

# Civil Service LEADER

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## Security Unit Members

See Pages 1, 8, 9, 16



Theodore C. Wenzl, left, president of the Civil Service Employees' Assn., presents a list of resolutions approved by CSEA delegates at the annual meeting last month to Abe Lavine, director of the State Office of Employee Relations, as a prelude to the start of negotiations in behalf of State employees.

## Council 82's Grand Standing Attacked By Wenzl; 'Pledges In Past Years Not Fulfilled'

ALBANY—Theodore C. Wenzl, president of the Civil Service Employees Assn., said last week that the main issue in the Security Unit election is "neglect or service."

Wenzl, speaking at a special meeting of CSEA's ad hoc Security Unit meeting last Thursday, said the Attica uprising and Council 82, AFSCME's subsequent grandstand play calling for a prisoner lock-in had obscured the issues in the campaign.

"Although Council 82 made its dramatic announcement over the Attica crisis," he said, "this was the first time that Council 82 ever spoke out publicly or privately for the welfare of either correction officers or the 3,000 other employees, who comprise the Security Unit."

"The plain fact is that Council 82, forced to act because of Attica and all other State prisons being thrown into the lime-light, did absolutely nothing for anybody in that unit, which it was supposed to be representing. Meanwhile, CSEA has been fighting for the rights of the entire 7,000 people in this unit right along."

### Ignores Others

Wenzl said that most of the other titles in the unit have been "completely ignored. There are hundreds of narcotics employees in our narcotics institutions who have been swept under the rug and hardly recognized as existing. Simple things like a new, ridiculously harsh dress code for narcotics employees have been ignored by Council 82. It has been CSEA that has gone to bat for the narcotics employees."

"On another front, what about the safety and security officers at our universities, State hospitals and other State institutions? These people have been completely ignored by Council 82 for the two years Council 82 has supposedly been representing them. These men go around in tattered uniforms because

Council 82 delayed for a year and a half in getting them either new uniforms or uniform-allowance. They have special problems, grievances and needs which are never acknowledged, much less solved.

"Then, there are also our force of park and parkway police and patrolmen, our forest and park

rangers, our conservation officers. These people are not so isolated as Council 82 pretends. They are working people with jobs to do, who work strange hours and a lot of overtime, and who have to be completely dedicated to their jobs. They don't get paid much, and they have

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## CSEA Submits Pact Demands To State OER

ALBANY—As a prelude to the start of negotiations in behalf of 133,000 State employees in four bargaining units, the Civil Service Employees' Assn. last week submitted a list of resolutions covering salary demands and other major benefits to be negotiated, to the State Office of Employee Relations.

Theodore C. Wenzl, CSEA president, and other CSEA officials met with Abe Lavine, director

of OER, the chief negotiator for the State Administration, and presented the dozens of resolutions passed last month by CSEA delegates at the organization's annual meeting in New York.

While State Administration officials are reviewing CSEA's demands, bargaining teams for the four State units will meet to prepare and discuss strategy prior to the start of formal negotiations, which are expected to begin in early November.

Wenzl made it clear that the resolutions submitted to the State cover only those subjects approved by the delegates. The lists of demands for each of the bargaining units (Institutional Services, Administrative Services, Professional-Scientific-Technical Services, Operational Services) are being developed by the respective teams for each unit and will be submitted at a later date.

"We are entering a most difficult period and call on all CSEA members to be patient, cooperative, and loyal," Wenzl said. "The members of each bargaining team will be announced shortly. These people will be asked to make great personal sacrifices for many months and deserve your confidence and support," Wenzl told CSEA members.

### Workmens Comp. Bd. Agreement Ok'd

The Workmens Compensation Board negotiating committee of the Civil Service Employees Assn. has reached a departmental agreement with the Workmens Compensation Board, and will formally sign it on Oct. 28 at 50 Park Place, New York City, at 11 a.m.

Members of the CSEA negotiating team are Donald Holland, Donald Jurusik, Francis Kirby, Robert Smith, Martha Owens, Rosalie Jones, Frederick Liddle and Dr. Canute Bernard.

## Nassau Pact Talks Moving

(From Leader Correspondent)

MINEOLA — Negotiations for a 1972 contract are being pressed in simultaneous meetings by subcommittees, it was announced this week by Irving Flaumenbaum, president of the Nassau chapter, Civil Service Employees Assn.

Flaumenbaum said the full committees had met a dozen times and that subcommittee sessions got under way last week. The negotiating team is headed by CSEA regional attorney Richard C. Gaba.

## 'Set Evacuation Procedures For Bomb Threats Now' CSEA Tells State Officials

ALBANY—The Civil Service Employees Assn. is awaiting word from State officials on a CSEA proposal to establish emergency evacuation procedures and increase security in buildings occupied by State employees.

CSEA officials, headed by president Theodore C. Wenzl, met recently with representatives of the State Office of Employee Relations and Office of General Services to discuss what precautions the State plans or has taken with regard to emergency evacuation procedures to be used by State employees in the event of a fire or bomb scare.

"The State Administration, by failing to respond to us immediately, doesn't appear to be concerned with the safety and well-being of its employees," Wenzl said. "The State's failure to provide any kind of emergency evacuation measures in buildings housing State workers borders on criminal neglect. From our conversations with State officials, there seems to be a lackadaisical, apathetic attitude toward the subject."

"Employees working in the 31-story Alfred E. Smith State Office Building in Albany, during a recent bomb scare, were told by word of mouth simply to 'leave the building.' In other words, get out by any means available. The State is inviting panic and disaster by not promulgating an emergency evacuation plan for its employees to be followed in the case of emergency, with alternate escape routes and other details, such as central reporting locations.

"Fire evacuation drills should not be limited to school children. Panic strikes any age group and it could strike State workers. We need warning alarms

or public address systems installed—something we've asked for in negotiations but were denied because of budget limitations—before tragedy strikes.

"Management must make these decisions now and not wait until something terrible happens like in the case of Attica."

Accompanying Wenzl to the meeting with State officials were John A. Conoby, collective negotiating specialist, and Marvin G. Naylor, assistant director of public relations.

*Don't Repeat This!*

## Transportation Bond Issue Approval To Affect Civil Service

PROSPECTS brightened considerably for voter approval next Tuesday of the Proposition to authorize the State to borrow \$2.5 billion for transportation purposes, following the announcement by the New York City Administration that it would actively press for

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### Inside The Leader

Candidates Endorsed For Elections —See Pages 3, 14, 15

Lackawanna Strike Vote — See Page 14

Management-Confidential —See Page 3

# DON'T REPEAT THIS!

(Continued from Page 1)  
adoption of the Transportation Bond program.

The joint effort by the State and City administrations to win voter approval should ease some of the pressures on the Legislature next year, by containing the prospective State budget deficit within manageable limits. Approval by the voters of the borrowing for transportation purposes removes the threat of sharp cutbacks in State aid to

localities and should produce a more salutary collective bargaining atmosphere between State and local governments and their civil service employees.

Many parts of the State have been badly hit by unemployment as a result of retrenchment in defense spending and as a result of a generally stagnant economy. In both Nassau and Suffolk Counties unemployment is above six percent. Erie County suffers from an unemployment rate of

a staggering nine percent, created in part by a sharp reduction in the use of the Bethlehem Steel plant in the City of Lackawanna.

