. Miller, Commissioner of Mental Hygiene, for a good share of the low morale among institution workers. "Our members have told us time and time again that they have no confidence in this man," he said, "and I strongly urge the Governor to put the axe to this commissioner instead of the Mental Hygiene budget."

As reported elsewhere in this edition, CSEA Mental Hygiene members staged a huge protest in front of the Capital Building this week to protest deep cuts in their department's budget.

Audit & Control Dept. Ends News Blackout, CSEA Official Says

ALBANY—Violations of the news blackout on negotiations in behalf of employees of the State Dept. of Audit and Control have been charged against the department by the Civil Service Employees Assn., representing the employees.

CSEA collective bargaining specialist Thomas J. Linden said last week that the department had failed to live up to its agreement with CSEA barring publicity on any items under discussion in the talks until a final settlement is reached.

Under fire is a memorandum issued by the Department that Audit and Control workers stipulates a basic workweek for a benefit which, according to CSEA, the department insisted during the talks that it did not have the power to grant.

Health Chapter Sets Bus Trip

ALBANY — The James E. Christian Memorial chapter of the Health Dept., Civil Service Employees Assn., will sponsor a two-day bus trip to New York City April 3 and 4.

Chapter social coordinator Henry Kohler said buses carrying chapter members will leave the parking lot at 84 Holland Avenue, Albany, at 7:30 Saturday, April 3, and will return both on Saturday evening and Sunday evening for the convenience of those who wish to stay just one day.

The group will stay at the Hotel Paramount, 46th St. and Eighth Ave. in Manhattan. Singles, doubles, triples or quadruples are available. Complete costs and information can be obtained by contacting Kohler, in care of the chapter, 84 Holland Ave., Albany, N.Y. 12208; telephone (518) 474-5060.

"This is just one more in a series of provocations," Linden said. "First, CSEA fought tooth and nail to negotiate a workweek for the employees. The Department consistently told us that it did not have the power to set a workweek. Now they have set one, without consulting CSEA. Instead, they issued this memo. This is clearly a violation of trust."

"We consider this move by the Department to be unfair to the employees involved. The Department did have the right to set a workweek, as evidenced by its recent announcement. Their telling us repeatedly in negotiations that they did not have this power is indefensible at this point."

Linden said the employees were also angered over a section of the same memo, which announced that employees' vacation credits and personal leave credits could now be taken in 15-minute units. "This was an item agreed upon during our talks," he stated. "The news blackout while the talks are still going on forbids disclosure of items tentatively agreed upon. The Department released this information before it became final and, what's more, did not even indicate that the item was negotiated by CSEA."

No formal action will be taken by CSEA against the Department, Linden said. "But CSEA and the employees of Audit and Control are very disappointed in the attitude and the actions of Department officials." Negotiations are continuing.

Bill Affecting Civil Service

(Continued from Page 10)

minimum retirement age or under provisions SB3-35.0 relating to separation from service without fault or delinquency, to file application electing options in which retirement allowances may be taken, and requesting benefits be payable in manner described herein pursuant to application hereunder for presumed retirement; makes provisions as to presumption of retirement. NY City Com.

1812 MARCHI—Would require that in New York City when appointment or assignment to administrative or supervisory position in school district, whether permanent or temporary, is made and such position requires exercise of supervisory or administrative responsibilities over licensed and appointed personnel, any person who has served by appointment under supervisory license of rank or classification equal to or higher than highest classification to be supervised shall be eligible. NY City Com.

1832 GARCIA—Would allow candidate upon completion of civil service examination in New York City, to retain examination question papers pertaining thereto. NY City Com.

1834 GARCIA—Would require that all employees of State wearing uniform whenever on duty, shall be furnished such uniform and equipment which State shall maintain, but not as part of compensation nor subject to deduction for retirement contribution, and with State to furnish replacements in case of fair wear and tear. Civil Service Com.

1851 CALANDRA—Would provide that amount borrowed from police pension fund by members, shall be repaid before age 63, instead of 56, and to make member otherwise eligible hereunder, not receiving compensation at time of loan application, eligible to borrow from such fund. NY City Com.

