

CSEA CLEANS UP ON THRUWAY VOTE

Meeting Sought On Attica, Correction Officer Needs

ALBANY — The 200,000-member Civil Service Employees Assn. has called for an immediate meeting with Governor Rockefeller and Russell G. Oswald, commissioner of correctional services, over the Attica Prison tragedy and to discuss CSEA recommendations aimed at avoiding a recurrence.

CSEA president Theodore C. Wenzl, whose union represents civilian employees and certain uniformed supervisory personnel in the State's correction institutions (more than 2,000 correction officers are also members of CSEA), said "The State administration must act now to ease the tension permeating our institutions as an outgrowth of the Attica uprising. Reforms must be instituted immediately. The transfer of the troublemakers from Attica to other prisons will only serve to increase the tension.

"As a first step," said Wenzl, "there must be a drastic increase in the ratio of correction officers to inmates, regardless of budget limitations. We have just experienced what has been described as the 'worse prison riot in the history of the country,' and we certainly cannot afford another one. The Correctional Services Department has indicated that it is beefing up its correction officer force at some institutions, but mostly through transfers, at the expense of other correction facilities. The freeze on filling vacancies must be lifted immediately and new jobs also must be created. Contingency funds are available and they must be used.

Cannot Wait
"The people of New York State and the employees we represent

*Don't
Repeat This!*

(On July 6, this column carried an appeal by Jerry Finkelstein, publisher of The Leader, calling for the establishment of a Federal program with the scope of the "Manhattan Project," which created America's atomic development program, to wipe out drug addiction in the United States. In that column, Mr. Finkelstein took note of the close involvement of civil servants in fighting the drug problem and described the major role they would play in erasing massive addiction. A column on the same subject—drug addiction—by Mr. Finkelstein appeared in the "Op Ed" page of the New York Times in its Sept. 11 edition. That column is reprinted here in its entirety.—The Editor.)

A "Manhattan Project"

Nixon Has Unique Chance To Conquer Drug Addiction

AN astronaut, back from the moon, displays symptoms of an unknown disease. The disease spreads, killing many and permanently disabling most of those who con-

(Continued on Page 2)

resent cannot wait for the findings and recommendations of a high level investigation. The State must act now because we are still in a state of emergency.

"The morale of the employees in our penal institutions is at a low ebb. We've received word from throughout the State that the Attica riot has prompted many of the employees to retire earlier than they had contemplated. The situation is extremely unhealthy and must be corrected. Present employees must be retained, qualified individuals who gave serious thought to a career in the correctional services field must be given new incentives; intensive training programs must be initiated.

Six Proposals

"To this end, CSEA will propose to the Governor that the following changes be implemented:

(1) Immediate recruitment of additional personnel and on-the-job-training for these employees, followed by an intensive training program when tensions ease;

(2) A scholarship program to afford present employees the opportunity for study in the fields of rehabilitation and psychology;

(3) Increased salary and fringe benefits to retain present employees and attract qualified personnel required to carry out rehabilitative programs;

(4) A true seniority policy and effective impartial grievance machinery which would lend to the improvement of morale;

(5) A career system whereby employees would be appointed and promoted through the competitive Civil Service Merit System, and

(6) Hazardous duty pay,
(Continued on Page 3)

Combined Union Effort Fails To Take Its Toll

ALBANY—The Civil Service Employees Assn. last week retained its status as bargaining agent for 2,100 Thruway employees, delivering a crushing defeat to the United Thruway Union (UTU) in a representation election conducted by the State Public Employment Relations Board.

"The UTU, a coalition of Local 237 of the Teamsters and Council 50 of the American Federation of State, County and Municipal Employees, AFL-CIO, ran separately against CSEA in the first election several years ago and were soundly defeated," said Theodore C. Wenzl, CSEA president. "By joining together and pooling their resources, the two unions thought they could beat us, but learned the hard way. The UTU launched a smear campaign against CSEA more than a year ago in preparation for this election, but Thruway employees could not be fooled.

The vote count was 918 for CSEA, 620 for the UTU. Wenzl said the 620 votes the loser received was nearly 500 votes less than the combined vote the two unions received in the first election.

Wenzl praised the loyalty and support of Thruway employees and pledged CSEA's full support in the future.

Vito Dandreano, Authorities chairman on CSEA's Board of Directors and president of the Albany Division chapter, had high praise for those members of CSEA from Buffalo to New York and staff members who gave their all during the campaign.

"The first assignment of our new mobile office was the Thruway campaign and it proved to be extremely effective," said Wenzl.

During the election campaign, the mobile unit roamed over hundreds of miles of Thruway, visiting members at work locations and carrying the CSEA story to them on the spot.

"What this all means," said Wenzl, "is that CSEA provides the kind of genuine unionism public employees want. Ours is a union of members, not a bank and powerhouse for elected officials."

The Employees Association leader said the decisiveness of the CSEA victory was evidence that CSEA ranks as the Number One public employee union in the country.

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Out Of Gas

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C.S.E. & R.A.

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Taxes & gratuities 10.00

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DON'T REPEAT THIS!

(Continued from Page 1)
tract it. What comes next?

Any science fiction fan knows that the President declares a national emergency and appoints a czar with plenary powers to meet the threat.

Men, money and materials would be co-opted.

Red tape would dissolve.

All who could conceivably contribute to solving the problem would do so, willy-nilly.

The Manhattan Project, the New Deal and the space program would be dwarfed by comparison. And the finest minds, backed by the resources and power of our country, would solve the problems. The threat would be overcome.

That is fantasy. But is reality better? We have our own mutating Andromeda Strain in the opiates, barbiturates, amphetamines and hallucinogens. Cocaine has re-emerged and laboratories are inventing synthetics and derivatives faster than they can be outlawed. Instead of infection we have addiction.

Our present Andromeda Strain did not come from the moon or outer space. It comes from the poppy fields of Turkey via the laboratories of Marseilles, the hemp fields of Mexico, the chemical laboratories of great universities and from dozens of other sources. It is spread by human rats and lice rather than more primitive vectors. It does not kill quickly and cleanly nor disable neatly and tidily. It also degrades.

It is unnecessary to dwell on the scope of the drug crisis. Anyone who needs to be convinced that there is a drug epidemic must be a newly trained translator in Peking.

What do we actually have to meet the drug crisis? Piecemeal programs and minuscule financing. Temporizing statements and dangerous panaceas.

The lack of basic research is frightening. We know more about moon rocks than marijuana. Is it dangerous or not? Should we legalize it or class it with the hard drugs? Ironically, the only answer given as to why mari-

juana and other hallucinogens should not be legalized comes not from science but from history. Only two societies tolerated the widespread use of hallucinogens: the Arab, which then managed to turn the most fertile part of its world into a desert; and peyote-chewing tribes, whose noblest hour came as their hearts were ripped out as human sacrifices to foreign gods.

As to hard drugs, a current palliative is methadone, which, like heroin, is a derivative of opium. Even as a palliative, this is inadequate; and we must heed the nagging memory that the original use for heroin, as the authority Hindsmith notes, was "as a non-habit-forming substitute for opium or morphine or as a cure for drug addiction."

What is urgently needed is a strongly financed, well-coordinated mobilization of the nation's resources to develop a comprehensive program to put an end to this national disaster and disgrace.

The United States has attacked many difficult problems and found solutions through massive injections of money and talent. Drug abuse should be approached in the same manner.

Why haven't the obvious steps been taken?

Cost should be no consideration. The Manhattan Project produced the atomic bomb—and radioactive isotopes are a mainstay of modern medicine.

The space program put men on the moon—and whole industries produce undreamt of products (including advanced prosthetics) as a result.

Can one conceive of the potential by-products of the war on addiction? Wholly apart from the heartbreak tragedies prevented, the crime and corruption uprooted, and the malaise of fear eliminated, we can predict priceless discoveries in biochemistry, psychology and many other fields.