### More Federal Aid

The \$2.5 billion mass transit and highway construction program will provide not only direct construction jobs but open up employment opportunities in the production and distribution of materials needed for construction. The bond money will also assure that New York gets its share of Federal aid—more than \$1.6 billion for highways alone, in addition to Federal mass transit aids.

On the other hand, failure to approve the Proposition will deal a staggering blow to the economy. Some projects started in the past few years will have to be suspended.

In view of the importance of the transportation bond issue to the State's economy, the proposal has received widespread public support. For example, Ralph G. Caso, the Nassau County Executive, a Republican, and Lee H. Dennison, Suffolk County Executive, a Democrat, agree that every Long Island resident who drives a car, rides a train, or takes a bus will benefit from the improved transportation services that are contingent upon approval of the bond proposal.

### Vital To Economy

In Erie County, Edward V. Regan, a Republican, and Buffalo Mayor Frank Sedita, a Democrat, are opposing candidates for Erie County Executive. Whatever their partisan differences may be, both are agreed that approval of the transportation bond proposal is vital to the economy of that County.

Both Mayor John V. Lindsay and City Comptroller Abraham D. Beame, who frequently disagree on many issues, are firmly united in their support for the bond program. Similarly, State Legislators, whether Republican or Democrat, whether from urban, suburban or rural areas, are united in the drive for voter approval of the bond issue.

New jobs created as a result of these public improvements will reduce welfare and unemployment rolls. It will contribute to the economy of each community by stimulating increased sales of goods and services. In addition, it should generate new revenues for State and local governments.

Above all, the transportation bond proposal will be decided in the secrecy of the polling booths by the voters of the State. On Tuesday, the voters will give their answer.

**SUPPORT THE ATTICA FAMILY MEMORIAL FUND**  
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## Inside Fire Lines



by Michael J. Maye

President, Uniformed Firefighters Assn.

## Tribute To Ben Messina

WHEN HISTORIANS record—and then rewrite as the years come and go—the deeds of labor leaders, they go into great detail and explanations. I am talking of the giants of the labor movement, the Samuel Gompers, the John L. Lewises, the Philip Murrays.

AT THE HEART of these historical dissertations are explanations of ambitions and goals—and it always comes up as a fight for the underdog, the working man. So times, you almost get the impression that they do it all—and to a great extent, it may be true because they are men of fierce dedication, vision, determination and pride. IN TRUTH, their goals were simple . . . so simple that they still exist as the goals of labor leaders who have come along to take their places in the never-ending battle of the workingman.

BEYOND THAT, however, it is clear that they may certainly could not have done it alone . . . just as no labor leader today could ever dream of doing it alone.

IN THE LABOR movement of this country, however, the first wave, the vanguard, were those men who led the way and withstood the first reactions and assaults. The men of this group were called by many names—the Committee, the Executive Board, the Friend or Advisers—whatever the name, they were dedicated to the same fight, the same goal. In this sense, the house of Labor learned a long time ago that like any other family, it could not be divided and still fight the good fight and win.

EVERY ONCE in a while in every labor organization there emerges one man who seeks nothing for himself and who wears himself out keeping the family house in order, giving of himself to protect the common goal and the common cause. I won't mention many of this unique breed—other labor organizations but I do wish to focus on ours—the firefighter's champion for 35 years, Ben Messina.

BEN MESSINA will be retiring from the job next year after 35 years of dedicated public service and unswerving devotion to the UFA and the firefighters it serves. Ben's was the level head that prevailed on many executive committees at the same time that he was the probing, prodding thorn in the side, the constant conscience, the outspokenly imaginative leader who intuitively knew what was right for "The Job," and who forged ahead fearlessly and tirelessly to achieve that goal.

THE UFA PROVIDES no pensions, no monuments.

THE "JOB" WILL have a testimonial for Ben Messina next Thursday. The turnout promises to be overflowing—for that is how the job feels about Ben.

MORE ELOQUENT tributes will be paid to Ben next Thursday than are possible here. Because of the way we feel, however, I wanted to let government officials, politicians and others concerned with the welfare and life of this City know in a public way of our esteem and affection for Ben Messina.

BEN, ABOUT the only thing I can say, for myself and the other members of the Board, is that you leave the job with our heartfelt thanks and good wishes . . . a Tip o' the Helmet from those on the job and those who are to take our place . . . for the good you have done for all of us for so many years—the good which we know will continue to benefit the ranks still to come. We'll tell them about Ben Messina.

GOOD LUCK and Godspeed, Ben!

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Leaving November 25 and returning November 28 via Trans International Airlines with hot meals, drinks aloft at the newly built ultra luxurious Holiday Inn. \$145.00  
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MAP Supplement (Breakfast and Dinner daily) 35.00  
Price includes: Air-conditioned twin-bedded room—Welcome Rum Swizzle Party—Free chaise lounges—Free coach to Nassau for shopping during day—Taxes and gratuities—Complimentary green fees and transfers. Price does not include meals.

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November 20/November 27 (7 Nights) \$293.00 up

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

### INDEX TO TOUR MANAGERS

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### Students Getting SS

Student social security beneficiaries will receive \$590 million in monthly cash benefits in 1971.

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# Dutchess CSEA Endorses Schoentag

# Dolan Urges Local G'vt Chapters Negotiate For Management Status

CIVIL SERVICE LEADER, Tuesday, October 26, 1971

**POUGHKEEPSIE**—For the first time in the history of the Dutchess County unit of the Civil Service Employees Assn., the group has endorsed a candidate for public office. At its October meeting, the membership voted to endorse the re-election of County Executive David C. Schoentag.

Dutchess unit president Ronald B. Friedman and chapter president Ellis Adams, jointly announcing the endorsement of Schoentag, said: "The decision to endorse the re-election of County Executive Dave Schoentag reflects the deep feeling of concern we have for the future of Dutchess County. Of all the candidates, Dave Schoentag is the best qualified for the position by virtue of his experience, his ability, and his sincere interest in the people and employees of the County of Dutchess. He has always been quick to react to the special problems of the individual. We have recently experienced some difficulty with existing dispute procedures and the County Executive immediately reacted. He is already implementing a change to the existing system by setting up a three-man panel to hear disputes and recommend their disposition to him. CSEA has been asked to submit the name of an employee for appointment to this panel. Mr. Schoentag will appoint a management representative, and a member from outside of the government from a list nominated by CSEA.

"County Executive Dave Schoentag has a consistent record of cooperation with employees. He has publicly called for repeal of Sections 503 and 504 of the State law which operate to prevent managerial and confidential employees from joining an employee labor organization. He studied the occurrences at Attica Correctional Facility and the result was a plea to Governor Rockefeller to upgrade working conditions, provide more and better training, and generally improve the State's prison system. County Executive Schoentag has always favored fair and equitable salaries and working conditions for all public employees, in particular County employees, and the contractual arrangements we have reached with Dutchess County compare most favorably with others in the State. We are behind Dave Schoentag 100 percent and this means that our members are going to take this endorsement to the people of Dutchess County. This is a full and major commitment on our part, for the re-election of County Executive Schoentag is vitally important to us all. In addition, it is no secret that the State staff of CSEA holds Dave in the highest regard, thus making all of our bargaining and contract jobs easier."

The Dutchess County unit of CSEA represents some 700 County employees and the chapter represents 1,500 employees in collective bargaining and contract administration.

