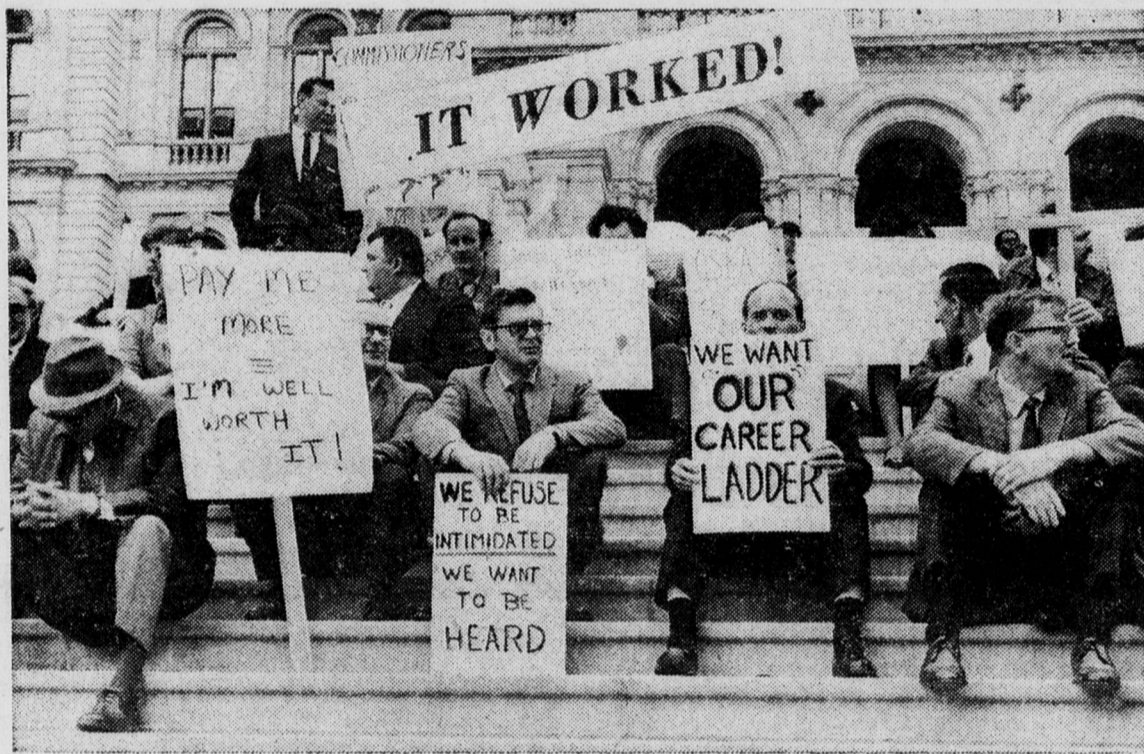


# CSEA Wins Career Ladder For Institutional Teachers



## New Program Opens Up Promotions, Pay

ALBANY—A hard, strong stance taken by the Civil Service Employees Assn. has swung the doors wide open for an improved career ladder for the State's 2,400 teachers at State institutions, it was announced last week.

The CSEA victory provides more room for promotion and better compensation for education and experience than existed under the old system.

The expanded program was announced in a decision handed down late last week by Cornelius

M. Hanrahan, director of classification and compensation for the State Civil Service Dept. Earlier, a special subcommittee of institution teachers had organized and staged a demon-

(Continued on Page 14)

## N.Y. City Chapter To Honor Six Conference Presidents

The presidents of the six Civil Service Employees Assn. Conferences will be the guests of honor during the three-day workshop of CSEA's New York City chapter, according to Solomon Bendet chapter president.

To be honored during the workshop, May 30-June 1, at the Concord Hotel are George Koch, Long Island Conference; Randolph V. Jacobs, Metropolitan Conference; Nicholas Puzziferri, Southern Conference; Ernest Wagner, Capital District Conference; Charles Ecker, Central Conference, and John Adamski, Western Conference.

The workshop will include panel discussions, including but not restricted to the Pension System, Health Insurance, Dental Insurance, and Legislation.

In addition to announcing plans for the workshop during the chapter's monthly meeting, at Gasner's Restaurant in Manhattan, Bendet reaffirmed the chapter's intent to push for improved pension benefits before the 1971 Legislature.

"We have brought our plan

before the delegates of CSEA and have won a mandate that these improvements be demanded of the 1971 Legislature," Bendet said, "and we intend to see to it that it is accomplished, no matter what erroneous stories appear in the daily newspapers."

Bendet referred to an article appearing in some Upstate newspapers, attributed to an un-

(Continued on Page 14)

## Jefferson Chap. Wins Two Bargaining Units

(From Leader Correspondent)

WATERTOWN—The Jefferson chapter, Civil Service Employees Assn., threatened with fragmentation in a dispute with the County Board of Supervisors, has won a resounding victory in a compromise with County authorities and is ready for new Taylor Law discussions.

This year, however, instead of having five separate negotiating groups, there will be two—both represented by CSEA. Back in the fold is the Sheriff's Dept., the big Social Services (welfare) Dept. and the Community College complement.

As a result of the settlement with the County—assisted materially by the activities of Lee Frank, CSEA field representative—the CSEA has dropped

## CSEA Negotiates First Contract For Dormitory Aides

ALBANY—The Civil Service Employees Assn. has negotiated the first work contract ever won for employees of the New York State Dormitory Authority.

Effective April 1, 1970, the two-year contract provides an increase in basic annual salary by 7½ percent or \$750, whichever is greater, provided that \$250 of such increase will not be effective until Oct. 1, 1970.

(Continued on Page 14)

PERB litigation which it brought against the Board of Supervisors.

Under settlement terms, the County agreed to move officially to recognize CSEA as the bargaining agent for all County em-

(Continued on Page 14)

## Requiem Held For James E. Graham, Field Representative

KINGSTON—James E. Graham, 46, well-known field representative for the Civil Service Employees Assn., in the Southern Conference area, died at his home, 24 John St., Kingston, last Thursday.