Who would oppose any remotely reasonable steps taken?

Industrialists with billions lost annually from lowered produc-

tivity, absenteeism and theft?

Unions with their members fearful for their children?

Farmers with the infection now spreading to the most remote communities?

Churches?

Blacks?

Judges and lawyers?

Physicians?

Shopkeepers?

Liberals?

Conservatives?

Only organized crime would oppose a war on addiction.

How old are your daughters and granddaughters? I have two granddaughters and hope for more. I would revere any man who could wipe out addiction—and so would you.

Polio crippled, but it did not debase. Cancer kills, but it does not degrade.

We honored Drs. Salk and Sab-in for conquering polio. A greater mantle awaits the conqueror of cancer.

Why has no one made a name for himself as Mr. Anti-Addiction? Is it because the job of making any serious impact is too great for anyone but the President of the United States?

The President has a unique opportunity. Already, with the freeze, he has established that he has the capacity for taking drastic action, together with the ability to accept ideas from others regardless of party. I pray that he will use his great powers against the common enemy of mankind and start to vanquish drug addiction now. We can't wait.

Jerry Finkelstein is chairman of the New York City Democratic Party, and publisher of The New York Law Journal.

Foreman Electrician

EPA Eligibles Can Climb To \$14,538

Eligibles for the post of first assistant marine engineer, diesels, it was disclosed, must currently be marine officers under the banner of the Environmental Protection Administration.

The post offers \$14,538 on appointment, subject to passing a written test set for Nov. 20. An essay type of format will be utilized, with areas to include supervisory techniques and operating techniques, especially those relating to diesel propulsion apparatus. Data is available through Bulletin No. 1261.

Appointees can anticipate handling tasks like supervising the maintenance and repair of propulsion equipment, auxiliaries, steering engines, pumps and fuel tanks. Seniority will weigh 15 and the test, 85 percent. A qualifying oral test will follow for those who do well on the written portion.

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CIVIL SERVICE LEADER
America's Leading Weekly
For Public Employees
Published Each Tuesday
669 Atlantic Street
Stamford, Conn.

Business and Editorial Offices:
11 Warren St., N.Y., N.Y. 10007
Entered as Second-class matter and second-class postage paid, October 3, 1939, at the post office at Stamford, Conn., under the Act of March 3, 1879. Member of Audit Bureau of Circulations.
Subscription Price \$7.00 Per Year
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Widows and Orphans Fund Started In Attica

ATTICA — A fund for the widows and orphans of the hostages slain in the Attica Prison uprising has been established by the Security New York State Corp. and the Citizens Bank of Attica.

CSEA president Theodore C. Wenzl announced that the Statewide CSEA will contribute \$1,000 to the Attica Family Memorial Fund, and called on all chapters, units and individual members to open up their hearts and give generously to ease the suffering and to make life a little bit easier for the families of the victims.

Wenzl said CSEA has decided to support this fund rather than duplicate a well-organized effort.

Contributions, which are tax deductible, can be sent to:

Attica Family Memorial Fund
c/o Chester H. Watson, President
Citizens Bank
Attica, New York 14011

A committee of Attica citizens will determine uses for which the funds will be channeled, including interim living expenses for the families and education of the children.

Wenzl has sent a letter to all CSEA chapter presidents, calling on them to support the fund and to ask their members to open their hearts by helping the families of their fellow employees who gave their lives in service to the people of New York State.

Delegates Pass Resolutions Seeking Better Conditions

On the closing day of their 61st annual meeting, delegates of the Civil Service Employees Assn. approved a number of resolutions for the betterment of working conditions and the general well-being of the CSEA membership.

These resolutions are printed in their entirety below. Included also are those items that were rejected or deferred by the full delegate body. These voided resolutions are indicated by parenthetical notations that state (delete). In addition, the resolutions dealing with pensions are not reprinted here, since they appeared in the Sept. 14, 1971, edition of The Leader.

This report deals with proposals submitted by the membership and Statewide committees of the Association for consideration in establishing demands for the forthcoming CSEA-State contract negotiations and for developing CSEA's 1972 Legislative Program. The report begins with proposed demands for negotiations and ends with legislative proposals.

Proposals For CSEA-State Negotiations

In recognition of the right of each negotiating unit to accept or reject a proposed contract, the Resolutions Committee submits the following proposals, listed under the categories of Salaries, Retirement, Health Insurance, Attendance Rules and Miscellaneous, to serve as guidelines and suggestions for the various negotiating units in establishing demands for negotiations.

Salary Proposals

S-1 (Hold For Salary Committee Report)

S-2 Provide that all employees will be eligible for overtime. (Delete in favor of No. 2 on Report No. 15—Overtime Rules Committee.)

S-3 Provide premium pay for employees who are designated as duty officers and required to be on call during emergencies or on weekends.

S-4 Provide portal-to-portal pay for employees of all units who are required to travel to and from a job location on their own time.

S-5 When an employee is required to assume the duties of a higher grade position, the wage differential shall be paid to the person assuming the duties and responsibilities of the higher position.

S-6 Establish uniform criteria to be used by Division of Classification and Compensation in determining whether or not a position should be reallocated or reclassified. Such criteria should be as follows:

1. Evidence of an increased responsibility in duties for a positions.
2. The degree of competitiveness of State salaries to those outside State service for similar duties and responsibilities.
3. Evidence of inability to recruit qualified personnel to fill the class or classes for which reallocation and/or reclassification is being sought.

S-7 Increase the dinner allowance for employees who work overtime from \$2.50 to \$5.20. (Delete—duplicate No. 4 on Overtime Pay Rules Committee Report)

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Plattsburgh FSA Chapter OKs Pact

PLATTSBURGH — Employees of the Faculty Student Assn. at Plattsburgh State University have unanimously ratified a new two-year contract negotiated by the Civil Service Employees Assn.

The contract, effective begin-

- The 'Doggonest' End To A Convention - The Bus That Ran Out Of Gas

MEMO TO THE FAMILIES OF CENTRAL CONFERENCE DELEGATES ATTENDING THE ANNUAL MEETING OF CSEA AT THE WALDORF-ASTORIA HOTEL:

The bus really did run out of gas.

It all started when the delegates from the Conference left the hotel on their chartered bus at 11:30 a.m. Everything was fine as the bus rolled along the Quickway towards Binghamton. The delegates were relaxing after a tedious week attending meetings and study sessions.

Suddenly, the coach pulled over to the side of the road and stopped. The driver announced that the vehicle was out of gas.

This was at 4:30 in the afternoon and about a half-hour out of Binghamton. Fortunately there was a gas station nearby and some of the delegates found the portable restrooms on the lot. However, the lines in front of the two shacks marked "boys" and "girls" were cut off as the proprietor of the station ran over yelling that these were rental units being readied for delivery and they cost \$60 a month each to rent and the delegates were ruining his business and get out of here . . . all in one breath.

Well, thought the delegates, at least there is a telephone here and we can call home. That was short lived, however. Just as the bus driver was calling for a repair truck,

the phone went dead.

The bus driver finally hitch-hiked to a telephone and made the necessary arrangements for additional fuel. "Help will be along shortly," he announced. When it didn't arrive in a reasonable period of time, he hitch-hiked back to the phone, returning with the announcement that the fuel truck had a flat tire and another truck had been dispatched.

All the while the gas station proprietor was watching the group with a wary eye. At 6 p.m. he locked the station and tied his sentry dog outside the station with a long rope. "There we were," Helene Callaghan reported, "standing outside the bus, watching the dog watching us while darkness unfolded."

Finally the fuel truck arrived, but additional repairs were found necessary.

Civil Service to the rescue. A State Trooper pulled up and found out the predicament that the group was in. He called for a taxi from Binghamton and two of the group went to Binghamton to make the necessary notifications. Then he made arrangements for a nearby restaurant to prepare for 49 hungry CSEA members. Finally, at 10:30 the bus was repaired and the journey resumed.