"I am most pleased to receive this important CSEA endorsement," Schoentag said. "It means that my campaign has caught fire and that those who know the most about the way the County of Dutchess operates are 100 percent in favor of continuing my administration. The CSEA and I have had our dif-



Giving their signs of support to David C. Schoentag, County Executive of Dutchess County, center, are Ronald B. Friedman, president of the Dutchess County Employee unit, Civil Service Employees Assn., left, and Ellie Adams, president of the Dutchess County chapter, CSEA. Schoentag is seeking re-election in the November elections.

ferences. There have been times when personal problems of County employees have been overlooked, but I promise the employees of this County that this will not occur again. Our

four years of mutual work and dedication have been a rewarding time for all the residents of this County and I look forward to continuing in office."

## CSEA Attacks Council 82's 'Grandstanding'

(Continued from Page 1)

special problems and grievances. Most of them have never seen a Council 82 representative. When they send letters in to their local or the State organization of Council 82, they never get an answer. They are suffering under outmoded and primitive working conditions and Council 82 won't even listen to them, much less take up their cause. They complain that Council 82 only collects its dues from them and does nothing more.

### CSEA Is Working

"CSEA intends to do something about this intolerable situation. Council 82 has not tried to do a thing, except make dramatic announcements with little real

results or improvements when correction officers were suddenly put in the spotlight. In fact, the so-called settlement they got from the Correction Department was no settlement or improvement at all. Practically every one of the Council 82 demands had already been on the drawing board and in the works before Council 82 asked for them. As for the rest, such as rehiring the narcotics employees who were first last Spring, Council 82 dropped those demands and never said another word about them. (See Pages 8, 9 and 16.)

"When you put it all together," Wenzl continued, "the record of CSEA for the units it has represented and for the help

it has given at every opportunity to members of the Security Unit, and the no show record of Council 82 in trying to represent the people it has, there is no comparison.

"We hope that Security Unit members will see it like it really is—if they want good service, if they want real representation, grievance-solving, better working conditions, and the union that cares about them as individuals, they will vote for CSEA."

Ballots for the election will be mailed out from Albany by the Public Employment Relations Board on Oct. 28 and will be counted Nov. 18.



Members of the Civil Service Employees Assn.'s Security Unit team are shown visiting Manhattan State Hospital where they spoke with a group of security officers at the institution. Left to right are Thomas Brann, a retired State Trooper who now represents CSEA; George Dishphan, CSEA fieldman; Amos Royals, CSEA chapter president, and Ange Richardson, a member of the hospital's security force. Members of the Security Unit visited the CSEA mobile office and received assistance as it visited institutions and field locations throughout the State.

ALBANY—The Civil Service Employees Assn. is urging its local government chapters and units to negotiate with their employers the question of which employees will be classified as management and confidential and thereby excluded from bargaining units instead of leaving it up to local or State Public Employment Relations Boards.

"Through negotiations at the local level, those employees excluded from the bargaining unit because of their management or confidential status are allowed to remain as members of and participate in the activities of CSEA," according to Joseph J. Dolan, Jr., director of local government affairs for CSEA. "If PERB is asked to make the determination, then the affected employees cannot belong to or participate in the activities of any employment organization as a result of a recent amendment to the State's Taylor Law," he said.

"This restrictive and grossly unfair amendment is currently being challenged in the courts by CSEA," Dolan said, "while the practice of jointly agreeing to exclusions through negotiations in local government is an established practice which can continue free of any court restrictions."

"It is certainly much better to allow management and confi-

dential employees the freedom of choice rather than isolate them from their fellow workers and destroy relationships that have built up over the years," Dolan said. "By maintaining this relationship, it will increase morale and aid in the speedy resolutions of differences on the job, thus avoiding lengthy and formal grievance procedures."

## Judicial Conf. Unit to Nominate

MINEOLA—Anthony Greco, acting president of the Judicial Conference unit of the Nassau chapter, Civil Service Employees Assn., this week announced the appointment of a nominating committee representing all courts.

The committee is to present a slate of officers at a unit meeting Tuesday, Oct. 26, at 7:30 p.m. at the Salisbury Restaurant at Eisenhower Park. Recommendations may be sent to the committee in care of Post Office Box 91, Hempstead, and nominations may be made from the floor at the unit meeting.

To be elected are a president, first vice-president, second vice-president, secretary, treasurer, corresponding secretary and sergeant-at-arms.

The nominating committee is composed of John Baglevi of District Court, Mrs. Maggie Case of County Court, Oscar R. Rubin of District Court, Henry Bumley of Family Court, Douglas Wilkins of Supreme Court, Ralph Hewlett of Surrogate's Court and Joseph Smith of County Court.

## Syracuse Chapter Urges 'Yes' Vote On Transport Bond

(From Leader Correspondent)

SYRACUSE—The Civil Service Employees Assn.'s Syracuse chapter is urging all its members to support and vote for the \$2.5 billion Transportation Bond Issue to be voted on Nov. 2.

Richard E. Cleary, chapter president, said the CSEA unit voted unanimously to support the bond issue at a special meeting held last week.

In the adopted resolution, the chapter noted that if the bond issue is not approved, "many State employees may be laid off or fired and vitally needed services curtailed."

Also, the unit said in the resolution, "there is a strong possibility of a tax increase" if the bond issue is not passed. And, it states, there is a strong possibility that City bus transportation will come to a halt if the bond issue's funds are not available to enable the Central New York Transportation Authority to take over the Syracuse Transit Corp.

# Deadline Will Hit Friday For CSEA Field Posts; Duties Are Diversified

Friday, Oct. 29, marks the application finale for anyone interested in pursuing several openings with the Civil Service Employees Assn. field staff. The jobs to be filled: field representative and field staff assistant.

The representative's spot focuses mainly on servicing CSEA chapters and members. The work may involve visits to chapters and regional conferences, collaborating with them in planning programs and services.

Representation of members before State administrative bodies may be another aspect of the job, as well as the negotiating of contract terms.

He is expected to develop membership promotion in the CSEA through public relations work with existing chapters, or through the organization of new chapters where desirable. He deals with people on many levels, from interviewing prospective chapter members to addressing conference meetings.

The minimum requirements for the position of field representative include a high school diploma or equivalency certificate, plus three years of business or investigative experience involving extensive public contact, or a college degree. Candidates must have a New York State driver's license and a car for business use.

Field representatives, salaried at \$11,963 to start, differ from field service assistants, who receive \$9,064 to start, in that they cover the larger chapters of the CSEA and handle more complex programs and responsibilities.

Experience requirements for each post are slightly different.

A CSEA field service assistant performs roughly the same duties as a field representative, but on a smaller scale. Working under direct supervision of a regional field supervisor or a design-

nated field representative, he services the Association members and the smaller Association chapters within a given Regional Conference area.

Candidates for field service assistant must present a high school diploma or equivalency certificate, plus two years of business or investigative experience involving extensive public contact, or a college degree.

Candidates for these positions must have an aptitude for, and hopefully enjoy, meeting and dealing extensively with people. They must be able to absorb knowledge of laws, rules and regulations governing public employees and be able to communicate this knowledge clearly and accurately to Association members.

Application forms and more

## U.S. Will Hire 400 Engineers As Trainees

The Federal Government is making plans to hire up to 400 young engineers for a year-long internship program recently announced by the White House.

The internships, in Federally-funded labs throughout the country, are designed to "expose the

detailed job and qualification descriptions are available from Patrick G. Rogers, Director of Field Services, CSEA, 33 Elk St., Albany, New York.

trainees to both problems and capabilities of government research and development."