Graham, who served State employees working in facilities in the Counties of Delaware, Dutchess, Sullivan and Ulster, had only been released that day from Veterans' Administration Hospital in Albany where he had

undergone a checkup.

A native of Troy, he went to work for CSEA in February 1968; originally being assigned to both State and local government facilities in the Southern

(Continued on Page 14)

*Don't Repeat This!*

## Election Tumult Is Over, But Fight Goes On For Civil Service

THE tumult and the shouting of the election campaign is now ended. The final results of the 1970 election campaign will soon be checked and doublechecked before the precise statistics become permanently inscribed in the political history of the State. The Election Day winners will short-

(Continued on Page 2)

### Inside The Leader

Local Gov't Contract Gains  
See Page 3

Campus Orgies—  
See Page 2

Audit & Control  
Suggestions—See Page 14



See Pages 8 & 16



# DON'T REPEAT THIS!

(Continued from Page 1)

ly receive their duly subscribed Certificates of Election from the appropriate authorities, while defeated candidates will seek to find solace in the slogan that has for many years sustained the faith of old Brooklyn Dodger fans: "Wait till next year!"

Only the future will tell what all of the campaign rhetoric and 30-second television commercials, the charges and countercharges, the position papers and campaign promises, the thousands of words spoken by candidates, the leaflets thrust into our hands while innocently pushing a shopping cart through a supermarket and the brochures that have stuffed our mail boxes, what all of this will mean for us as civil service employees, as taxpayers and as citizens in a democracy.

### Continuing Battle

Now that the clamor of contending voices has been stilled, we are faced with the reality that life must go on and that the wounds that have been opened in the course of the political campaign must close so that those who have been chosen to govern, may be given the opportunity to do so in a creative and responsible manner. Part of the on-going fact of life is the reality that civil service employees and their representative organizations remain increasingly involved in the continuing battle for decent salary schedules, reasonable working conditions, and health, pension and retirement benefits that will enable the civil service employee to maintain decent and improving standards of living.

Irrespective of election day returns, in the final analysis the progress and security of the civil service employee depends only in part on political action. The major pillar of hard won gains of public employees and the best hope for their progress rests on the strength of their representative organizations. Those who entertain any lingering doubts on that score need only to explore the progress made in civil service employee salary schedules and fringe benefits won by the Civil Service Employees Assn. over the years across the bargaining table. Indeed, the experience of CSEA over the years makes it abundantly clear

that justice for public employees requires a two level effort: the political level and the negotiating table level.

### Threat To Civil Service

Unfortunately, the civil service employee becomes the first line of attack whenever government faces what its spokesmen describe as a fiscal crisis. In the City of New York, Lindsay Administration spokesmen have warned about payless paydays and cutbacks in civil service employment. It may indeed be true that such statements are a bargaining ploy of Lindsay spokesmen faced with bargaining sessions with police, firemen and sanitation workers. Yet, the threat may not be an idle one. In Detroit some 3,000 civil service employees have been dismissed because the strike at General Motors has a devastating impact on the City's revenues.

It is indeed true that rising costs and a stagnant economy have their regressive impact on government revenues. It is equally true that these economic factors similarly destroy the purchasing power of public employee salaries. What is most reprehensible about the notion of payless paydays or dismissal of public

# CSEA Tells SUNY Officials: 'No Cleanup After Campus Orgies!'

BINGHAMTON—The Civil Service Employees Assn. has registered a protest with the State University at Binghamton on behalf of janitors and cleaners at the campus who are involuntarily forced to clean up after an "Orgies

Mystery Theatre" performance in which various participants dismembered an animal, drank its blood and then vomited the blood. The performance was sponsored by the Off-College Campus and the Film Dept.

In a telegram to SUNY-Binghamton President Dr. Bruce Dearing, CSEA Executive Director Joseph D. Lochner said:

"CSEA must insist that you take immediate steps to rectify this situation by directing the Maintenance Dept. to instruct janitors and cleaners that they not be required, or even asked, to perform such cleaning duties in the future."

Lochner told The Leader: "If our college authorities and State officials see fit to allow this kind of grotesque, bizarre activity to go on in a public university, there is nothing that we, as an organization, can do about it. But there is something that CSEA, as representative for the janitors and cleaners, can do about it."

"We must draw the line some- (Continued on Page 7)

ADVT.

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Recognizing the clash between middle-income housing needs and soaring land values which tempt commercial and luxury housing saturation in parts of his district, he introduced bills to halt demolition of sound housing and to authorize the city to take over and rent apartments being held vacant for speculation; he has also followed actively the changing course of the UN Development Plan. His approach to state matters shows originality as well as understanding. He has been conducting hearings into the nutritional needs of the elderly as chairman of an Assembly Minority Committee on Nutrition and Human Needs, and proposed a constitutional amendment to add the right to an unpolluted environment to the Bill of Rights. He was picked as the introducer of the multisponsored Democratic bill for 18-year-old voting the year before the amendment was given first passage. His most prolific legislative effort was in the field of consumer protection. He is best known, however, for his bill to test the constitutionality of the Vietnam War. His voting record was very good by Citizens Union standards."



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## Ulster County Chapter Gains 14% + Pay Boost And Expanded Benefits

KINGSTON—The Ulster County chapter of the Civil Service Employees Assn. has reached agreement with the County on a two-year work contract that will provide County employees with a seven percent raise in the first year and seven percent in the second year of the contract—a 14.49 percent boost over two years.

Among the provisions of the agreement is payment by the County in cash or credit toward hospitalization premiums for accumulated sick leave credits, upon termination or retirement.

Other provisions are: a 20-year, 1/50th career retirement plan with all benefits; hospitalization, with 100 percent coverage paid by the County for the employee and 35 percent for dependents during 1971; and 100

percent for employees and 50 percent for dependents during 1972;

Leave without pay for educational purposes granted without loss of status or credits earned before leave, subject to legislative approval; compensatory time for work in excess of normal work week up to 40 hours, and time-and-a-half paid in cash for work over 40 hours a week;

Also, provisions for Ulster County licensed practical nurses  
(Continued on Page 14)

## Smithtown Contract Puts Pay Up 50% Over Last 5 Years

(From Leader Correspondent)

SMITHTOWN—A nine percent pay boost plus fringe benefits has been won for employees of Smithtown Township by the Civil Service Employees Assn.