1852 CALANDRA—Would provide that loans to members of City police pension fund shall be insured in their entirety, instead of in amounts not exceeding \$300 each. NY City Com.

1853 CALANDRA—Would strike out provision providing that no retired person re-employed in public service shall be permitted to become member of retirement system or pension plan administered by State or political subdivision. Civil Service Com.

1854 KNORR—Would fix basis for computing pension or retirement allowance of member of pension or retirement system of paid police force or dept. of City who is entitled to receive pension or allowance on account of service therein or on account of disability, except members of State Policemen's and Firemen's Retirement System; provides for recomputing pension or allowance of member retired before increase, upon certain increase in cost of living index, and if such index decreases, pension or allowance shall again be recomputed to reflect decrease. Cities Com.

1898 BRYDGES, HUGHES—Would provide that Governor shall be chief criminal law enforcement officer of State and exercise such powers through criminal justice dept. to be es-

tablished for such purpose, with dept. head to be appointed by Governor with advice and consent of Senate and serve at pleasure of Governor, and with dept. to have power to assist, coordinate and supervise district attorneys, sheriffs, probation, correction and rehabilitation officers, police and other law enforcement officers, and have such other powers and duties as provided by law. Judiciary Com.

1902 CAEMMERER—Would allow members of State Teachers' Retirement System, credit for out-of-State service, including public school teaching service, elementary and secondary school teaching service under Federal Govt. jurisdiction, service in peace corps as teachers and military service for which member had received credit as teacher in any public retirement system, subject to contribution of four percent of salary for years claimed, and subject to certain other conditions. Education Com.

1918 LAVERNE—Would define practice of nursing as diagnosis and treating human responses to actual or potential health problems through such services as casefinding, health teaching, health counseling, and provision of care supportive to or restorative of life and well-being, with similar definition for practice of nursing as practical nurse, except that it shall refer to such tasks and responsibilities as are delegated by profession of nursing. Education Com.

1919 LAVERNE—Would strike out provision that Board of Regents shall not be required to appoint candidates for State boards for health professions as nominated by each State professional association or society, and to require that Board of Regents shall appoint candidates from among those so nominated. Education Com.

1920 LAVERNE—Would strike out provision that any licenses, authorized to practice medicine and certain other health professions, undertaking practice for first time or resuming practice after lapse of registration, may commence practice upon mailing to education dept., proper application and fee, but with practice to continue for not more than 90 days without actual possession of registration, and to provide that in case of health professions, applicant for biennial registration shall be required to present evidence of having participated in continuing education approved by respective professional society. Education Com.

1926 BLOOM—Would allow member of City Police Pension Fund who was member of State Employees' Retirement System, to withdraw contributions to State fund and receive credit in Police Pension Fund for such prior creditable service, subject to contributions and to minimum service period of 20 or 25 years, as elected for retirement; makes similar provisions as to annuity savings fund benefits. NY City Com.

1927 BLOOM—Would extend provisions for payment of accidental death benefits for certain members of City Police Dept. pension fund, to include provisions where death ensues or results, either before or after retirement, as result of injuries received, with pension granted

to be 1/2 of annual earnable compensation of employee, instead of 1/2 of final compensation and with such pension to be not less than 1/2 full salary payable to member of highest grade of rank or designation of member on date of death of employee, instead of not less than 1/2 of full salary payable to 1st grade patrolman. NY City Com.

1928 BLOOM—Would provide for retirement of member of City Police Dept. at age 63 before having performed duty for at least 35 years, with annual pension during lifetime, based on proportion of full salary at retirement date and number of completed years, in proportion to 35 years. NY City Com.

1929 BLOOM—Would allow member of City Police Dept. Pension Fund, for each additional year of service or fraction thereof in police force beyond required minimum, pension of 1/20th of annual earnable compensation on date of retirement, instead of 1/60th of average annual earnings from date of eligibility for retirement to actual retirement date, in addition to pension providing increased take-home pay as presently prescribed. NY City Com.