Trainees will be granted \$7,000 for the year by the government, and the participating laboratories are required to match this amount in either cash or research support. Applications should be filed directly at the Federally-financed labs.

The program is aimed at unemployed scientists and engineers under 30 with advanced degrees. The National Science Foundation, which is administering the internships, has reported a 5.3 percent unemployment rate for this group.

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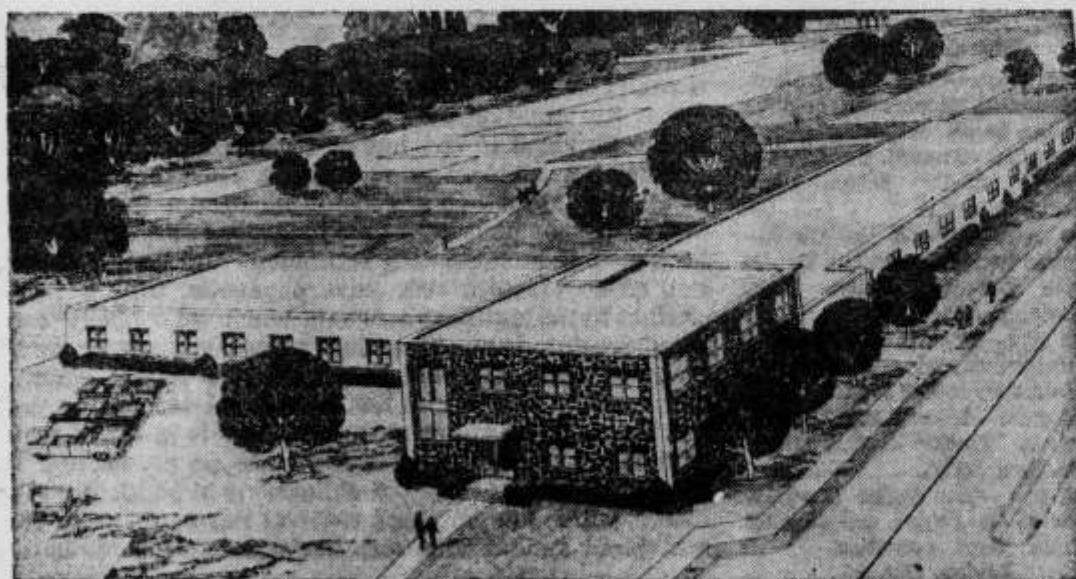
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# Attention all New York State employees-

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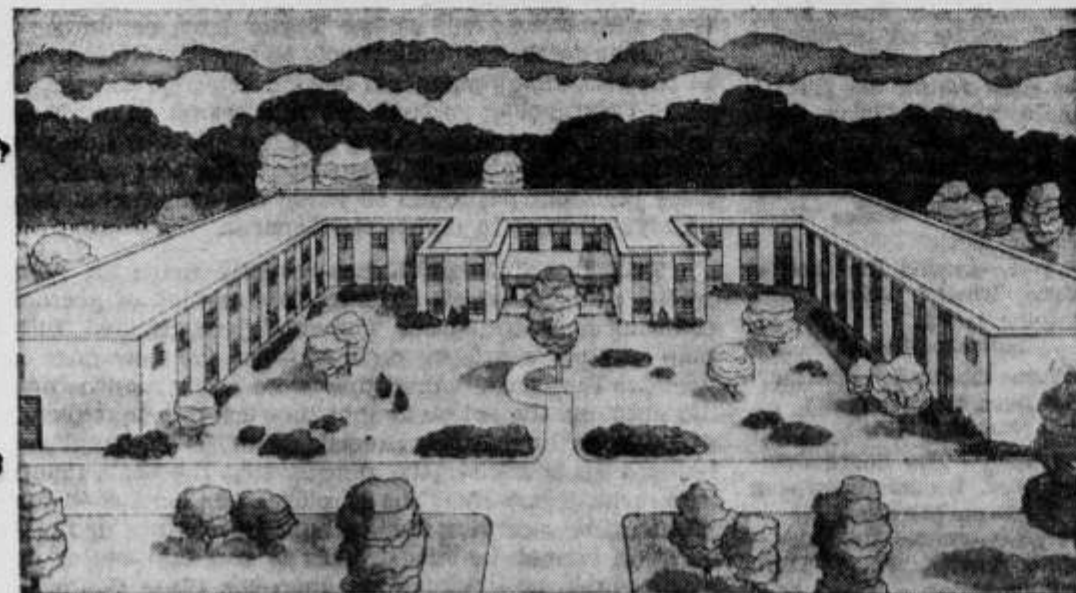


### Physical Disabilities

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

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TUESDAY, OCTOBER 26, 1971

## Security Unit Vote

**B**ALLOTS to determine the certified bargaining representative in the Security Unit of State service will go into the mail this week. We urge all members of the Civil Service Employees Assn. to take advantage of their guaranteed right and vote in this most important election.

A CSEA victory in this election will mean that all State employees will be united under one banner, one with the voice of a quarter of a million voters.

## Protect The Innocent

**W**E believe the vast majority of New York City policemen to be honest. We would believe this even if the United States Constitution did not guarantee that any man is considered innocent until proved guilty by a trial by his peers.

However, many people are greatly disturbed by what they call Trial by Press in the Knapp Commission's investigation into possible corruption among some members of New York's Finest.

In our opinion, the policemen in this City are known as New York's Finest for good reason—one has only to read the newspapers or listen to the radio or television to be aware of what supreme sacrifices too many of these men have made in their efforts to make this City a better place to live for all people.

For this reason, we think there is an enormous store of goodwill that has been earned by the men in blue through the good work that most of these men—and women—have performed through the years.

But, taken as a body, they are nonetheless people. And from any barrel, there may be rotten apples. One rotten apple may spoil the apples around him, but that does not mean the whole barrel is bad.

Nevertheless, with our American heritage of "Innocent until proved guilty," we hope that the citizenry is sophisticated enough to withhold judgment until all the facts are in.

We must sympathize with the families of the decent policemen who are forced to bear the suspicious looks of neighbors whenever they buy something new. These are the unsophisticated people who take glee when they "get something on somebody"—whether real or unreal.

Unfortunately, the television replays of the testimony of an admittedly crooked cop—one who has disgraced his uniform and badge and is now seeking to crawl out of his problems by making blanket accusations—has helped their cause.

Perhaps if some of the laws and departmental regulations were made a little more realistic, there would be less nit-picking about law-breaking. Just as the legalization of off-track betting has chased the bookmaker from the streets and has removed a great source of temptation from in front of the policeman, a revamping of values in terms of modern-day society would be a major step in the right direction.

While we do not condone any illegal action, and while we are not happy about some "guilt by association" allegations being made public by the Knapp Commission, we do hope that the few guilty traitors are weeded out and that some worthwhile changes will come about.

Then the policemen can get back to the business for which they are trained—protecting the rights of all this City's citizens.

## 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, Oct. 26

12:00 Noon—The Police Commissioner. Report on ongoing Police Dept. activities.

12:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.

2:30 p.m.—Around the Clock—"Reorganization of the Detective Bureau." P.D. training series.

6:30 p.m.—Return to Nursing—"The Nursing Care Plan." Refresher course for nurses.

7:00 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.

Wednesday, Oct. 27

12:00 Noon—The Police Commissioner. Report on ongoing Police Dept. activities.

12:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.