Bargainers noted that the boost puts pay scales 50 percent above those in effect five years ago when CSEA initiated formal negotiation procedures.

The two-year pact provides nine percent immediately, with a reopening on wages in the second year. In addition, it provides 1/50th non-contributory retirement, non-contributory dental insurance, four weeks of vacation after eight years' service and 10 percent night differential.

Field representative Edwin Cleary, who assisted the unit, said the boosts give blue-collar employees 40 to 50 cents per hour more in cash.

## Tentative Pact Agreed To By Wyoming Aides

(From Leader Correspondent)

WARSAW—Nearly 600 Wyoming County employees represented by the Civil Service Employees Assn. have reached tentative contract agreement with County Legislators.

The two-year pact, with undisclosed pay hikes and fringe benefits equal to neighboring County work contracts, was negotiated after 15 weeks.

The fringe benefits include the 25-year retirement plan, mileage allotment increase to 12 cents a mile and a three-day personal leave.

Details of the wage portion of the pact were not revealed, but Supervisor Vincent George said the pact "regrades the County salary plan to correct inequities in salary not competitive with salaries in surrounding Counties."

## Pact Talks Progress Aired At Glens Falls Membership Meeting

(From Leader Correspondent)

GLENS FALLS—Clarification of negotiating team progress in the bargaining underway between the Glens Falls unit of the Civil Service Employees Assn. and the City of Glens Falls was the focal point at last week's unit meeting, held at the Esquire Restaurant here.

Edward Bethel, who heads the CSEA Glens Falls unit, devoted a major portion of the meeting to explain the steps of determination put forward by City Councilman Joseph Bloomfield. The package presented by Bloomfield, chairman of the Council's finance committee, includes 15 steps for implementation.

## 21 to 59% Pay Boosts Won By Babylon CSEA

(From Leader Correspondent)

BABYLON—Wage boosts of 21 to 59 percent have been won by a Civil Service Employees Assn. contract for employees of Babylon town.

The contract brings boosts in each year of a three-year agreement, pegging wages at the levels paid by Suffolk County by the end of the term.

The boosts cover white-collar employees represented by the Town unit of the Suffolk chapter of CSEA.

Among a long list of fringe benefits are provisions for:

- Longevity increment at the 8th, 15th and 20th years.
- Premium payments of \$100 to \$200 for certain employees gaining advanced training.
- Pay for accumulated sick leave up to 180 days for 10-year employees upon separation.
- Free State health insurance plan.
- 13½ paid holidays.
- Improved dental cover-

age.

- Five personal leave days.
- 24 days of vacation after 15 years, 25 days after 17 years and 30 days after 20 years.
- Binding arbitration of grievances.
- True seniority.
- Maternity leave.
- Personal leave accumulation with sick time.
- Safety committee.

The negotiating committee, headed by Ralph Mele, was assisted by Harmon Swits, a collective bargaining specialist assigned from Albany CSEA headquarters. Others on the committee were Eve Armstrong, Agnes Gertz, Arlene Dunfree and John Boza.

## Fulton Impasse Settlement Forseen In Naming Pair Of Fact-Finders From PERB

JOHNSTOWN—A settlement in the contract impasse between Fulton County and the Fulton County chapter of the Civil Service Employees Assn. should be reached in the near future, according to a spokesman for the labor organization.

The CSEA spokesman said the Association's bargaining team has expressed optimism concerning the outcome of meetings by the fact-finders that have been appointed by the State Public Employment Relations Board.

PERB appointed the fact-finders at the recommendation of PERB mediator Martin Eters when the two sides were unable to reach mutual agreement over contract terms. Assigned as fact-finder for the nurses unit was Barry Taylor, with Henry Ford assigned to the rest of the Fulton County employees.

The spokesman for CSEA stated that a membership meeting was held on Oct. 19: "The turnout was exceptionally good for this meeting and the stand taken by the CSEA bargaining team was given an overwhelming vote of confidence by the members."

The president of the CSEA Fulton County chapter, William Sohl, said that CSEA was processing an unfair labor practice charge against the County, claiming that Fulton County was not bargaining in good faith.

CSEA also claims that the  
(Continued on Page 14)

## Orange County School Aides Form Committee To Share Experiences

MIDDLETOWN—Orange County school district units of the Civil Service Employees Assn. have banded together to form a School District Study Committee.

CSEA field representative Lee Van Deusen Jr. said the study committee had met once already and planned another meeting in the near future.

"The purpose of the committee," said Van Deusen, "is to find solutions to problems common to non-teaching employees in every school district in the County. By pooling our ideas and our talent, we think we will be able to come up with some answers that we might not have reached alone. This is real CSEA cooperation and the committee expects excellent results."

Among the subjects discussed were the Statewide CSEA membership drive and unit election procedures. Each school district was asked to bring what they considered to be the two best provisions in their respective contracts.

The study committee was formed at the suggestion several months ago of CSEA's director of local government affairs, Joseph J. Dolan, Jr.

— Many Get \$1,300 —

## Brookhaven CSEA Wins \$1,100 Minimum Boost

(From Leader Correspondent)

PATCHOGUE—By overwhelming votes, the white- and blue-collar sections of the Brookhaven Town unit of the Civil Service Employees Assn. have approved a new contract providing minimum pay boosts of \$1,100.

The pact was negotiated by a committee headed by George E. Harrington, president of the white-collar section, and Nicholas Boggi, president of the blue-collar section. The committee was assisted by Harmon Swits, a collective bargaining specialist assigned from CSEA Albany headquarters, and field representative Jose Sanchez.

The two-year agreement boosts blue-collar pay 65 cents per hour for all employees with two years seniority, with a guaranteed minimum of \$1,350.