CSEA officers and delegates really do make sacrifices for their fellow employees!

CSEA Wants Meeting With Rockefeller

(Continued from Page 1)

amounting to 10 percent of the annual salary, for both uniformed and civilian employees in the institutions." Wenzl pointed out that CSEA, down through the years, has fought unsuccessfully to obtain such pay for prison employees. "The justification for this compensation has now been clearly and tragically illustrated, and we sincerely hope the State administration will take heed."

The CSEA leader also noted the need for an increase in the number of guard posts, and training programs for both uniformed and civilian personnel in the event of prisoner uprisings.

Wenzl pointed out, however, that CSEA's program would not be limited to these proposals but would be far-reaching. In his letter to the Governor, Wenzl asked that CSEA representatives be allowed to participate with the administration in the development and implementation of these programs.

Turning to another area of prison reform, Wenzl said there is "a compelling need for a thorough investigation into the cause of the Attica riot. The results must be made public and corrective action must be taken. It's one thing to say that the uprising was fomented by a highly organized revolutionary force, but was it that alone which enticed such a large number of

ning July 1, 1971, is the result of the first formal negotiations between the Plattsburgh FSA and its employees.

The major provisions of the contract include a seven percent wage increase for 1971-72; a seven percent wage increase for 1972-73; longevity increases;

(Continued on Page 10)

inmates to recklessly put their lives on the line?"

Wenzl was in Attica several days and was inside the prison shortly after the assault began. The CSEA leader has been personally directing CSEA's effort in providing assistance to the families of the victims. In his letter to Rockefeller, Wenzl said: "The personal relationship of CSEA and myself to many of the active participants and some of the victims and my presence at the scene has compounded the intensity of the impact on me."

Michigan Correction Aides Donate Money

ALBANY—A union of Michigan correction employees—The Michigan Corrections Organization—has donated \$300 to the Attica Family Memorial Fund which was established to ease the suffering of the families of the Attica victims who died in last week's riot.

The 647-member organization which represents both uniformed and civilian employees in Michigan's penal institutions contacted the Civil Service Employees Assn. in Albany for information as to where contributions should be sent.

Kenneth Robare, a correction officer at Marquette Prison and president of the Michigan organization, also asked CSEA to express his deepest sympathy to the families of the victims. "We hope," he said, "that other correction unions across the country will show their charity and compassion for the families of their dead comrades."

Also, correction officers from San Quentin Prison in California sent a telegram of sympathy and support to the correction officers at Attica in care of the prison superintendent.

CSEA president Theodore C. Wenzl said that anyone having questions about making contributions should direct them to the public relations department at CSEA headquarters.

Nassau Chapter Dinner Tickets Still Available

MINEOLA — Reservations may still be made at the office of the Nassau chapter, Civil Service Employees Assn., for the group's annual dinner-dance.

The event will be Saturday, Oct. 2, at Carl Hoppl's restaurant, Baldwin. A prime-ribs dinner will be served at 7 p.m., followed by a nite-club floor show and dancing.

Tickets, at \$10, may be secured at the chapter office or by writing to the chapter in care of P.O. Box 91, Hempstead.

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CSEA Action Brings Victory For Motor Vehicle Dept. Aides Faced With Job Loss In Utica

(From Leader Correspondent)

UTICA—The Utica district office of the State Department of Motor Vehicles has provided a testing ground for the CSEA's abilities to protect members' job rights in the months since the State budget crisis first emerged this Spring—and CSEA won.

As part of the economy drive, the Office of the Budget in Albany decreed first that the State Motor Vehicle office in Utica be abolished entirely. Then, after public protest by area lawmakers on both the State and local level as well as the CSEA field staff in Oneida County, the decision was made to reduce the office from district to a branch of the Syracuse district at about half its

former staff level.

CSEA immediately went to bat for its members on several fronts. Field representative Ted Modrzejewski and Utica State chapter president Phillip Caruso began issuing statements to area radio and television stations and newspaper emphasizing the inconvenience the public would experience with the loss of several services provided to it by the office.

Picketing by CSEA members in front of the district office in uptown Utica was arranged, with adequate radio and television coverage for several weeks. When an early-June cut-off date for driver license, vehicle registration and road-test functions was announced, area residents found just how much inconvenience they might face. Oneida County government, which was to take over most of these functions, was not prepared to do so. Persons wishing road test appointments were advised to contact neighboring county clerk's offices in Herkimer, Wampsville and Lowville. However, these communities are essentially rural and agricultural centers and very shortly they began refusing to book the appointments from Utica residents. Some people reported having to travel as far as Oneonta for road tests.

While all of this public activity was going on to focus attention on the public conven-

ience the office offered, the CSEA's field staff, chapter leadership, and Headquarters staff was attacking the cutback from a contractual angle.

Since the State planned to turn over the driver licensing and auto registration functions



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to the Oneida County Clerk's office and reimburse the County for the work being done, the (Continued on Page 15)

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Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

Published every Tuesday by

LEADER PUBLICATIONS, INC.

Publishing Office: 669 Atlantic Street, Stamford, Conn. 06902

Business & Editorial Office: 11 Warren Street, New York, N.Y. 10007
212-BEeckman 3-6010

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

Jerry Finkelstein, Publisher

Paul Kyer, Editor

Joe Deasy, Jr., City Editor

Marvin Baxley, Associate Editor

Barry Lee Coyne, Assistant Editor

N. H. Magor, Business Manager

Advertising Representatives:

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

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

TUESDAY, SEPTEMBER 21, 1971

CIVIL SERVICE LEADER, Tuesday, September 21, 1971

Civil Service Television

Television programs of interest to civil service employees are broadcast daily over WNYC-TV, Channel 31. This week's programs are listed below. For more details, phone the station at 566-3122.

Tuesday, Sept. 21

1:30 p.m.—Around the Clock—Police Dept. training series.
6:30 p.m.—Return to Nursing—"Fluid & Electrolytes." Refresher course for nurses.
7:00 p.m.—Around the Clock—Police Dept. training series.
9:00 p.m.—The Police Commissioner—Report on ongoing Police Dept. activities.

Wednesday, Sept. 22

6:00 p.m.—Return to Nursing—"Intravenous Therapy." Refresher course for nurses.
6:30 p.m.—Around the Clock—Police Dept. training series.
7:00 p.m.—On the Job — Fire Dept. training series.
8:00 p.m.—Urban Challenge: "Crime in the Streets." Efforts to control NYC's crime rate discussed with Bronx DA Burton Roberts.

Thursday, Sept. 23

1:30 p.m.—Around the Clock—Police Dept. training series.
6:30 p.m.—Return to Nursing—Refresher course for nurses. "Pre-Operative Care."
7:00 p.m.—Around the Clock—Police Dept. training series.
9:00 p.m.—The Police Commissioner—A report to the public.
10:00 p.m.—Urban Challenge: "Crime in the Streets." Efforts to control NYC's crime rate discussed with Bronx DA Burton Roberts.

Friday, Sept. 24

1:30 p.m.—Around the Clock—Police Dept. training series.
7:00 p.m.—On the Job — Fire Dept. training series.

Sunday, Sept. 26

7:00 p.m.—On the Job—"Marine Operations." Fire Dept. training series.
10:30 p.m.—Mayor Lindsay: Discussion with guests, newsmen and audience about pressing issues of the day.

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.

Strike Penalties For Employees

THE TAYLOR LAW prohibits strikes and provides penalties for both employees and employee organizations. It is the purpose of this article to examine the penalties against employees only.