2:30 p.m.—Around the Clock—"Reorganization of the Detective Bureau." Police Dept. training series.

6:00 p.m.—Return to Nursing—"Medications." Refresher course for nurses.

6:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.

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

Thursday, Oct. 28

12:00 Noon—The Police Commissioner. Report on ongoing Police Dept. activities.

12:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.

2:30 p.m.—Around the Clock—"Reorganization of the Detective Bureau." Police Dept. training series.

6:30 p.m.—Return to Nursing—"Intramuscular Injections." Refresher course for nurses.

7:00 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.

9:00 p.m.—The Police Commissioner—A report on ongoing Police Dept. activities.

Friday, Oct. 29

12:00 Noon—The Police Commissioner. Report on ongoing Police Dept. activities.

12:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.

2:30 p.m.—Around the Clock—"Reorganization of the Detective Bureau." Police Dept. training series.

6:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.

Saturday, Oct. 30

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

Monday, Nov. 1

12:00 Noon—The Police Commissioner. Report on ongoing Police Dept. activities.

12:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.

2:30 p.m.—Around the Clock—"Reorganization of the Detective Bureau." Police Dept. training series.

6:00 p.m.—Return to Nursing—"The Patient With Peptic Ulcer—Diagnosis." Refresher course for nurses.

7:00 p.m.—On the Job—"Fittings." 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.

## Restricting Retirement Benefits

**THE STATE** Comptroller has recently jumped the gun with regard to restricting retirement benefits of employees in the New York State Retirement System or the New York State Policemen's and Firemen's Retirement System. For those who thought that the State Comptroller would wait until April 1, 1972, to crack down under the new law, which bases retirement pay solely on an employee's base pay, these recent developments are startling.

**AN EMPLOYEE** organization negotiated a labor agreement which provided for termination pay, including (1) unused vacation time, (2) a 50 percent payment for unused sick leave, and (3) severance pay at the rate of three days for each year of service. Employees retiring pursuant to this agreement sought to have their retirement based upon a three-year final average salary base. The Comptroller stated his opinion as follows:

"Such a final average salary contemplates the use of the member's highest average compensation earned during any three consecutive years of member service. In arriving at the highest average annual compensation for three consecutive years, the Retirement System recognizes salaries, wages, maintenance or any allowance in lieu thereof, plus payments to a member of the monetary value of (a) accumulated and unused vacation time that accrued during such three-year period; (b) termination payments based upon the ratio which the said three-year period bears to the total years of service, and (c) time allowances granted in lieu of overtime compensation otherwise payable during such three-year period."

**THE COMPTROLLER** in no way attempted to prevent the lump sum payments for termination pay based upon earnings of such credits for more than the three years for either the vacation time or the compensatory time as specifically provided in the law or for the unused sick leave as held legal in a recent court decision. The Comptroller adopted an accrual method of accounting for determining the vacation and compensatory time inclusions into the base salary for purposes of computing retirement and denied the inclusion of any unused sick leave payments. This is in direct conflict to the statutory language which talks about "earned" compensation during these best three consecutive years. The Court of Appeals has already held that earned refers to a cash basis situation and not an accrual accounting procedure. In fact, the entire statutory scheme is that premiums paid into the retirement system are on an accrual basis, considering the anticipated obligations to be incurred in the future, while the employee receives payments from the retirement system on a cash basis accounting method.

**WHAT HAS** apparently frightened the Comptroller is that with the advent of the Taylor Law, employees have been able freely and collectively to negotiate improvements in the retirement payments beyond the expectations of the State Comptroller, so that the rate set on the accrual accounting method was too low and did not take into account the future obligations so negotiated. The real solution is to raise premium payments to cover the unexpected benefits payable and not to reduce the benefits.

**THE COMPTROLLER** has recently made an administrative decision which enforces this method of accrual accounting upon employees. The employees affected, with the help of their employee organizations, are now once again going to the courts where they were a few months ago but did not press the action at that time for fear that the courts would hold the question premature unless the employee exhausted his administrative remedy that the State Comptroller provided. Now that the employee has exhausted his administrative remedies, this technical avoidance of the basic question cannot be raised. This is the first major attack by an employee organization upon the State Comptroller's attempt to restrict retirement benefits to public employees. These benefits were built up by public employees who deferred in-the-pocket compensation during good economic times so that they would be protected if leaner days approached. It is hard to understand the rationale of the State Comptroller who now turns on the employees who deferred their compensation when the leaner days are now here.

**THE LEGAL** questions involved are quite broad in scope

(Continued on Page 15)

## Gilmour Gets Post

Dr. Judd Gilmour, of Delmar, has been appointed assistant director of the Division of Meat Inspection in the State Department of Agriculture and Markets. He succeeds Dr. Carl Brenner, retired, in the \$17,483 post.

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## FOR CORRECTION OFFICERS . . .

### SOME FACTS ON THE THREATENED "LOCK-IN", AND THE "HISTORIC AGREEMENT" BETWEEN COUNCIL 82 & THE STATE DEPARTMENT OF CORRECTIONAL SERVICES

#### HERE ARE COUNCIL 82'S DEMANDS:

Council-82 demands that within fifteen (15) days:

- (1) Families of Correction Officers killed, those that were hostages and those injured, be immediately financially and personally reimbursed in a plan to be immediately worked out by the State.
- (2) All personnel be immediately rehired, Correction Officers on first basis, the narcotic Correction Officers on a provisional basis to deal with this crisis.
- (3) Narcotic Correction Officers acquire permanent status upon qualifying as Correction Officers.
- (4) Purchase of necessary equipment (including communications system), to prevent, control and quell any internal disturbance.
  - (a) Professional training be instituted immediately - The present academy is inadequate and an untrained Correction Officer is impotent.
- (5) Improve personal needs of inmates immediately (i.e. clothing, training, rehabilitation program)
- (6) Within 10 days - manpower requirements be defined institutionally by the Statewide Committee.
- (7) The Statewide Committee will deal with the Governor and Commissioner's office for establishment of maxi-maxi institution. Immediately following this press conference, the Statewide Committee will meet to institute a system of reform for all Correction personnel and inmates in all Correctional facilities.

#### HERE ARE OSWALD'S RESPONSES:

- 1 • Oswald told Council 82 that the union would have to take this up with Governor Rockefeller.
- 2 Oswald told Council 82 that the State had already planned to fill 135 correction officers' positions, and turned down the union request to rehire more than 1000 narcotics correction officers laid off last spring.
- 3 This was agreed to.
- 4 The department had already planned to do this.
- 5 The department had already planned to do this.
- 6 The department said it was conducting its own study.
- 7 • A maxi-maxi facility was already on the drawing board before Council 82 submitted its demand.

(IT BOILS DOWN TO THIS: The Attica rebellion and ensuing violence -NOT Council 82- convinced the State administration and the Correctional Services Department that immediate changes would have to be made in the prisons. The department moved quickly and drew up a series of proposals which covered virtually all of the demands presented later by Council 82. This union took credit for something that was ALREADY IN THE WORKS . . . for the single purpose of protecting its bargaining status.)

## SOME OBSERVATIONS . . .

Did Council 82 ask YOU if you would support a lock-in of prisoners before Jerry Wurf made his grandstand announcement on television, or did it come as a surprise?

Council 82 failed to tell you that the demands which were supposedly met by Oswald were on the department's drawing boards a week before Council 82 submitted its list to Oswald.