1930 BLOOM—Would allow member of City Police Pension fund, Art. 2, who has received credit for prior City service as member of any New York City Retirement System in such fund credit for prior City service in Police Dept. to determine length of service for retirement purposes and also for pension purposes. NY City Com.

1931 BLOOM—Would strike out provisions prohibiting members of New York City Police Dept. Pension Fund from being eligible for retirement for service until he has served in police force for minimum of 20 or 25 years, or until he has reached age 55, according to minimum period of age of retirement elected by such member before certification of his rate of contribution. NY City Com.

1932 BLOOM—Would provide that accidental death benefits to dependents of deceased members of City Police Dept. Pension Fund, shall consist of pension of full, instead of 1/2 of final compensation of employee, which shall be not less than full, instead of 1/2 salary payable to 1st grade patrolman, to continue during period employee would, except for his death, have been required to serve as member of police force as prerequisite for retirement elected, and thereafter be reduced to 3/4th of final compensation of maximum salary. NY City Com.

1933 BLOOM—Would fix new provisions relating to safeguards on disability retirement of members of City Police Pension Fund, and to provide that disability beneficiary reinstated to active services shall become member of such fund from date of restoration to service, with allowance to be suspended and contribution to be made as if he were on leave without pay; makes other relative provisions. NY City Com.

1934 BLOOM—Would allow

member of City Police Pension Fund entitled to receive pension or retirement allowance on account of service therein or on account of disability, on retirement from service, pension or retirement allowance computed under terms as they exist on date of retirement, subject to recomputing on basis of cost of living index, and to increase or decrease according to index. NY City Com.

1935 BLOOM—Would provide that member of City Police Pension Fund, Art. 2, who has received credit for prior City service as member of any New York City Retirement System, or Education Board Retirement System, in such fund, shall have credit for prior City service, in Police Dept. for determining amount of pension and/or retirement allowance; strikes out provisions making member of police pension fund ineligible for retirement for service until he has served minimum period or has reached age 55. NY City Com.

1936 BLOOM—Would provide that member of City Police Pension Fund Art. 2, who has received credit for prior City service as member of any New York City Retirement System, or Education Board Retirement System, in such fund, shall have credit for prior City service, as service in City Police Dept. to determine length of service for retirement purposes; strikes out provisions making member of police pension fund ineligible for retirement for service until he has served certain minimum period or has reached age 55. NY City Com.

1937 BLOOM—Would change provisions relating to residence requirements for municipal policemen, by excepting from such requirements for filing of vacancies, person who is member of police force of political subdivision or municipal corporation consisting of 200 or more full-time members, or who is member of force consisting of less than 200 full time members and while member of latter, resides in county in which political subdivision or municipal corporation is located or in contiguous county, or if residents meet certain other alternate specifications. Judiciary Com.

1940 LAVERNE—Would provide that if payment to members of police dept. in relation to negotiated agreement between agent, officer or board of City and representative of police dept. for moneys due for salary increases or other benefits, is not made within 60 days of date of notice of acceptance, interest at rate of six percent shall accrue to such member from such date, and in case of overtime or recall time, such money shall be paid within 60 days of date it accrued or interest at six percent thereafter. Cities Com.

1941 LAVERNE—Would require New York City to assume liability for negligent act or tort of duly appointed policemen while acting in performance of duty and within scope of employment, including immediate and actual performance of public duty imposed by law and performed for benefits of all citizens of community, with no special benefits to City, during period he is excused from official duty. Cities Com.

1942 LAVERNE—Would prohibit action or special proceeding against policemen employed by New York City for personal injury for damage to real or personal property by reason of

negligence or tort while acting in performance of duties and within scope of employment, unless notice of claim is made and served upon him and that at least 30 days have elapsed since service, and adjustment or payment have been neglected or refused, with action to be commenced within one year and 90 days after happening of event. Cities Com.

1957 B. SMITH—Would provide that licensing officer for firearms in Suffolk Co. shall be County Police Commissioner, instead of County Judge. Codes Com.