The white-collar boost brings advancements of two grades and two increments, with a guaranteed minimum increase of \$1,100.

In addition, employees will get: 30 days of vacation after

15 years, free improved dental coverage, free family optical plan, true seniority, three-hour call-back minimum, equal rotation of overtime where feasible, reduced probationary period for laborers and non-competitive titles, \$20,000 death benefit on retirement, double-time for Sunday work, binding arbitration of grievances and pay for accumulated sick leave upon separation.

Boggi commented: "This program is the best for the workers in bringing adequate pay and improved fringe benefits. I and the membership," he added, "are grateful to CSEA for a job well done by Mr. Swits and the negotiating team."

## Catskill Town Highway Unit Inks New Contract

CATSKILL—The Town of Catskill and the Greene County chapter of the Civil Service Employees Assn., Town of Catskill Highway unit, have agreed on a two-year contract which includes a grievance procedure, final binding arbitration and a job security clause.

The contract, effective Jan. 1, 1971, contains job security provisions stating that any work normally performed by employees of the Catskill Highway Dept. will not be contracted out if it would result in the loss of employment for those employees.

The agreement also provides an increment of 20 cents per hour beginning Jan. 1, 1971, and a raise of 15 cents per hour beginning Jan. 1, 1972, and double-time payment if an employee works on any of the 11 holidays designated in the contract.

Other provisions of the contract include: seniority and qualifications as the basis for promotions, scheduling of overtime, shift assignments and filling of existing vacancies and new positions; work security providing for higher rate of pay for duties performed in a higher classification; twelve days of sick leave per year or one day per month with accumulation up to 75 days;

Also, three days of personal leave per year; Statewide health insurance plan with employer  
(Continued on Page 14)



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# More Legislative Candidates Reply To CSEA Questionnaire Concerning Pension Changes

ALBANY—Additional answers to the four-part questionnaire to candidates for Executive and Legislative positions in this year's general elections have been returned to the Civil Service Employees Assn.

The questions, mandated by delegates to the recent CSEA convention in Buffalo, asked the candidates their positions on wide, sweeping changes in retirement benefits as proposed by the New York City chapter, CSEA and later approved by representatives of all CSEA members.

The four questions asked of the candidates were: DO YOU APPROVE OF THE FOLLOWING PENSION IMPROVEMENTS FOR PUBLIC EMPLOYEES IN NEW YORK STATE:

- A 20-year, half-pay retirement plan?
- Pension credit at the same rate of 2.5 continued after 20 years?
- Full pay after 40 years' service?
- Retirement allowance based on the present salary of the position held by the employee at the time of his retirement (that is, if the employee retired at a salary of \$8,000 and the salary for the same position today is \$10,000, his retirement allowance would be based on the latter figure)?

Those State Assembly candidates who answered "Yes" to all four questions are:

3rd A.D. (part of Suffolk): William P. Quinn (D); 4th A.D. (part of Suffolk): Paul Creditor (D); 5th A.D. (Cotiague): Pasquale Curceo (C); 6th A.D. (part of Suffolk): Francis W. Grimes (D); 7th A.D. (part of Nassau): Joseph M. Reilly (R); 8th A.D. (part of Nassau): Martin Ginsberg (R); 18th A.D. (part of Nassau): Vincent R. Balletta Jr. (R); 20th A.D. (part of Queens): Walter A. Laske (D); 24th A.D. (part of Queens): Arthur J. Cooperman (D-L); 34th A.D. (part of Queens): Daniel Castoria (D); 36th A.D. (part of Kings): Alfred A. Tedoldi (L); 38th A.D. (part of Kings): John J. Mulally (D); 39th A.D. (part of Kings): Matthew J. Evans (L);

44th A.D. (part of Kings): Fredric M. Carlin (R); 45th A.D. (part of Kings): Stephen J. Solarz (D).

46th A.D. (part of Kings): Leonard M. Simon (D-L); 58th A.D. (part of Richmond): Lucio Russo (R-C); 59th A.D. (part of Richmond): James J. Doran (D); 62nd A.D. (part of New York): Harold J. Lynch (R); 69th A.D. (part of New York): Joseph M. Jakubczak (C); 78th A.D. (part of Bronx): Louis Nine (D); 80th A.D. (part of Bronx): Paul Fino Jr. (R-C); 83rd A.D. (part of Bronx): Burton G. Hecht (D-L); 84th A.D. (part of Bronx): G. Oliver Koppell (L); 85th A.D. (part of Bronx): Anthony J. Mercorella (D-L); 89th A.D. (part of Westchester): Alvin M. Suchin (R);

96th A.D. (part of Orange and part of Rockland): David A. Sullivan (D), and Clyde E. Sawyer (C); 101st A.D. (part of Rensselaer): Neil W. Kelleher (R-C); 104th A.D. (part of Albany, Montgomery and part of Schenectady): Mary Anne Krupsak (D-L); 105th A.D. (part of Schenectady): B. Donald Ackerman (L); 108th A.D. (Clinton, Essex): Melvin R. Bruno (D-L); 111th A.D. (Jefferson, Lewis): Donald L. Taylor (R); 136th A.D. (Genesee, Livingston): John P. Scopano, Sr. (D); 138th A.D. (part of Niagara): James K. Murphy (D); 139th A.D. (part of Erie): Michael L. McCarthy (D); 144th A.D. (part of Erie): Horace C. Johnson (L).

Those candidates for the State Senate who answered "Yes" to all four questions are:

1st S.D. (part of Suffolk): Michael B. Walsh (D); 2nd S.D. (part of Suffolk): Morton Berson (D); 3rd S.D. (part of Nassau, part of Suffolk): Lois Robin Portney (L); 7th S.D. (part of Nassau): William Gibbons (L), and Franklin H. Ornstein (D); 16th S.D. (part of Kings): Irving Olaiik (L), and Anthony B. Russo (C); 17th S.D. (part of Kings): Victor Holfeld (L); 21st S.D. (part of Kings): Raymond C. Grana (L); 26th S.D. (part of New York): Henry Van Rossem (C); 27th S.D. (part of New York): Sidney A. Von Luther (D); 29th S.D. (part of Bronx, part of New York): Jose R. Rodriguez (New Progressive Party); 30th S.D. (part of Bronx): Ira Greenberg (R); 42nd S.D. (Clinton, Essex, Franklin, Hamilton, Herkimer, Warren, Washington): Ronald B. Stafford (R,D,C,L); 53rd

S.D. (Genesee and part of Erie): William E. Adams (R); 56th S.D. (part of Erie): James N. Leary (R).