SECTION 210 of the Civil Service Law imposes penalties for employees who either "engage in a strike" or "cause, instigate, encourage, or condone a strike." These penalties are in addition to a "removal or disciplinary action provided by law for misconduct." The penalties are a one-year probation, a payroll deduction of two days' pay for each day or part thereof that the employee engaged in any prohibited activity, and finally, loss of pay for any day or part thereof when the employee "is engaged in a strike." Two procedural processes are provided. One is a five-step process concerning probation and payroll deductions, and the other is a one-step process for the loss of pay while engaging in a strike.

THE FIVE-STEP procedure relating to probation and payroll deductions is as follows:

(1) AN INITIAL determination by the chief executive officer of the public employer based upon "such investigation and affidavits as he may deem appropriate."

(2) NOTICE TO the employee of an adverse initial determination.

(3) APPEAL BY the employee made within 20 days of notice by service of "his sworn affidavit, supported by available documentary proof, containing a short and plain statement of the facts upon which he relies to show that such determination was incorrect."

(4) A FINAL determination by the chief executive officer. The chief executive officer may only make his final determination upon the submitted papers if his decision is favorable to the employee notwithstanding any questions of facts raised therein, or adverse to the employee so long as no questions of fact are raised. If a question of fact is raised and the chief executive officer does not make a favorable decision for the employee on the papers, then "he shall appoint a hearing officer to determine whether in fact the employee did violate" the statutory prohibition against strikes "after a hearing at which such employee shall bear the burden of proof," which burden is tested by the "preponderance of the evidence."

(5) THIS FINAL step is a judicial review of a final determination by the chief executive officer adverse to the employee by an article 78 proceeding which shall be brought within four months of receipt of such adverse determination. This procedure has been held to comply with constitutional due process. *Zeluck v. Board of Education*, 62 Misc. 2d 1061 (1970) and *Lawson v. Board of Education of Vestal Central School District No. 1*, 32 A.D. 2d 878 (1970). The courts, however, have yet to rule on what will happen if the chief executive officer makes an adverse final determination without giving the employee his right to a hearing before a hearing officer after the chief executive officer makes an arbitrary, capricious and unreasonable ruling that no question of fact was raised in the papers submitted to him. Another open question is at what stage in the procedure may the penalties be imposed.

WITH REGARD to the loss of pay, the law provides for a one-step procedure which may only be used if the employee "engaged" in a strike. This limited procedure is provided in subsection (h) of subdivision 3 of section 210 of the Civil Service Law. This loss of pay shall occur upon notice by the chief fiscal officer of the public employer to the employee that he has engaged in a strike, or through the action of any public employee or officer "having knowledge that such employee has so engaged in such a strike" through the prevention of delivery to such employee of his pay. This extraordinary procedure without any hearing or any apparent statutory right to appeal has not yet been tested, but on its face contains serious questions of whether it meets constitutional standards of due process or is a vigilante enforcement procedure.

What About The Guards?

MUCH has been said and written about the terrible tragedy at Attica State Prison and much more will continue to be written and said. These lines are not intended as an analysis of what brought this terrible situation into being but, rather, to propose that the investigations now being launched will include a deep study on the problems faced by the correction officers who man these prisons.

To date, most of the headlines have gone to conditions in these institutions insofar as they affect prisoners. But what about the guards?

If prison conditions in New York City and throughout the State are considered inhuman for the inmates, what must be their effect on the correction officers confined to those same conditions for eight hours a day? Is the correction officer not "serving a term" in his own fashion when his job is made even more difficult by personnel shortages, limited promotional opportunities and mediocre salaries?

We make no pretense to being experts on running a prison. After more than three decades of being a spokesman for correction personnel, however, we do know that these dedicated men and women deserve top priority when it comes to bettering conditions inside the walls—and out.

Hope For Federal Aides

A RAY of hope showed through the gloom being felt by United States government employees when a House committee voted last week to ignore President Nixon's request to delay a Federal pay raise for six months.

There are still some considerable hurdles to overcome before the committee vote can become a reality, but if the Congress has any sense of justice at all it cannot allow this blatant discrimination against public employees to happen.

The President has still given no satisfying reason why the wages of private employees should be frozen for three months but those of Federal workers be put on ice for twice that period. In truth, there can be no satisfying answer.

We urge the Senate and the House of Representatives to give full support to the committee's recommendation for equal treatment.

Social Security Questions and Answers

Q. I recently applied for social security disability benefits, but my claim was denied. I don't agree with that decision. Is there something I can do about it?

A. Yes. Since you do not agree with the determination on your claim for social security disability benefits, you may file a request to have your claim reconsidered. You must file such a request within six months from the date of the letter notifying you that you were denied. Call or visit any social security office to file a reconsideration request.

Q. My doctor doesn't accept Medicare assignments for direct payments to him. He has sent me a bill that I can't pay right now. What can I do about it?

A. You can send the itemized bill to Medicare before you pay it. You are responsible for the first \$50 in doctor bills each year. After that amount is deducted, Medicare will pay you 80 percent of the reasonable charge for the services shown on the bill. Then you can turn this money over to the doctor and you will only owe him the balance.

Q. I am 65 and about to retire. Since I will receive a com-

Books In Review

A revised study guide for applicants for government positions as claim examiners and law investigators has been released by ARCO Publishing Company, and sells for \$5 in the paperback edition.

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pany pension and some income from investments, can I wait four years and get the whole four years of social security benefits at one time?

A. No. When you apply for social security retirement benefits, payments can be retroactive for only one year.

Resolutions Comm. Submits Annual Report

CIVIL SERVICE LEADER, Tuesday, September 21, 1971

(Continued from Page 3)

port.)
S-8 Provide for compensation at the rate of time-and-one-half for Saturday work and compensation at the rate of double time for Sunday work.

S-9 Provide premium compensation at the rate of double day's pay for employees who work on holidays.

Health Insurance Proposals

HI-1 Provide a fully non-contributory Health Insurance Plan.

HI-2 Provide for the use of the \$150 per family contract deductible under the Dental Plan for use in the same fashion as presently provided for under the major medical portion of the Statewide Health Insurance Option. Continue the \$50 deductible for single coverage.

HI-3 Increase the present 70 percent—30 percent co-insurance feature under the Dental Plan to 80 percent—20 percent.

HI-4 Provide for a usual and customary fee schedule under the Dental Plan.

HI-5 Provide for Dental Insurance for retirees and their dependents.

HI-6 Under Blue Cross, provide for an increase in maternity coverage from \$200 to \$250; on an out-patient basis at a hospital; provide for Psychiatric shock therapy as an out-patient at a hospital; provide for Physical Therapy treatment as an out-patient at a hospital.

HI-7 Under Blue Shield, provide for paid in full benefits and the elimination of income limitations; provide for professional diagnostic x-ray and lab work in a doctor's office or clinic; provide for an increase in maternity coverage from \$150 to \$200; provide coverage for the sterilization of both male and female; provide coverage for professional consultation while a patient in a hospital; provide for psychiatric shock therapy as an out-patient in a hospital; provide for immunization shots.

HI-8 Under Major Medical, increase the present major medical coverage from \$10,000 one year, \$50,000 lifetime to \$25,000 one year to \$100,000 lifetime.

HI-9 Provide that the spouse or dependent of deceased retiree shall be entitled to continue coverage under the State Health Insurance Plan at the same group rate.

HI-10 Change the current regulations concerning transfers between plans under the State Health Insurance Program by periods each year.

HI-11 Provide a welfare fund of \$500 per employee to be administered by CSEA.

Attendance Rules Proposals

A-1 Provide State employees with a four-day work week.

A-2 Provide State employees with eight days personal leave.

A-3 Provide State employees with the option of receiving cash payment for accumulated vacation credits.

A-4 Provide State employees with sick leave at half pay when accumulated credits have been exhausted as a result of personal illness, at the rate of one month for each year of service.

A-5 Provide employees who select compensatory time off in lieu of cash pay for work performed on holidays with two days off for each holiday worked.