1970 STAFFORD—Would allow member of State Policemen's and Firemen's Retirement System credit for service as driver of firefighting equipment of organized fire dept. of municipality or fire district or other participating employer. Civil Service Com.

1971 STAFFORD—Would allow person who was or thereafter becomes, member of State Retirement System on Jan. 1, 1970, credit for all service because of service with Federal Govt. as paid official, clerk or employee, and to all rights granted hereunder, if he contributes to system, amount he would have been required to contribute if service was rendered to State while member. Civil Service Com.

1972 STAFFORD—Would repeal provisions making power of retired person to be re-employed in public service without diminution or suspension of retirement allowance subject to certain maximum annual compensation or condition that position in which employed is not position in service of former employee. Civil Service Com.

1973 STAFFORD—Would provide that disability beneficiary resulting from line of duty injury to policeman or fireman, shall not be subject to restrictions as to gainful occupational payments where outside activity is not related to law enforcement, police protection or firemanic activities. Civil Service Com.

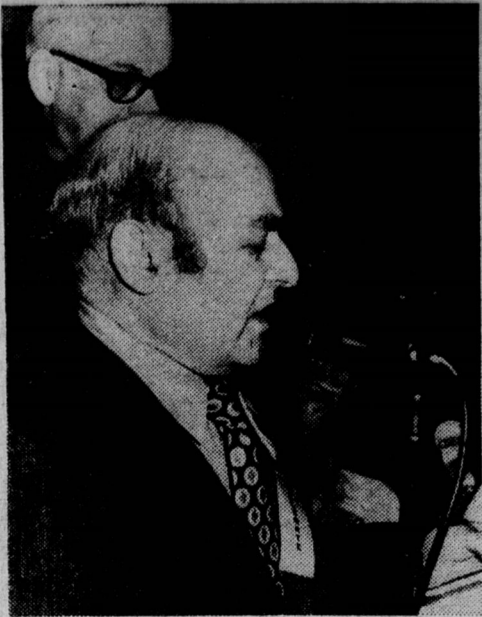
1988 LANGLEY—Would provide that in determining rights, credits and benefits of person transferring to State Employees' Retirement System and entitled thereto because he has accepted position in State service, he shall also be deemed to have been in employment of, or on leave of absence from employment of State and to have been member of said system during periods when he was in employment of other participating or nonparticipating employer or was member of other retirement system, with such other system to be one from which person is either transferring directly or has transferred by way of one or more other systems, and such employment of other employer must have made it possible for transferee to participate in such other retirement system; makes other relative provisions. Civil Service Com.

1991 LENTOL—Would require municipal boards and mayor of New York City to provide minimum of 90 days' severance pay for firemen retiring because of disability, or in case of death, to designated beneficiary or estate, without affecting greater benefits. Cities Com.

1992 LENTOL—Would require that firemen in cities, towns, villages and fire districts, shall be paid minimum salary of \$8,000 per year, effective Jan. 1, 1972, without reducing any salary thereof. Labor Com.

They're Grounded

Among applicants for supervising house groundsman, 33 reportedly failed the competitive written exam.



Jack Sokolinsky accuses State of "creating" crises.



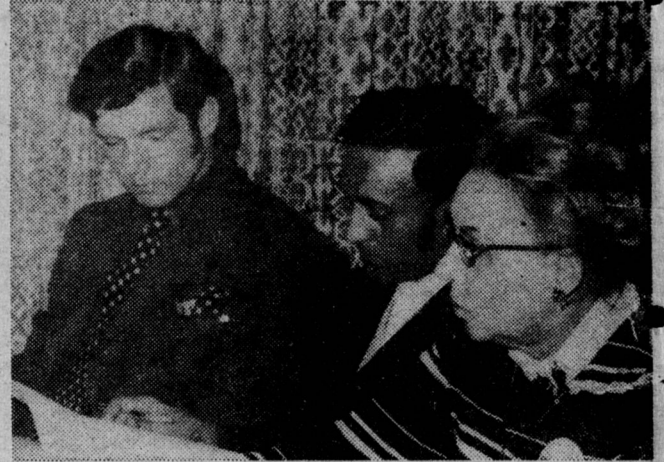
Pictured here is a general view of the more than 1,400 CSEA delegates and members who attended the delegates' session held at the Concord Hotel. The Convention was held from April 16 through 19.