Those candidates who answered "Yes" to the first three questions and "No" to the last were John D. Laino (L), 28th A.D. (Queens), and Anthony B. Gioffre (R-C), 35th S.D. (part of Westchester).

Marshall L. Littlejohn (C), 143rd A.D. (part of Erie), answered "No" to A and "Yes" to B, C and D.

Michael F. O'Shea (C), 1st S.D. (part of Suffolk), answered "Yes" to A, B and D and "No" to question C.

Those who answered "No" to B and "Yes" to A, C and D are Edwyn E. Mason (R-C), 113th A.D. (Delaware, Schoharie and Sullivan), and Richard Popowych (C), 130th A.D. (part of Monroe).

Raymond G. Carpenter (C), 29th A.D. (part of Queens), answered "Yes" to questions A and C, and "No" to B and D.

Those who answered "Yes" to A and D, and "No" to B and C, were Thomas W. Brown (D), 102nd A.D. (part of Albany and part of Rensselaer); and David B. Vanderwalker (D), 109th A.D. (Franklin, Fulton and Hamilton); and Robert G. Cunningham (L), 135th A.D. (part of Monroe, part of Orleans);

Edward J. Speno (R), 4th S.D. (part of Nassau), answered "Yes" to A and B and "No" to C and D.

James T. McFarland (R-C), 140th A.D. (part of Erie), answered "No" to all four questions.

Several candidates did not fill out the questionnaire but responded with various statements, indicating support of legislation covering these benefits arrived at through negotiations and general support of pension benefits following a more detailed study of such improvements and their impact on the State budget, and other reasons. The candidates and portions of their responses are as follows:

Joseph C. Finley (R-C), 129th A.D. (Seneca and Wayne): "It is my understanding that under the provisions of the Taylor Law, the four pension proposals are negotiable and as in the past, an agreement will be ironed out between (CSEA) and the Executive Department. I have completed ten years in the Assembly and all ten of those years I have served on the standing committee charged with legisla-

tion affecting civil service employees. It has always been my desire to see that State employees receive fair and equitable treatment."

Frank A. Carroll (R-C) 133rd A.D. (part of Monroe): "I shall support any of the results approved after negotiations with the State and the CSEA including these items referred to in the questionnaire."

James R. Tallon Jr. (D-L), 124th A.D. (part of Broome): "In the absence of cost estimates, any response to your proposals would be irresponsible."

Irving P. Nach (L), 87th A.D. (part of Westchester): "I am

sorry but I cannot answer your questions—I am on State retirement and it would be a conflict of interest."

Kenneth Rubenstein (D-L), 5th S.D. (part of Nassau): "I would favor legislation permitting localities to make these changes."

Willis Stephens (R-C) 97th A.D. (part of Dutchess, part of Putnam): "As you know, under the Taylor Law, negotiations are carried out between the Executive Department and the employee organizations, and it is not intended that the Legislature intrude into those negotia-

(Continued on Page 10)

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TUESDAY, NOVEMBER 3, 1970

## Step In Right Direction

WE are pleased that, after a long and bitter fight, a career ladder has been put into effect for the very deserving and dedicated teachers serving in State institutions.

However, we do not feel that demonstrations by the teachers should have been necessary—even though demonstrations, coupled with hard-nosed bargaining by the Civil Service Employees Assn., brought about the desired result.

Now, thanks to these two tactics, a long-suffered injustice has been corrected and the teachers will have wider career opportunities and more realistic salaries.

But a reminder to the State Civil Service Dept.—Let's get the other career ladders working without the necessity of additional demonstrations.

## To Tell The Whole Truth

SINCE New York City is so busy creating committees concerning policemen, we would like to propose another—to indoctrinate the public into a more thorough understanding of the fine work of the truly brave and dedicated rank and file patrolman and firefighter who perform their tasks daily without fanfare or notice.

There is a tendency among the citizenry to forget that policemen and firemen throughout the State lay their lives on the line every day of the year. They are never "off duty."

Isn't it about time that funds be expended to tell this story too?

## While City Hall Fiddles

IN ancient Rome, the Emperor Nero accomplished the feat of achieving notoriety by fiddling around while the venerable City went up in flames. Let not history repeat itself in New York City.

Michael Maye, who heads the 15,000-member Uniformed Firefighters Assn., laid it on the line last week when he disclosed how the City of New York is attempting to finagle figures on how many firemen and pieces of equipment must respond to the call for help.

Through its apparent guise of double-entry bookkeeping, a serious blaze requiring the equivalent of four or five alarms is numerically reduced to two or three. The sub rosa motive, it would seem, is to delude the public about the extent of the manpower shortage. In the end, the paying public gets cheated.

The Schmertz Report reportedly reinforces the case for more firemen being essential—but where is it?

City Hall seems to prefer a smokescreen. But with the power of the press to expose its "game of charades," its camouflage is sure to crumble. Let us sound a siren of concern to awaken the insensitive ones in the Mayor's office that the Schmertz document must be released and left to public scrutiny. The deep implications of a metropolis left naked from the ravages of a fire disaster are too upsetting to contemplate. The fiddling must stop—at once.

## Civil Service Television

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

Tuesday, Nov. 3

9:30 a.m. (color) — Around the Clock—"Stops & Their Implications." NYC Police Dept. training series.

1:30 p.m. (color) — Around the Clock—"Justification for the Use of Force." NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 12, "Pre-operative Care." Refresher course for nurses.

7:00 p.m. (color)—Around the Clock—"Justification for the Use of Force." NYC Police Dept. training series.