A-6 Provide cash payment for unused sick leave at the time of retirement, separation from service, or death in service prior to

the time of retirement.

A-7 Provide leave without charge to accumulated leave credits for volunteer firemen or members of a volunteer ambulance rescue squad who are tardy or who leave their work stations to report for firefighting or ambulance rescue duty.

A-8 Reduce the work week of engineers and technicians assigned to field projects to 37½ hours.

A-9 In order to eliminate the practice that some agencies maintain of requiring the liquidation of vacation time in units of at least ¾ hours, provide that vacation credits and personal leave credits may be liquidated in minimum units of 15 minutes.

A-10 When an employee has scheduled vacation which includes a pay day, he shall be given his pay check in advance and on the last day he works before his vacation commences.

A-11 Institution teachers and vocational instructors shall not lose pay for days which have been declared by the State or the federal government to be special holidays.

A-12 Provide for the unlimited accumulation of sick leave.

A-13 Provide that all employees shall be entitled to accumulate vacation credits up to a maximum of 40 days.

A-14 Provide for additional vacation credit as follows: one day after 15 years of service, two days after 20 years of service, three days after 25 years of service, four days after 30 years of service, 5 days after 35 years of service.

A-15 Mandate workmen's compensation leave with pay for all employees in cases of occupational injury or disease, except in instances where the injury or disease is not job related.

A-16 Provide that Workmen's Compensation Boards will render decisions on compensation claims within three months after the date of filing a claim so that used leave credits can be restored to the employee within a reasonable length of time.

A-17 Allow employees to attend Workmen's Compensation hearings without having to charge the time for attending such hearings to accrued leave credits.

A-18 Provide leave up to four days a year for employees of the Administrative Services Unit to attend conferences of recognized professional organizations of which the employee is a member.

A-19 Change Article 10.8 of the Professional Unit agreement to provide that up to ¼ of the operating unit will be authorized to attend professional conferences at any one time.

A-20 Provide that employees will be allowed to travel to and from professional conference authorized under Article 10.8 of the Professional Unit agreement without charge to leave credits.

A-21 If a snow emergency is declared by a county or city in which a State employee lives and/or works, the State employee will be excused from work with no charge to leave accruals.

A-22 Designate Martin Luther in Kg's birthday as a State holiday.

A-23 Provide all employees with a quarterly accounting of leave credits.

A-24 No employee shall have his regularly scheduled work shift changed without his consent.

A-25 No employee will be forced to take a vacation or to use compensatory time at the direction of or convenience of the employer. Should the employer be unable to grant the employees request for vacation or compensatory time off due to reasons relating to the ordinary department, the employer shall send the employee a written statement of the refusal and the reason for such a denial.

A-26 Provide assignments of shifts, preference in overtime, basis of seniority.

A-27 Provide a wash up period before lunch, and a wash up period prior to quitting time for employees whose duties would make such a wash up period necessary.

A-28 Provide that employees who work an evening or night shift, while on jury duty, will not be required to report to work.

A-29 Repeal the provisions of Chapter 124 of the Laws of 1971 which prohibit the granting of certain leaves of absences with full or partial pay for a period of one year commencing July 1, 1971.

A-30 Provide for the transfer of sick leave, vacation and personal leave credits upon an employee's transfer from State service to service of a local government.

Miscellaneous Proposals

M-1 Provide for an agency shop in all negotiating units represented by CSEA.

M-2 Provide free office space in State facilities for all CSEA chapter presidents.

M-3 Provide time off for CSEA members to attend chapter meetings held during work hours.

M-4 Prohibit competing employee organizations from holding meetings in State owned or operated facilities and from meeting in State facilities with any employees in CSEA represented units.

M-5 Provide for a written guarantee in all negotiated agreements with the State that there will be no layoffs during the period of the agreement.

M-6 Upon termination of employment pursuant to the provisions of Section 80 of the Civil Service Law, provide for both severance pay at the rate of one month's salary for each year of service and cash payment for all vacation, sick leave, and personal leave accruals.

M-7 In the event it is necessary to curtail personnel services for budgetary reasons, the State shall bi-laterally agree with CSEA on the procedures to be used which shall include the removal of all consultants and unnecessary programs before steps are taken to lay off any civil service employees.

M-8 Provide all employees with the right to review their personal history files and further provide that all employees shall receive a copy of all documents relating to work performance at the time such documents are entered in the files. Further provide that a CSEA representative shall be allowed to accompany the employee who desires to review his personal history file.

M-9 Provide that CSEA shall be furnished with a copy of Section 75 charges brought against any employee who is a member of one of the negotiating units represented by CSEA.

M-10 Provide provisional employees with the right of a hearing and representation in disciplinary matters.

M-11 Extend the time limit for requesting an independent hearing officer under the contract provisions regarding disciplinary proceedings from three to ten days and permit the hearing officer the discretion of increasing the time limit within which to request copies of documents pertinent to the proceedings.

M-12 Every employee who is being requested to resign will be given a prepared statement signed by the State and CSEA showing that the employee has a right to representation.

M-13 Remove from personnel files documents concerning adverse work performance of an employee within one year after the incident occurred.

M-14 Provide that whenever an employee is being reprimanded by a supervisor, he shall have the right to have a CSEA chapter representative present.

M-15 Provide tenure to labor class employees.

M-16 Establish a grievance board composed of five members drawn from a panel of impartial arbitrators whose decisions shall be binding and have the full effect of law.

M-17 Modify the contractual provisions of the benefits guaranteed clause to assure that existing benefits may not be changed without bilateral agreement between CSEA and the State.

M-18 Modify the contractual provisions concerning the procedures for departmental negotiations by providing binding arbitration as the final step in the impasse procedure.

M-19 Provide for the right of a hearing and an appeals procedure whenever a candidate on an eligible list has been passed over for appointment on more than one occasion.

M-20 Employees who compete in civil service examinations and whose work shift ends within less than 8 hours before the starting of an examination which they are scheduled to take will not be required to work the shift preceding the examination and their absence will not be charged to accumulated leave credits.

M-21 (Delete) Provide that employees who have passed a promotion exam will not be required to take the same examination again when the eligible list expires.

M-22 Eliminate the practice of hiring consultant engineers to design and inspect State construction projects if work cannot be performed by State employees and consultant firms are needed, their personnel shall meet the same requirements as State employees.

M-23 Abolish all oral examinations.

M-24 Allow State employees who take civil service examinations to retain question booklets and provide that key answers for civil service examinations be published in the newspapers and in the civil service papers.

M-25 Whenever a vacancy exists in a department which can be filled by promotion, require that a department promotion list be established and exhausted before an interdepartmental promotion list can be utilized.

M-26 Prohibit provisional and/or temporary promotions to

positions in the competitive class whenever an eligible list is in existence.

M-27 Require the Civil Service Department to promulgate eligible lists within 60 days after an examination and further mandate that appointments to all existing vacancies be made from the list within 30 days after the establishment of the list.

M-28 Require the Civil Service Commission to furnish all departments with the rules and regulations concerning Civil Service which shall be made available to employees upon request.

M-29 Require the Personnel Office of all departments to supply employees, upon request, with correct information concerning retirement, health insurance and/or other civil service related matters.

M-30 Provide that there will be no moratorium on the filling of vacancies while consultants are performing duties directly related to the vacant position.

M-31 Increase the travel expense advance by \$250 for Transportation Dept. employees assigned to field work for periods in excess of 60 days.

M-32 Increase the per diem meal rate for employees who travel in the course of official duty by railroad.

M-33 Provide for full reimbursement on all necessary relocation costs due to job transfer or promotion and provide seven days' leave with full pay for the purpose of providing the employee with the opportunity to make necessary relocation arrangements.

M-34 Provide for an increase in auto mileage from 11 cents to 14 cents for employees who use their own cars in the course of official State business.

M-35 Provide that field employees be allowed to return home on weekends at expense of the State.