Mrs. Julia Duffy, Long Island Mental Hygiene Board of Directors representative, at microphone, calls for a vast turnout of demonstrators in Albany to protest Mental Hygiene budget cuts. Fellow MH representative, Mrs. Ann Bessette, is at right.



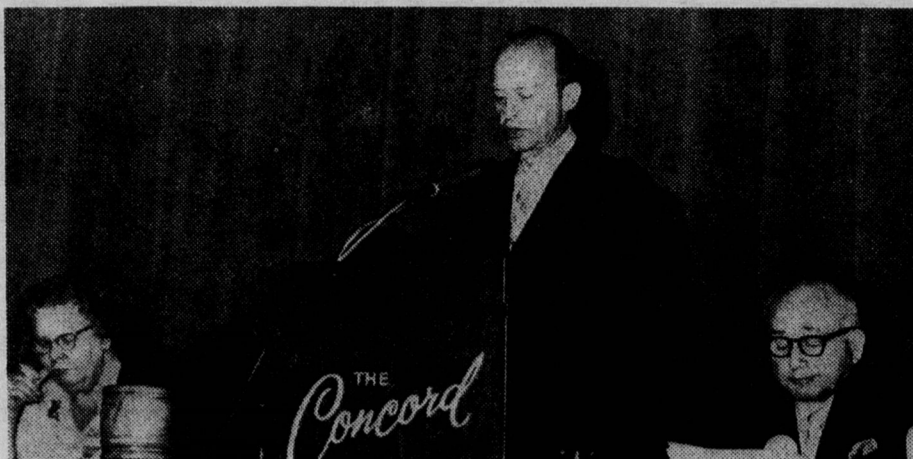
Listening with deep concern to CSEA president Theodore C. Wenzl's remarks that State employees face one of the most critical periods since the 1930s are, among those identifiable, Nicholas Puziferri, left, Southern Conference president, and Mrs. Julia Duffy, Pilgrim State Hospital, first row; Samuel Emmett, left, New York City chapter; Celeste Rosenkranz, Buffalo chapter, and Randolph V. Jacobs, Metro Conference president, second row; Richard Cleary, Department of Transportation delegate; Edgar Troidle, Agriculture and Markets chapter, and Harold Ryan, Audit and Control representative.



Grace Hillery makes point during Labor departmental meeting. Miss Hillery is a member of the Board of Directors from the Labor Dept. and a former president of the Western Conference. To her immediate left is Thomas Luposello, field services supervisor for the Metropolitan and the Southern Conferences, and next to him, in checked tie, is Ed Scherker, a CSEA field representative.



Max Benko, of the Albany Tax Dept. chapter, is seen in his familiar role of quoting from the by-laws of the Employees Association to clear up a procedural matter.



Describing the fiscal needs of the future for CSEA is its treasurer, Jack Gallagher, at microphone, while Hazel Abrams, left, Association third vice-president, and Solomon Bendet, second vice-president, study report on which the call for a dues increase was based.



A proposal that an extra day of meeting time be added to delegate conventions is made by Agnes Miller of Suffolk Psychiatric Hospital chapter.



Paul Cooney, at microphone, and Richard Cleary as seen at a meeting of Department of Transportation delegates, report the details of the success story on the drive to restore overtime and correct shift work problems that plagued snow removal workers this past Winter.



Jack Conoby, right, describes negotiations for the Tax Dept. while Bernard Schmahl, department representative, and Jack Dougherty, left, Albany Tax Dept. chapter president, give their attention.



Randolph V. Jacobs, president of the Metropolitan Conference, argues in behalf of a minimal increase in the dues of the Civil Service Employees Assn. His proposal for a 25-cent, bi-weekly increase was adopted by the delegates.