Wednesday, Nov. 4

9:30 a.m. (color) — Around the Clock—"Stops & Their Implications." NYC Police Dept. training series.

1:30 p.m. (color)—Around the Clock—"Justification for the Use of Force." NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 13, "Post-operative Care." Refresher course for nurses.

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

8:00 p.m. (color)—Urban Challenge—Bronx Borough Pres. Robert Abrams is host.

Thursday, Nov. 5

9:30 a.m. (color) — Around the Clock—"Stops & Their Implications." NYC Police Dept. training series.

1:30 p.m. (color) — Around the Clock—"Justification for the Use of Force." NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 13, "Post-operative Care." Refresher course for nurses.

7:00 p.m. (color)—Around the clock—"Justification for the Use of Force." NYC Police Dept. training series.

Friday, Nov. 6

9:30 a.m. (color) — Around the Clock—"Stops & Their Implications." NYC Police Dept. training series.

11:00 p.m. (color) — Frontline, NYC — "Commissioner's Report" from the Department of Social Services.

1:30 p.m. (color)—Around the Clock—"Justification for the Use of Force." NYC Police Dept. training series.

10:00 p.m.—Urban Challenge—Bronx Boro Pres. Robert Abrams is joined by Dr. Edythe Gaines, asst. supt. of District 12.

Saturday, Nov. 7

6:30 p.m. (color)—Urban Challenge — with Bronx Borough Pres. Robert Abrams.

Sunday, Nov. 8

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

Monday, Nov. 9

9:30 a.m. (color) — Around the Clock—"Stops & Their Implications." NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 14, "Inhalation Therapy." Refresher course for nurses.

7:00 p.m.—On the Job—"Fireboats: An Introduction." NYC Fire Dept. training series.

9:00 p.m.—New York Report—Lester Smith interviews City officials.

## Flaumenbaum Corrects False Information Given To Nassau Court Aides

MINEOLA—About 200 employees of the Family Court and Probation Dept. were guests last week at the first of a series of informational meetings arranged by the Nassau chapter, Civil Service Employees Assn.

Chapter president Irving Flaumenbaum, noting that inaccurate information had been distributed to employees of the court system, set the record straight and fielded questions from the guests.

Further meetings are scheduled for personnel of the District, County and Supreme Courts. The initial luncheon was held at the Salisbury Club on Oct. 28.

Chief among the false reports that Flaumenbaum refuted:

- That Court system employees are not protected by CSEA contract. Section 6N of the contract, read by Flaumenbaum, guarantees Judicial Conference personnel all the benefits of other County employees.

- That Court employees cannot get overtime pay. Flaumenbaum noted the contract protection and advised members, "If your boss doesn't put it through, bring it to CSEA and we'll see that you get it."

- That employees will receive only a three-percent cost-of-

living pay boost in 1971. Flaumenbaum announced that the County had offered a 7.1 percent adjustment and had agreed to arbitration of CSEA's claim that it should be 7.6 percent.

- That CSEA had rejected an offer of free life insurance. Flaumenbaum distributed copies of a letter from the County Labor Commissioner in which the Commissioner said, "Neither myself or my staff ever recall the County offering free life insurance."

He revealed that the insurance that the CSEA did negotiate—free dental insurance—would go into effect Jan. 1, 1971, without any deductible or maximum limits.

Employees asked a wide range of questions concerning their rights and concerning allegations made by critics of the Employees Association. Flaumenbaum noted that a "problem of communication" was being corrected under the new leadership of James Mattei, president of the Probation Dept. unit.

## Oneida Fact-Finder Urges Pay Boosts

UTICA—A State fact-finder has recommended a 10 percent pay increase over the next two years for the Oneida County chapter of the Civil Service Employees Assn. The report, which was made public last week, calls for a five percent hike in 1971 and another five percent the following year.

Minimum raises of \$300 were also recommended in a 12-page document prepared by Dr. Irving Sabghir. Sabghir also recommended that the \$300 raise should be included in the employee's salary before any step increments are figured into the picture.

Other important aspects of the report include: adoption of the 1/50th retirement plan, the payment of half of insurance premiums for dependents of County workers, and a more liberal vacation and sick leave program. Right now, the County chapter gets four weeks' vacation after 15 years of service. Sabghir had proposed four weeks up to 20 years of service, and five weeks thereafter.

The two sides will now sit down and begin to bargain over the recommendations and try to reach some accord. The wage portion of the fact-finder's report is much higher than the County had been willing to pay. The report says five percent; the County wants to give two percent for the next two years.

None of the recommendations are binding on either party. Neither the County nor the CSEA bargaining team would make a prediction on how long the talks would go on from this point.

## Islip Town Unit Election Slate

(From Leader Correspondent)

ISLIP—The reorganized Islip Town white-collar unit of the Suffolk chapter, Civil Service Employees Assn., has received a proposed slate of officers.

The ticket, drawn up by a nominating committee headed by Eugene Cullington, will run against any nominees submitted by the membership for an election the first week in November. Nominations may be submitted up to Nov. 5.

The ticket includes: Thomas Carney for president; Harold Hock for vice-president; James Reece for recording secretary; Wilma Menell or Edith Agnew for corresponding secretary;

Ruth Nalman or Doris Storm for treasurer, and Chris Stensen or Charles Ivers for sergeant-at-arms.

The former Islip Town unit is being reorganized at the order of Suffolk chapter president Frank Imholz following two inconclusive bargaining unit elections. A third vote is scheduled for Nov. 6.

The last vote ended in a tie between CSEA and AFSCME, which is seeking a toehold in Suffolk County. Imholz predicted the upcoming vote would at last be conclusive.

The proposed officers for the unit were selected by a special committee including Cullington, Pat Curtin, Richard Folicca, William Braun and Sharon Berman.



## Binghamton Clean Up

(Continued from Page 2)  
where. If such a performance recurs, CSEA will stand behind the janitors and cleaners if they refuse to clean up after this mess and will back them up in their refusal."