M-36 Provide that extended travel of New York State employees be defined as travel that consists of at least six (6) consecutive workdays or any assignment which includes travel status over a weekend. This qualification shall apply to both "in State" and "out of State" travel assignments.

M-37 Provide that employees in "extended travel" status shall be paid additional compensation of 20 percent of the employees basic salary accrued during the period of the "extended travel."

M-38 Provide that expenses incurred for travel to and from the employee's home each weekend during extended travel assignments within the State of New York be allowed in full. Such expenses for "out of State" travel assignments within five hundred (500) miles of home shall also be allowed.

M-39 Provide that the per diem allowance within New York State be established at \$30 regardless of type of accommodations. The per diem allowance for "out of State" and New York City travel assignments shall be established at \$35 regardless of type of accommodations. In addition, there will be full reimbursement for all reasonable expenses relating but not limited to laundry, dry cleaning, pressing, and gratuities.

M-40 Provide that the daily allowance for meals while on

(Continued on Page 10)

CSEA President Wenzl Tours Attica Prison, Comforts Wounded

CIVIL SERVICE LEADER, Tuesday, September 21, 1971

CIVIL SERVICE LEADER, Tuesday, September 21, 1971

He's a forgotten, lonely man, in a sense.

Just like the hard-core felon he isolates from society, he himself is isolated—apart from you and me, Mr. and Mrs. John Q. Public.

When he comes home to his wife and kids, only then and only for a short time is he considered and does he feel a part of society, a flesh and blood citizen of the community with the same interests as you and I.

He doesn't like to talk about his work because no one understands what it is like except his fellow workers. Frustration and

tension build because he has practically no one to complain to.

He's a member of a small, select group of underpaid professionals. He works five days a week, not in an office or using his hands in manual labor, but doing a job that none of us would relish.

He's a correction officer, a position which meant little to most people until a week ago—and a job where the buck for prison reform stops.

The Attica Prison rebellion and the massacre of ten employees broke through that protective shell we all live in. It told you

and me, Mr. and Mrs. Citizen, that something and someone exists behind those sombre, forbidding walls of our prisons.

Attica took us behind the scenes—scenes you and I had never envisioned—scenes we cannot erase from our minds.

Attica was and is a horrible nightmare for all of us. I was there. I saw for myself much of what happened. I talked to those fortunate survivors and tried to comfort the families of those not so fortunate. And I learned never to take anything for granted; never to presume that a lifestyle completely different from my own doesn't exist. My

compassion and understanding grew for those who put their lives on the line behind those grey walls. I pictured myself as a correction officer, a free person with normal thoughts . . . someone who on his own is responsible for controlling scores of inmates with little or nothing to live for. It was then that I fully realized that this unheralded group of employees is the bravest, most dedicated group of men I will ever have the good fortune to meet.

Theodore C. Wenzl,
President, CSEA



One of the more seriously injured hostages, Capt. Franklin Wald, a long-time CSEA member, tells Wenzl and Milling how one of the prisoners saved his life. At left is Jim Gaynor, a retired corrections officer who completed 38 years at Attica and a close friend of the bed-ridden captain.



Wenzl talks with members of the press on the services available to the CSEA members and the families of the slain hostages. He explained that experts on retirement system benefits, accident and

sickness insurance programs and life insurance programs were available at the emergency CSEA headquarters in the American Legion Hall.



Wenzl and Bob Milling confer on what additional personnel would be necessary and the availability of experts for assisting the membership at Attica. Wenzl said all activities would continue until all members and their families received full aid. Milling is a field representative in the Western Conference area.



The feelings of CSEA members at Attica are explained by Wenzl to New York City radio newsman Stan Brooks of WINS following word of the death of the hostages.



Flanked by heavily armed State Troopers, Wenzl enters the prison compound for a personal inspection tour. CSEA officials were among the first civilians to see the results of the riot.



One of the surviving hostages, correction officer Phil Watkins, tells of the terror he faced during his long ordeal. Watkins' arm was smashed by a shovel and he lay in the prison compound for three days in pain, waiting for the unknown.

CSEA Resolutions Report

(Continued from Page 7)

travel status be established at \$11.

M-41 New York State employees will not be required to travel within or without the State until a sufficient hotel rate (to cover the amount charged by the individual first class hotel) has been approved by the Department of Audit and Control.

M-42 Provide that should a New York State employee choose to reside in an efficiency apartment when on extended travel status, his per diem and hotel allowance will not be diminished.

M-43 Provide that New York State employees, while on extended travel status, be reimbursed for all reasonable expenses incident thereto including, but not limited to, laundry, dry cleaning and pressing, telephone calls home and gratuities.

M-44 Employees on travel status will be allowed the actual taxi fare incurred plus a reasonable gratuity.

M-45 Provide noon lunch allowance for personnel working in the field within the 35-mile limit contained in the Comptroller's Rules governing travel expenses.

M-46 Provide that travel to and from a work location for employees involved be on the State's time rather than the individuals.

M-47 Provide a uniform allowance for employees who are required to wear uniforms in the performance of their duties.

M-48 Provide foul weather gear for all employees in the Operational Unit who are required to work outdoors under bad weather conditions.

M-49 Increase the uniform allowance for Correction officers and provide additional allowance for uniform maintenance.

M-50 Out-of-title work grievances shall be subject to binding arbitration.

M-51 Provide that all job descriptions shall be rewritten and the phrase "and related duties" shall not be a part of any position description. "As illustrated but not limited to," and "the appointing authority has the discretion to assign certain duties."

M-52 Provide all State employees with the opportunity to travel the New York State Thruway for the annual payment of \$40 for the Thruway plate with no additional toll costs charged.

M-53 Establish day care centers for children of New York State employees in all major cities of the State.

M-54 Provide free lunches for institution employees.

M-55 Provide that the dates used in the Civil Service Law for defining World War II and Korean War service for purposes of veteran's preference shall be the dates used by the Federal Government for such military service.

M-56 Provide all employees with an established work week which shall not be changed for any reason to avoid payment for overtime.

M-57 Provide free parking for all State employees at the place of employment.

M-58 Provide staggered working hours in order to ease traffic problems which presently exist around large State facilities.

M-59 Provide free transportation when peripheral parking is used for State facilities.

M-60 Provide that when an employee is unable to accept a job assignment requiring loca-

tion to another geographic area, the employee will receive all the rights, benefits and privileges normally accorded to a permanent employee whose job is abolished.

M-61 Modify the present contractual provisions concerning the obligation of the State to provide a roster of employees to CSEA periodically be requiring each department to supply their CSEA chapters with a roster of employees on a quarterly basis.

M-62 Extend the contractual provisions relating to reimbursement for property damage to all employees.

M-63 Provide that overtime pay will be included in the pay check following the second pay period in which it was worked.

M-64 Provide that the State accept all liability for fines relating to faulty equipment on State vehicles.

M-65 Provide that State cars be painted in other than black for safety purposes.

M-66 Provide that in service training programs be given on State time.

M-67 Provide unemployment benefits to State employees who are required to retire as a result of reaching mandatory retirement age.

M-68 Eliminate the requirement of a professional engineering license as a condition for promotion to and beyond the position of Senior Civil Engineer.

M-69 When an institution teacher or a vocational instructor is absent, eliminate the practice of having other teachers assume the work load and/or disbanding classes. The Administration shall be responsible for providing adequate coverage for classes when an institution teacher or vocational instructor is absent.

M-70 Since the responsibilities of teachers and supervisors do not involve clerical duties, require that the administration provide adequate clerical assistance for all institution teachers and vocational instructors. (Excluding the Division for Youth.)

M-71 Require that the class size of institution teachers be limited to 12 students per class; the class size for vocational instructors be limited to 15 students per class; and the class size for emotionally disturbed students be limited to 6 students per class.