Did you ever see the letter of agreement Oswald sent to Ciuros after the so-called agreement was reached?

Correction officials admitted that the details of the so-called "historic" agreement with Council 82 were nothing more than what the department had planned to do in the first place.

The "historic" agreement was nothing more than a face-saver for Council 82, aimed at getting your vote in the upcoming Security Unit election.



**Promotionals In Majority**

**City Aims To Begin Filing For 24 Posts Next Month**

Exactly two dozen titles have been pegged by the City of New York for filing periods in November, The Leader has found out.

The tentative roster as outlined will feature some 10 open-competitive posts, ranging alphabetically from assistant building custodian to tractor operator.

Other positions open to the general public during November: car maintainer, Group E; car maintainer, Group F; furniture maintainer's helper; housing fireman; human resources technician; photographer; stationary fireman. Probably the most attractive title, as far as few qualifications go, will be that of gardener.

One licensure exam has been

placed on the November filing agenda—that of motion picture operator. The remainder are all promotional.

Included in the coming promotion series, according to Personnel Dept. sources, are to be these titles: assistant architect; assistant landscape architect; chief public health sanitarian; custodial foreman; foreman ship carpenter; furniture maintainer finisher; head school lunch manager.

Completing the series: principal budget examiner; senior chief dietitian; senior civil engineer, highway traffic; senior consultant, public health social work; senior human resources technician; supervisor of school lunches.

Details on requirements and starting salary will be published as they are released in the form of exam notices. For advance information, call the Personnel Dept. at 566-8700.

**Popp Gets Nod**

Commerce Commissioner Neal Moylan has appointed Floyd C. Popp as Syracuse regional manager for the Department. He succeeds Raymond G. Castle in the position which pays \$17,483 annually.

**Vets Eligible To Be Guards**

Positions for guards in Federal agencies in the Metropolitan area are continuously open for persons entitled to Veteran's Preference. These jobs are restricted by law to only those eligible for Veteran's Preference, with GS-2 through GS-4 positions available.

Competitors for GS-2 positions (salary: \$4,231) take a written examination for which Card Form 5000 AB should be submitted. Applicants for GS-3 and GS-4 (\$4,600 and \$5,145 respectively) will be rated on the length and quality of their experience. No written test is required for GS-3 and GS-4, and forms SF 171 and Card Form 5001 ABC should be filed.

Applications may be filed with the Executive Officer, Inter-agency Board of U.S. Civil Service Examiners, Greater New York City Area, Federal Build-

ing, 26 Federal Plaza, New York City 10007. Necessary forms are available from this office, or at any of the larger post offices.

Guard positions are open until further notice in Federal Agencies in the five boroughs of New York City and the counties of Nassau, Suffolk, Dutchess, Orange, Putnam, Rockland and Westchester.

**Brockport Officers To Be Elected**

BROCKPORT—Officers will be nominated and elected at the next meeting of the Civil Service Employees Assn., to be held on Dec. 7 at 7 p.m. at the Barclay School cafeteria here. New contract proposals will also be drawn up at this meeting.

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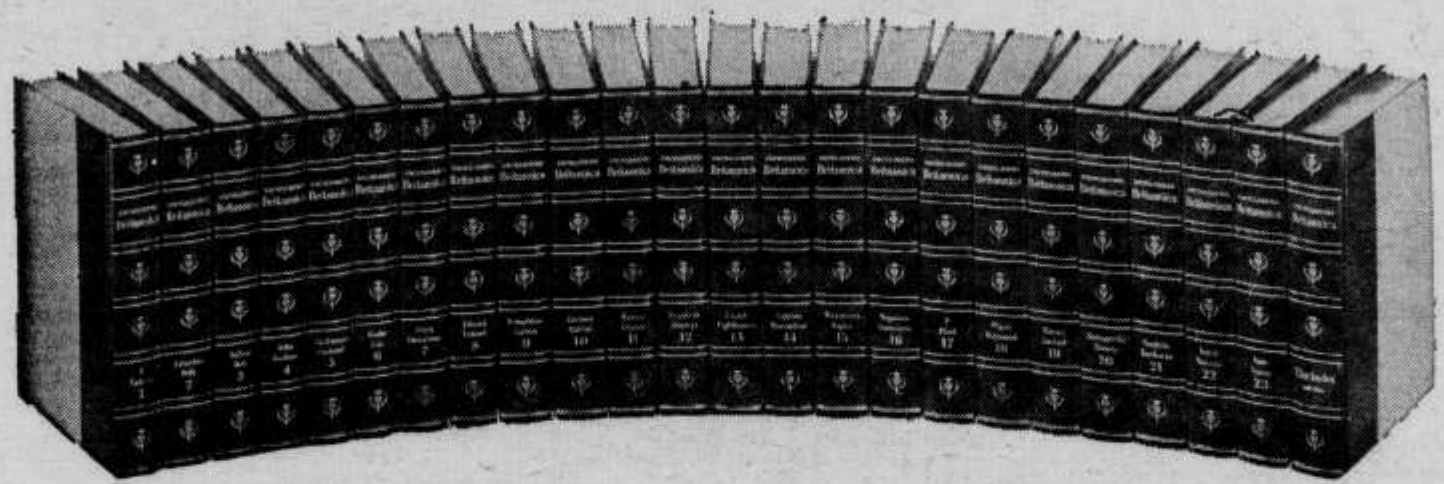
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**Fire Board Picks**

The Governor has named two new members and reappointed four others to the State Fire Safety Advisory Board. New appointees are Fowler E. Finch, of Sidney Center, and John T. Gray, of Yonkers. Reappointed are Walter R. Bell, New Ro-

chelle; Robert O. Lowery, New York City; Thomas W. Ryan, Buffalo, and Charles M. Weaver, Ithaca. Positions are unsalaried.

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**The Job Market**

By **BARRY LEE COYNE**

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

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

Manhattan Apparel Industries Office, 238 West 35th St., Manhattan.  
Farm Workers are needed in Upstate New York and Long Island to harvest onions, potatoes and other vegetables. There are some jobs available in harvesting nursery crops. No experience is needed nor is it necessary to speak English. Free government inspected housing is available. Those who apply for jobs should be able to do heavy physical work. The pay range is from \$1.75 to \$1.85 an hour . . . Apply at the New York City Farm Office, 247 West 54th St., on the sixth floor in Manhattan.

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

vary depending on the nature of the business. Jobs start at \$90 a week and up.

Openings are also available for Full Charge Bookkeepers to be in charge of full set of books through general ledger. Must prepare monthly schedule, trial balance as necessary. May be required to do payroll and supervise one or more assistants. The salary is \$130 plus a week . . . Assistant Bookkeepers are also wanted at a salary of \$100 plus a week . . . Apply at the Brooklyn Office Personnel Placement Center, 175 Remsen St.

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

Applicants interested in this apprentice program should apply at any one of the Industrial Offices of the State Employment Service or Youth Opportunity Centers. The addresses for the Industrial Offices are: Manhattan, go to 255 West 54th St.; in Brooklyn, to 350 Schermerhorn St.; in Queens, to 42-15 Crescent St., Long Island City, and in Staten Island, 25 Hyatt St., St. George. The addresses for the Youth Opportunity Center are: Manhattan, go to 330 West 34th St., in Brooklyn, to 394 Bridge St., in the Bronx, to 558 Southern Blvd. and Queens, to 91-14 Merrick Blvd., Jamaica.