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# CSEA SUPER SIGN-UP NEWS

## CSEA Membership Drive Heads Into Home Stretch

There may be 52 days remaining to Christmas, but there are only 24 left to Super-Sign-up Closing Day.

That's the word from Sam Emmett, chairman of the Civil Service Employees Assn.'s Statewide membership committee.

And what an early Christmas present is waiting under the tree for the lucky member! It's all because of the CSEA's membership drive—now heading into the home stretch—with "all systems go."

The membership, responding enthusiastically to the incentive aspects of the drive, has been signing up new members and earning special award certificates, to say nothing of the chances at the Super Jackpot prizes.

The password of the drive, which was launched October 1 and will run to November 27, is "Have you signed up yet?" Emmett has expressed pride in the current standing of the drive. "This is a really UP membership," he stated, "they're looking at this drive as a personal thing. There's not only the satisfaction of earning awards, but there is the parallel knowledge that CSEA is growing . . . and that's great for all of us—"

In point of fact, the CSEA membership is enjoying an unusual—perhaps even a unique contest. For although the Super Sign-Up Jackpot with its fabulous prizes is on the scale of a National contest, the number of individuals participating is so much less than a National contest that each person's chances

of winning are considerably enhanced. And those chances will certainly pay well for CSEA members who add new members to the roster.

For every new member signed up, the recruiter will receive a special award certificate (\$3 to \$3.50 approximate retail value) which can be redeemed at any of the 45 S & H Redemption Centers in New York State or anywhere in the U.S. No limit

exists as to the number of new members a present member may sign up.

As each new member is signed, the recruiter gets one chance in the exciting \$10,000 "Super Jackpot." Grand prize in this heralded jackpot is a stunning 1971 Camaro. Other grand prizes include: RCA Color Television Sets, Panasonic Stereo Receivers, and Ladies' and Mens' Helbros wristwatches. Naturally, the more new members one signs up, the more award certificates he gets and the more chances are his of winning a Super Jackpot prize.

As each newly-recruited member is signed up, his name is automatically entered in the jackpot, thus making him eligible to win any one of the grand prizes. As members go about seeking new members, they should keep in mind the rules of the Super Sign-Up drive. Be sure that all applications are signed and completed properly . . . including Social Security numbers . . . See that the super jackpot stubs are not detached from the application form. Get all the information the first time, and then nothing will be delayed.

Those lovely little award cer-  
(Continued on Page 14)

### Campaign Chatter

This, being the fifth week of CSEA's Super Sign-Up Membership Campaign and, incidentally, it's first venture in such a program, your editor felt it significant and worthwhile to pose the following question to State and local government employees participating in the campaign:

#### QUESTION:

"Has CSEA's incentive membership drive been successful in your chapter, and, if so, what reaction are you getting from the recruiters and the new members who are being signed up?"

#### ANSWERS:

Judy Burgess, Ontario County:

"At the end of the second week of the drive, we had picked up more members than we had ever expected to

(Continued on Page 14)



**SUPER SIGNER UPPER** — Nellie Davis of Hudson River State Hospital presents the top membership contest participant from the hospital to delegates to the Southern Conference last week. Receiving a standing ovation—as well as 15 certificates—was Mary Foster. She's really trying hard to get that Camaro.

### Tips For Super Signer-Uppers

1. Before attempting to sign up a new member, if you're in doubt, find out whether he has already submitted a membership application. Obviously, he can't join twice.
2. To get the special sign-up forms, ask the designated membership chairman or president of your chapter or unit.
3. When you approach a non-member, the first two reasons to give him for joining are: (A) "Your employer knows how many members we have, and the more we have, the stronger we are in negotiations with him"—(B) "Since everyone enjoys the benefits won by CSEA, everyone should share the cost of being represented."
4. Remind the non-member that by signing up now he automatically enters his name for a chance in the \$10,000 Super Jackpot.
5. Be prepared to explain what kind of prizes and how many prizes are included in the jackpot.
6. When you sign up a new member, be sure to fill in each part of the form completely: (A) payroll deduction authorization card, (B) your jackpot ticket, (C) jackpot ticket for the new member, (D) temporary membership card for the new member.
7. Be sure to tear off the temporary membership card and give it to the new member.
8. Return the remainder of the form as soon as possible to the designated membership chairman of your chapter or unit.
9. Your membership chairman will mail returns to CSEA headquarters on Friday of each week. To get your award certificate sent back to you as soon as possible, try to get your returns to the chairman in time for this weekly mailing.
10. Award certificates may be redeemed at any one 45 S & H redemption centers throughout the State. While the drive is on, addresses of these centers will be printed in The Civil Service Leader. Catalogues showing available premiums are available at 3,780 local merchants who offer S & H stamps. One or more catalogues have been mailed to the membership chairman of each chapter and unit.
11. Read your Civil Service Leader every week for up-to-date news and instructions on CSEA's Super Sign-Up Season.

**S.O.S. COUPON**—If you have not received your Super Sign-Up materials as yet and you want to get in on this exciting and rewarding program, please contact the president or membership chairman of your chapter or unit immediately. If you are unable to contact either, clip the coupon below and mail it directly to Super Sign-Up Headquarters. Materials will be sent to you at once.

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### IMPORTANT NOTICE MEMBERSHIP DRIVE

Several important omissions have been noted on new-member applications submitted to date. CSEA's Super Sign-Up Headquarters make the following recommendations to ensure prompt and accurate validation of applications and to expedite the mailing award certificates:

- 1) Read all instructions carefully.
- 2) Fill in all requested information on application card.
- 3) Do not detach Jackpot stubs from PDA card.
- 4) Do not sign up present CSEA members.

Special note to chapter and unit presidents and membership chairmen: Please make certain that all transmittal forms are signed properly.



# Southern Conference Delegates Fall Meeting

By LaClaire Traver

GREENBURGH—Reports on insurance benefits, overtime compensation, increased membership and a proposed dental health insurance plan highlighted the quarterly meeting of the Southern New York Conference, Civil Service Employees Assn., conducted Friday night at the Town Police Court.