M-72 Provide a special teacher position in all institutions to deal with special educational programs involving self study, testing, and group counseling.

M-73 Eliminate the practice of requiring institution teachers and/or vocational instructors to perform maintenance duties within an institution.

M-74 Provide that institution teachers and educational instructors shall have an active roll in developing curriculum in their own institution.

M-75 Provide for the creation of a position which would act as a liaison officer to work between institution teachers, vocational instructors and the Education Department's Bureau of Certification for the purpose of expediting the certification applications and avoiding the long and costly delay which presently exists. Further provide that the effective date of certification and corresponding salary adjustments shall take effect on the date that proof of qualifications for certification has been submitted.

M-76 Provide detailed job descriptions for each employee of the Division of Employment in order to eliminate practice of out of title work.

M-77 Supply each representative of the Division of Employment with the staffing formula for his unit and release to employees of the Division of Employment the final report of the job study which was initiated by the Planning Office in 1967 in the out-of-State resident office.

M-78 Improve the staffing patterns of the local unemployment offices in the New York City area.

M-79 Educational leave with pay for institution employees of the Department of Mental Hygiene should be granted only to permanent employees.

M-80 Provide free transportation over the Triborough Bridge to employees of Ward's Island State hospitals.

M-81 Provide that State employees and members of their immediate families who are employed by the Department of Taxation and Finance, excluding the Lottery Division, shall be entitled to participate in the Lottery Program.

M-82 Provide health service benefits to Health Department employees assigned to field stations in order to avoid having employees travel long distances to the central office for required booster or inoculation shots.

M-83 Provide that field personnel of the Department of Health will have their pay checks distributed on the same day that checks are issued to main office personnel.

M-84 Provide that on the job training for maintenance men will include a maximum of 156 hours.

M-85 In order to restore the four day week end for employees of the Johnstown Fish Hatchery, provide that the work week of employees at that facility will start on Saturday instead of Thursday.

M-86 Establish a school calendar for librarians and provide pay scales which correspond to pay scales offered to certified teachers.

M-87 Reinstate the position of Social Work Consultant in the Department of Mental Hygiene's Office of Manpower and Training in order to provide coordination between social work personnel in the institutions and the central office of the Department of Mental Hygiene.

M-88 Provide that non-uniformed personnel of the Correction Department will not be permitted to compete in any promotional examinations for administrative positions in Correction Department institutions.

M-89 Provide a minimum of two attendants on all wards in Mental Hygiene Department institutions in order to insure the protection and safety of both the patients and employees.

M-90 Provide that a staff attendant will be available to supervise ward personnel during all shifts.

M-91 Provide that professional engineers (Sr. Civil Engineers, G 23) will act as the engineer in charge of all construction projects involving sums in excess of \$5,000,000.

M-92 Provide peace officer status for Narcotics Parole Officers.

Legislative Proposals

The following resolutions deal with the matters that either non-

negotiable in nature or require, prior to negotiations, enabling legislation. The Resolutions Committee recommends that the delegates adopt these resolutions. It is further recommended that in the event improved retirement negotiations for State employees, the Association's legislative program be expanded to include comparable legislation which would extend the same benefits to employees of participating employers on a permissive basis.

L-1a (Hold for report of Special Committee to Study Taylor Law.)

L-1 Provide non-teaching school district employees protection under Section 2023 of the Education Law. Resolved, that the Association sponsor or support legislation to amend Section 2023 of the Education Law to provide that in the event a school budget is rejected by the voters of a school district, all proposed salary increases and proposed increased benefits for non-teaching employees shall take effect as if the budget had been approved.

L-2 Provide absolute salary protection for employees in political subdivisions whose titles are reallocated downward. Resolved, that the Association sponsor or support legislation to provide that incumbents of positions in political subdivisions, including school districts whose positions are reallocated to a lower grade shall receive absolute salary protection in a manner similar to that of State employees.

L-3 Provide salary protection similar to that provided State employees to employees of political subdivisions whose jobs are abolished by automation. Resolved, that the Association sponsor or support legislation to provide that employees in political subdivisions, including school districts, receive salary protection similar to that presently provided for State employees whose positions are abolished because of automation, or who are transferred, or reassigned, or demoted to other positions through no fault of their own.

L-4 Mandate Workmen's Compensation Insurance for political subdivisions. Resolved, that the Association sponsor or support legislation to provide that the State of New York mandate that political subdivisions, including school districts, carry Workmen's Compensation Insurance and Unemployment Insurance.

L-5 State aid to political subdivisions for retirement benefits. Resolved, that the Association sponsor or support legislation which would provide that payment for retirement benefits for political subdivisions be deducted from per capita aid funds in a manner comparable to the deduction of funds from State Aid to Education for teachers' retirement benefits.

L-6 Transfer of sick-leave credits upon employee transfer from one governmental jurisdiction to another. Resolved, that the Association sponsor or support legislation to provide for the transfer of unused sick leave credits, vacation credits,

Pittsburgh FSA

(Continued from Page 3)

call back and holiday pay, a definitive work week; overtime provisions; personal leave; seniority for layoff recall, shift assignment and promotion; improved retirement plan; shop stewards; grievance procedure; job posting; promotion procedures and exclusive bulletin boards.

and personal leave upon an employee's transfer from one governmental jurisdiction within the State to another.

L-7 Non-Judicial employees be returned to full jurisdiction of Civil Service Commission. Resolved, that the Association sponsor or support legislation to provide that all non-judicial employees of the Judicial System of the State of New York be returned to full jurisdiction of the New York State Civil Service Commission.

L-8 Final average salary based on highest annual salary. Resolved, that the Association sponsor or support legislation which would allow participating employers to collectively bargain for a pension based on the highest annual salary or the average of the highest three consecutive earning years, whichever is greater.

L-9 Labor law safety and health standards. Resolved, that the Association sponsor or support legislation which would extend the safe-place-to-work provisions of the Labor Law to public employees and also provisions of the Federal occupational health safety standards.

L-10 Employee's right to object to charge of violating Taylor Law no-strike provision. Resolved, that the Association sponsor or support legislation to amend Section 210 of the Taylor Law to require that the chief executive officer's formal notice to a public employee charged with engaging in strike shall also include notice to the employee of his right to object to the charge of having engaged in a strike.

L-11 Establish new procedures for objecting to charge of violating Taylor Law no-strike provision. Resolved, that the Association sponsor or support legislation to amend Section 210 of the Taylor Law to provide new procedures for objecting to the charge that a public employee has engaged in a strike which shall entitle the employee to answer such charge in writing and shall entitle him to a personal hearing.

L-12 Repeal provision of Civil Service Law establishing intergovernmental promotions. Resolved, that the Association sponsor or support legislation to eliminate the provision under Section 52 of the Civil Service Law relating to intergovernmental promotion lists.

L-13 Appointments and promotions in the Department of Correctional Services. Resolved, that the Association support or sponsor the legislation to provide that in the new Department of Correctional Services all appointments and promotions shall be made through the competitive merit system.

L-14 Unclassified service positions in State University. Amend Section 35 of the Civil Service Law and Section 355-a of the Education Law in order to rescind the authority granted through these statutory provisions to the Chancellor of the State University in designating positions for the un-classified service.

L-15 Designation of layoff units. Resolved, that the Association sponsor or support legislation to provide that all hospitals, institutions and facilities of a single State department or agency in a specified geographic region shall be considered a separate unit for suspension or demotion under the provisions of Section 80 of the Civil Service Law.



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The Job Market

By BARRY LEE COYNE

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In the clerical field, experienced Biller Typists good at figures and able to type 35 wpm accurately, are needed at \$110 to \$125 a week . . . There is a great demand for Bookkeeping Machine Operators with a knowledge of bookkeeping and typing. Also knowledge of NCR or Bur-

roughs Sensimatic machine preferred. The pay range is \$110 to \$140 a week . . . Pull Charge Bookkeepers with thorough experience in all phases through general ledger and trial balance are wanted for jobs paying \$150 to \$200 a week.