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## Waterways Supt. Post Available

Waiving residence, Suffolk has gone ahead in seeking applicants for assistant superintendent of harbors and waterways, prior to the deadline of Oct. 27. The job involves supervising harbor operations and improvement projects.

According to Exam Notice No. 11-274, candidates must have a

bachelor's in civil engineering plus two years in hydrographic engineering. The usual starting salary, notes the bulletin, is \$10,000.

For further information, write the Suffolk County Civil Service Dept. at the County Center, Riverhead, N.Y. 11901. Or else phone (516) 727-4700, ext. 249.

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## Motor Vehicle Pact Talks Set To Open

ALBANY—The special motor vehicle examiner committee of the Civil Service Employees Assn. will hold its first negotiating session with officials of the Motor Vehicles Department at CSEA Headquarters, 33 Elk Street, Albany, on Nov. 3 at 11 a.m. Members of the committee are Francols Frazier, Harry Cavanaugh, Thomas McDonough, Jacob Rohloff, and Donald Hinkley.

## REAL ESTATE VALUES

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# Retiree Finds Satisfaction In Helping Disadvantaged

ALBANY — Next to "cabbies," the volunteer corp of drivers at the Albany Red Cross motor unit probably drive as much as anyone in Albany.

Norman H. Bender, retired head clerk for the Department of Tax and Finance, is one of the dedicated drivers.

Norm and a group of fellow drivers get together at the Red Cross Building before 8:30 a.m. to begin their scheduled driving missions.

Norm's schedule is prepared by a volunteer officer of the day and includes transporting individuals to the Association for Retarded Children and young children to the Northeastern New York Speech Center, as well as adults to hospitals for therapy treatment.

Norm drives as many as 75 miles before ending his morning stint. The Albany Area Red Cross Motor Unit averages about 750 miles a day, performing missions like Norm's.

One of Norm's passengers, John W., eagerly waits to be driven to the Association for Retarded Children, where he works on projects such as laundry services, handicraft bulk mailings and maintenance. Norm knows the trip is well worth his effort, everytime he sees John's face beam after receiving a paycheck.

Norm says, "helping people like John gives him a genuine feeling of satisfaction."

If you are retiring from State service soon and would like to spend some time as a volunteer driver, join Norm at the Red Cross motor unit in Albany. For those who don't drive, Red Cross has other jobs for you. Interested? Call the chapter at 461-7461 for more information

# CSEA Calls For Meeting With Youth Agency Head On It's Institution Probe

ALBANY—The Civil Service Employees Assn. has announced that as a part of its investigation into conditions in State institutions, it has called for a meeting with the director of the Division for Youth to discuss what CSEA president Theodore C. Wenzl called "a very serious deficiency in staffing, education and programs" in the institutions operated by the Youth Division.

"The Attica tragedy has thrown the spotlight on an area which has concerned CSEA for years," Wenzl said. "That is the Division for Youth, whose institutions throughout the State are unfortunately often just the beginning for youths who will go on in later life to serve prison terms in the State's prisons."

"The high incidence of recidivism is well known," Wenzl continued, "and CSEA thinks that if something is done to improve conditions for both residents and employees in the Division for Youth, now when it is needed, it will save many from going out in the world only to return either to a youth institution or, later on, to a State prison."

"It is with this in mind that I have requested a meeting with Dr. Milton Luger, director of

about daytime and evening volunteer positions. You'll be glad you called. Norm Bender was.

# Flaumenbaum Named To Editorial Board Of Labor Journal

(From Leader Correspondent)

MINEOLA—Irving Flaumenbaum, a veteran in public-employee labor organization and president of the largest chapter in the Statewide Civil Service Employees Assn., has been named to the editorial board of the Journal of Collective Negotiations in the Public Sector.

Flaumenbaum, who heads the 17,000-member Nassau chapter of CSEA, will serve with others including Albert Shanker, president of New York City Local 2 of the United Federation of Teachers; Dr. Robert Doherty, dean of the New York State School of Industrial and Labor Relations Extension Division, and Dr. Robert Fischer, personnel director of the Los Angeles School District.

The executive editor of the journal is Dr. Harry Kershen, head of the office of School District Employer-Employee Relations of the New York State Education Department.

the Division for Youth, and with representatives of CSEA from the various youth institutions, in order to discuss proposals for proper and improved staffing in the youth institutions, the duties and responsibilities of institutions, the duties and responsibilities of institutional teachers and social workers and cottage personnel, and educational and training programs for the staff. It is well known by this time that permanent and useful rehabilitation can only be accomplished by sufficient manpower with adequate training and special education in the area of rehabilitation and counseling. And it is not necessary to reiterate the necessity for having proper programs at the youth level in order to prevent their further alienation from society."

# For Kids Of Disabled

About 890,000 children of disabled workers get \$37 million a month in social security benefits.

# N. Hempstead CSEA Endorses Candidates

NORTH HEMPSTEAD — The leadership of the North Hempstead Town Civil Service Employees Assn. has endorsed the candidacy of Town Supervisor Michael J. Tully, Jr., and the entire "Tully Team."

"We believe these candidates stand to be in the best interests of our Civil Service Employees Assn. membership in the Town of North Hempstead," stated Town CSEA president Alex Bozza. "We think they are exceptionally fine candidates," he continued, "and we are asking all our employees, families and friends to vote for them on Nov. 2."

Joining Tully on the list of Town GOP candidates that won the CSEA's endorsement are: Councilman John S. DeVanzo of Mineola and Jerome J. Weinstein of Sands Point and Councilmatic candidate Gerard Cunningham of East Williston; Town Receiver of Taxes Allen C. Miller, and Town Clerk William H. Ryan, Jr., of Great Neck.

The following judicial candidates were endorsed for election to the State Supreme Court: Judge B. Thomas Pantano, Judge Alexander Berman and Bernard McCaffery. County Court judicial candidates John Lockman, Carmelo Tese, Harold Strohson, Alfred Robbins and Raymond Wilkes were also endorsed along with Family Court Candidates Edward Poulos and Raymond Harrington.

Grace Allen and Rosemary Falbee were endorsed for reelection as Trustees of the Jones Fund.

The entire slate of candidates were screened by the CSEA unit's political action committee, according to Bozza.

# Albany Tax Chapter Marks Silver Anniv.

(From Leader Correspondent)

ALBANY—It was a silver anniversary celebration last week for the Albany Tax chapter of Civil Service Employees Assn. and more than 100 members turned out to honor present and former chapter officers at a dinner Thursday at Albany's DeWitt Clinton Hotel.

Heading the list of honored guests were CSEA president Theodore C. Wenzl, first vice-president Thomas McDonough and second vice-president A. Victor Costa. Also present were Ernest K. Wagner, president of the Capital District Conference, and Jack Dougherty, first vice-president and Tax chapter president.

The Tax Department was represented by Commissioner of Taxation Norman F. Gallman and Commissioner A. Bruce Manley. Daniel F. Halloran, director of personnel for the department, was toastmaster.

Present chapter officers at the head table were president John Daley, first vice-president William Irving, second vice-president Ann Henderson, third vice-president Ron Townsend, secretary Santa Orsino and treasurer David Hodgkins. Past presidents in attendance were Frank Carrk, Sue Long, Bernard Schmall and Charles Stricco.