Plug Board Operators with experience and typing ability can get jobs paying \$100 to \$125 a week . . . Beginning Clerk Typists are wanted at \$85 to \$100 a week and Beginning Stenographers at \$100 to \$120 a week. No experience needed. These jobs are in all types of offices and locations. Typing speed must be 35 wpm and stenography 70 to 80 wpm accurately . . . There are jobs available for experienced Clerk Typists at a salary range from \$100 to \$130 a week . . . Also experienced Secretaries are wanted at \$125 to \$150 a week . . . Apply at the Office Personnel Placement Center, 575 Lexington Ave., Manhattan.

There are openings in the Apparel Industries Office in Manhattan. Sewing Machine Operators to work on single or multi-needle 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 patternmakers 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 \$95 a week . . . Apply at the Manhattan Apparel Industries Office, 238 West 35th St., Manhattan.

In Queens, a Lathe Set Up Man with machine shop experience is wanted. Must be able to read blue prints and work to close tolerance. The pay is \$3.50 an hour . . . Also wanted is a Foreman to supervise woodworking operators. Must have heavy experience in woodworking and supervising ability. The pay is \$175 a week . . . There is another interesting job for Field Engineering Assistant to work in

the Brooklyn/Queens-Floral Park area to be taught to perform preventative maintenance duties as required. Must be high school grad and have his own car to use for company business. The pay is \$122 a week . . . An Electronic Technician is needed to trouble shoot and service electronic photographic equipment. Must have electrical background and have studied electronics in vocational high school or other schools. The salary is \$565 a month.

Experienced Spray Painters are in demand. Must be able to mix and match colors. The job pays \$2.75 an hour . . . The demand for Taxi Drivers continues. Applicant must have a chauffeur's license and one year of driving experience. The pay is \$140 a week . . . Apply at the Queens Industrial Office, 42-15 Crescent St., Long Island City.

Rockland Nonresident Jobs No More Entries

The Rockland County Personnel Office in New City has de-

Madison Cty. Making Pitch For Draftsmen

If you're interested in being tested for draftsman in the Madison County Assessment Dept., mark down the date of Nov. 20 for the exam. Entries are being accepted through the Oct. 18 deadline.

General requirements ask for a two-year degree in engineering or architectural technology, or completion of two years toward a bachelor's with those majors. Two years of professional experience is a valid substitute, also. Pay begins at \$6,000.

Candidates must be Madison County residents. For details, write: Madison County Civil Service Commission, County Office Bldg., Wampsville.

clared that for its 16-title series of no-residency-needed jobs, applications are not presently being accepted. Many of the posts involved already have established eligibility lists and thus no new tests are planned for the near future, according to a Personnel Office spokesman.

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PHOTO ESSAY OF FALL CSEA MEETING

(MORE PICTURES ON PAGE 16)



Dorothy MacTavish, re-elected Statewide secretary, and Jack Gallagher, re-elected Statewide treasurer, flank the Rev. Dr. M. Moran Weston, rector of St. Philips Church in New York City. Dr. Weston presented a thoughtful invocation as the delegates stood in the light-dimmed banquet hall at the Waldorf-Astoria.



Dr. Theodore C. Wenzl, Statewide president, explains the fundamentals of a democratically run Employees Association to his guest from Germany, Reiner Raush.



Marilyn Jackson, public relations associate, sits in on Education Department meeting with Al Rubin and Robert Carruthers.



Long Islanders John Cuneo and Alex Bozza exchange ideas with Bronxite Barry Monopoli off the floor at CSEA meeting the week of Sept. 6.



Jack Weisz, left, listens to views of, from left, Correction Officers Cornelius Rush of Greenhaven, William Fosback of Woodburn and Frank Wallace of Greenhaven.



Abe Kranker, chairman of CSEA law committee, addresses delegates from floor, as William Cunningham of Brooklyn awaits his turn.



An assessment of progress is made by Frank Fasano, Anthony Giannetti, Ed Carafa and Kenneth Cadieux during break in meeting.

Maintained Interest
Some 24 candidates on Exam No. 1504 were summoned to the practical exam. The position they seek is mechanic maintainer, Group B.

Utica Motor Vehicle Victory

(Continued from Page 5)

clause in the CSEA contract which forbids the State to contract work to outside agencies and then lay off State workers was brought into play.

Modrezejewski, working on the Utica end, and Jack Conoby, working in Albany, met with Department of Motor Vehicles officials and won a series of postponements in the closing date of the office as well as the promise that the Utica office would remain in Utica for functions other than driver licensing and automobile registrations. Cutbacks at the office were forestalled until all employees who had been scheduled to be laid off were found other comparable jobs with State agencies in the Utica area.

Many of the employees subsequently found jobs with the Division of Employment, which seemed about the only business in the Utica/Rome area that was experiencing an upturn.

As late as the middle of August, a cut-back date in license and registrations at the Motor Vehicle office was announced with scheduled lay-

offs for nine workers, but quick action on the part of Modrezejewski and Conoby once again rolled back the Sept. 15 deadline with a renewal of the promise from the Department of Motor Vehicles that no one would be laid off and services would be maintained until the nine employees had been absorbed into other State agencies in the Utica/Rome area.

In summing up the case to date, Modrezejewski said: "... on several occasions, CSEA members' jobs would have been lost if the Association hadn't acted quickly to prevent violations of our contract. Every time it appeared the situation was under control, someone in Albany would try and pull a fast one on us here in Utica. Quick action by the CSEA, both here in Utica, and through our Headquarters in Albany, has prevented this, but we're going to have to be on our toes about this situation right up until the time the last employee in question is safely absorbed by another State agency here in Utica."

Meagher Leaves Post

Daniel J. Meagher, of Rochester, has resigned his post as upstate deputy secretary of State to devote more time to family and business interests. He had been in charge of five area offices of the Department of State at Rochester, Buffalo, Syracuse, Utica and Binghamton.

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PHOTO ESSAY OF FALL CSEA MEETING

(MORE PICTURES ON PAGE 14)



Sam Grossfield takes a turn at the mike, while Phil Del Pizzo awaits opportunity to voice his opinion during committee reports.



CSEA president Theodore C. Wenzl and salary committee chairman Randolph V. Jacobs face newsreel cameras and newsmen to outline immediate goals for members of Employees Association.



Father Joseph Bergamini, chaplain for the Civil Defense Auxiliary Firefighters in New York City, was table companion with Pauline Wenzl, wife of the CSEA president.



Some inter-county conversation is engaged in by Mike DelVecchio of Westchester County and Arthur Bolton of Sullivan County.



Harold DeGraff of Ulster County joins Jack Carey, CSEA program specialist, in an off-the-cuff discussion.



Terry Dawson and Rita Murdock give careful assessment to point during delegates' meeting that continued from Wednesday through Friday.



Meyer Poses reads out some facts to back up his opinion, while sergeant-at-arms Jim Hallinan stands by to keep order at the mike.



Four heads are better than three, so there must be a lot of brainwaves being transmitted among, from left, John Eversley, Jack Weisz, George Shivery and Metropolitan Conference president Randolph V. Jacobs.



Members of the social committee of the Civil Service Employees Assn. are shown as they relaxed following the banquet which closed the CSEA's annual meeting at the Waldorf-Astoria Hotel in New York City. Seated, left to right are: Philip Wezler, Edna Percoco, Irene Carr, Robert Carruthers and Mary Hart. Standing, same order, are: Ethel Chapman, John Tanzi, Joyce Beckley, Mary McCarthy, Willis Fox, chairlady Deloras Fussell and Joyce Sewell.



Handling toastmaster duties for the Thursday evening banquet was Stanley Mailman, CSEA regional attorney for the Metropolitan and Southern Conference areas.