CLOSE HARMONY is reflected in the cheery smiles of officials of Nassau Civil Service Employees Assn. chapter and North Hempstead Town at recent chapter dinner. From left are Nassau chapter president Irving Flaumenbaum; Town Supervisor Michael Tully Jr.; Town Councilman John D'Avanzo, and unit president Alex Bozza.

# Strike Vote Approval By Lackawanna School District Membership

(From Leader Correspondent)

LACKAWANA—Board of Education employees in this Buffalo suburb have taken an overwhelming strike vote to counteract what the employees claim is failure of the Board to negotiate or settle grievances.

Nearly 140 non-teaching employees represented by the Civil Service Employees Assn., are involved in the strike vote.

Approval of the strike vote had earlier been given by the CSEA's Statewide Board of Directors.

Edward Morgan, unit president, claimed the Board after two months of bargaining had only offered a one percent wage hike.

No mention had been made by the Board of improved health insurance, he said.

The unit has a contract with the Board that calls for reopening talks on wages and health insurance.

Another bone of contention with the school system involves 12 grievances that the CSEA charges the Board not only has not answered, but has not acknowledged.

CSEA filed an unfair labor practice charge with the Public Employment Relations Board regarding the grievances, but dropped the charge when the Board agreed to answer the grievances.

But, said Mrs. Ruth Niscora, grievance chairman, the issues "are at a complete standstill."

Robert A. Milling, CSEA field representative for the unit, blasted the Board of Education for the holdup in talks.

"I have never seen a more

blatant disregard for an organized union than at this school system," he said.

Strongly supporting Morgan's position on the possible job action, Milling said the school system had "unilaterally altered the terms of employment and the work conditions" by neglecting the grievances and installing time clocks.

"At this time," he added "the unit is in the third mediation session with no results."

# Suffolk To Halt All Open Filing

The Suffolk County Civil Service Dept. has announced that open filing for exams will be indefinitely suspended as of Nov. 1, 1971.

The increasing number of applications has compelled the Department to temporarily adopt a policy of accepting only those applications submitted during the filing period indicated on each exam announcement. All applications received for examinations not currently scheduled will be returned to the candidates and must be resubmitted when the filing period is announced.

## Where to Apply For Public Jobs

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. The Saturday filing hours are in suspension.

Application blanks are on hand at those times at the Application Section, City Personnel Dept., 49 Thomas St., New York 10013. Exam notices will be posted there, but are no longer distributed. If you have further questions, phone (212) 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.

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 Chambers St., a few blocks away.

STATE—Department of Civil Service now has four regional offices, open weekdays until 4:45 p.m. Their addresses are: 1350 Ave. of the Americas (off 55th St.), N.Y. 10019; 1220 Washington Ave., Albany 12226; 1 West Genesee St., Buffalo 14202; State Office Bldg., Syracuse 13202.

A special phone recording service for late-hour application requests has been installed at the New York City office. If calling after 5 p.m., phone (212) 765-3811.

Candidates may obtain applications only in person at the office 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.

## Service Aide Traineeships Show Widespread Appeal; Few Requirements Involved

Service worker vacancies that pay in the general area of \$110 weekly have become one of the increasingly popular categories of hiring under the recently reopened U.S. Trainee Program.

The spotlight here is on meeting basic physical, age and citizenship provisions. But the candidate need not produce prior experience. And no minimum level of education is called for, either.

Training is supplied following appointment. This is true, also, for all the worker trainee titles. Clerical and officer worker traineeships, for instance, also waive schooling and job history requirements. The clerical posts customarily pay \$83, plus the usual fringe package.

Promotion opportunities are regular, according to the U.S. Civil Service Commission. That body strongly urges every interested person to immediately obtain the pertinent announcement: Notice No. NY-1-08.

The sort of choices you have occupationally are many: from clerical to elevator operator jobs. Food service worker and house-keeping aide are among the most prevalent, as are custodial laborer, general laborer, and grounds maintenance worker. For a full listing of opportunities, seek out the announcement.

Among other helpful hints listed are that certain positions may require the ability to read and write English. A few may ask that applicants be able to type or operate office machines. Veterans preference will be observed in the placement.

Candidates must be at least 18 unless high school grads or successful enrollees in job-training programs.

Eligibility is based on a numerical rating resulting from an evaluation of your job application. No written test is in the offing. The application contains 17 questions, mainly dealing with job training and attitudes.

At the end of your application, you are given about 20 different locations—seven of them in New York City—on which to state a preference. While your choice is not guaranteed, an effort to place you there will be pursued.

The announcement mentioned earlier is written in both English and Spanish, since New York is considered basically bilingual. You may pick up your copy any

weekday or early Saturday at the Federal Job Information Center. Go to the first floor of the Federal Building at Lafayette

and Duane Sts. in lower Manhattan, and ask the Information Center clerk any additional questions.



Suffolk CSEA chapter president Frank Imholz, left, congratulates County Executive candidate John V. N. Klein on gaining the civil service union's endorsement.



## SPECIALIST CARE

How much does an Orthopedist charge for each visit?

How much does a Gynecologist charge for each visit?

How much does a Skin Specialist charge for each visit?

We don't know exactly but it can be expensive.

If you are a member of H.I.P. you have no financial worries. Unlimited specialist care and treatment is available in and out of the hospital.

Most other health insurance programs place strict limitations on specialist care, both in service and coverage. And the patient has the worry of seeking out proper specialist care.

As a member of H.I.P. you do not have to search for medical specialists. Your specialist care is provided by a team of 14 medical specialists and the entire medical resources of H.I.P.

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

### HELP WANTED: QUALIFIED PUBLIC HEALTH NURSE

In Steuben County Area. B.S. Degree necessary. Car required. Excellent fringe benefits. Starting salary — \$6,917. Two vacancies. Contact Mrs. Mary Stocum 607-776-2211.

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# Security Unit Members—

## *Here's How A Safety Officer Feels*

Dear Mr. Ciuros:

I have been reading Council 82 claims of what they are doing for Security Unit employees. Now let me tell you what they have not done for the employees at Binghamton State Hospital.

When Council 82 was designated the bargaining agent for us, nearly all of our 21 members joined up. Actually, all we did by this was to donate our money, because we were never approached by anyone from Council 82, to tell us, or show us, how to set up a local, or tell us to what local we belong. Some members never even received a membership card from Council 82.

We were informed of our rights through the copies of the contract we received, but that is all. No one came around to let us in on any of the procedures for seeing that our contract was fulfilled, or how to obtain our rights as outlined in said contract. Finally, after reading in the CSEA Leader that our reallocation appeal had been turned down, the membership decided they had enough. Approximately 15 men resigned from the union. Now, this alone should have caused someone to wonder what was wrong, but again, Council 82 chose to ignore us.

Now, again, you are asking us to swallow your stories and our pride, and sign up again. In the first place, what are we going to get? When CSEA sold us insurance, there was a representative on hand to show us and explain what we were getting. What is Council 82 doing? Sending us letters and no representative. You and all the members of the Executive Board and the officers should know that no one likes to be ignored. When you ignored us, you treated us like the unwanted lower class of Security Officer. We have been downgraded so much that we should be used to it, but in all human dignity, we cannot tolerate and will not support indifference.

All we have seen is a lot of talk in your newspaper, but no personal contact, or tangible evidence, of any benefit from Council 82. We feel as if we have been sold down the river, and there will have to be more of a direct action, and personal contact with Council 82, before any of us will be taken in again.

Carl H. Platner  
Inst. Safety Officer  
Binghamton State Hospital

# Need More Be Said?