Hosted by the Westchester County chapter, CSEA, the meeting was presided over by Nicholas Puzziferri, president of the Southern Conference.

Speakers included Thomas Luposello, supervisor of field representatives, who introduced representatives Felipe Amodio, Lois Cunningham, Lee Van Duzen and Ron Mazolla.

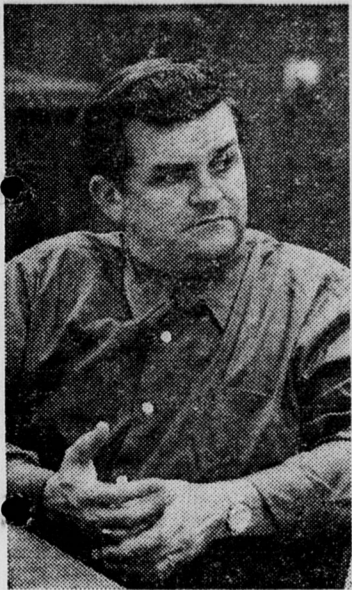
Delegates also heard from Joe Deasy, Jr., City editor of The Civil Service Leader, who spoke on the role of the publication in its service to civil service employees, and LaClaire I. Traver, Leader correspondent in the Conference area, who stressed the importance of both news and features about civil service employees. Discussing the use

of photographs was Ted Kaplan, Leader photographer in the Southern Conference area.

Robert Dailey, a representative of the Group Health Insurance Plan, spoke and described in detail a dental plan that is being proposed for CSEA members.

Other reports included one from the insurance committee, which assured members that the fund is \$32,000 in the black and that benefits are not in jeopardy; a report on overtime and compensation time-off from the Palisades Parkway Commission unit.

CIVIL SERVICE LEADER, Tuesday, November 3, 1970

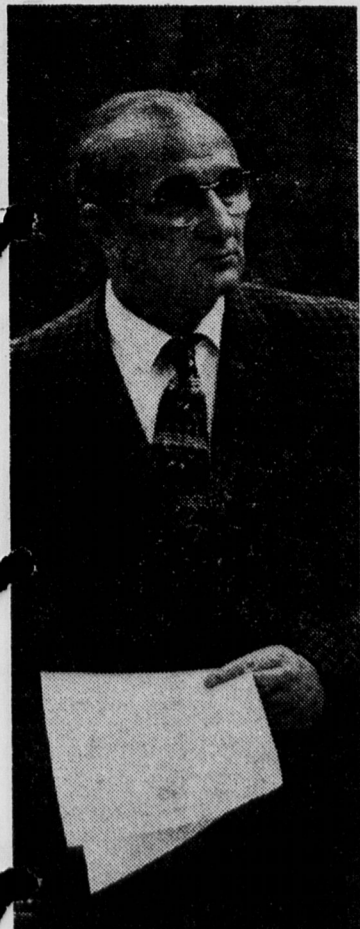


Discussions concerning the Department of Mental Hygiene were led by Richard Snyder of Wassaic State School.

Listening attentively to the discussions during the meeting was this group from Hudson River State Hospital and Mrs. Nicholas Puzziferri, of Rockland State

Hospital and wife of the Conference president. Left to right second row, are Nellie Davis, Mary Foster and Betty Hoffman. Front row, same order, are Louise Morgan, Josephine Pfeifer and Mrs. Puzziferri.

James Lennon, vice-president of the Conference, hears comments on his report on problems facing employees in public authorities.



Robert Dailey of Group Health Insurance describes benefits of group dental service to Southern Conference delegates. Seated

behind Dailey are, left to right: John Clark, Nicholas Puzziferri, James Lennon and Richard Snyder.



LaClaire Traver, Civil Service Leader Correspondent for the Southern Conference area, explains the kind of news story that she is looking for to Conference leaders. Seated in the front row are Nicholas Puzziferri, Conference president; George Cel-

entano of Rockland State Hospital, and John Clark of Letchworth Village. Second row, left to right are: Richard Snyder of Wassaic State School; Nellie Davis of Hudson River State Hospital; Bradley Moore of the Palisades Interstate Parks and Mi-

chael DelVecchio of Westchester County. Bradley Moore, president of the Palisades Interstate Park chapter, explains an overtime problem to delegates.

Conference president Nicholas Puzziferri listens to reports on committee activities since the last meeting of the Conference.



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**Legislators Reply**

(Continued from Page 5)

tions. It would not be appropriate for me, particularly in view of my position as chairman of the Assembly Ways & Means Committee, to comment in advance of such negotiations. I think my record stands for itself in that I have always attempted to do what is fair for the civil service employees, individually and collectively."

James L. Emery (R), 136th A.D. (Genesee, Livingston): "I do feel . . . that I cannot answer questions presented in your questionnaire because it appears

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that these items are negotiable between your organization and the executive branch under the provisions of the Taylor Law. An answer that I may give you would in my opinion be prejudiced to those negotiations."

Brian Sharoff (D), 42nd A.D. (part of Kings): "I am not able at this time to reply to your questionnaire. However, I shall study the recommendations you have made and you may be assured that I will give full consideration to your views."

V. Sumner Carroll (R), 137th A.D. (part of Niagara): "As you no doubt are aware, I have always supported the CSEA position except where the Governor has 'piggy-backed' the salary increases of his cabinet members and sub-cabinet staff on top of your negotiated settlements and there I only opposed it because I felt that these should be dealt with as two separate pieces of legislation. However, I would feel, so far as your program is concerned, that if these are subject matters of negotiation and if a settlement is agreed to, I would support them as I have in the past.

George J. Farrell Jr. (C), 16th A.D. (part of Nassau): "The questions asked cannot possibly be responded to in terms of yes or no, and there is insufficient

time for me to expound in detail the problems which we are faced with in respect to the legislation which was discussed with your 1st vice president, Irving Flaumenbaum, several weeks ago."

J. Edward Meyer (R), 92nd A.D. (part of Westchester): "At this time, I do not feel that I have sufficient information to provide an adequate opinion regarding the above benefits. How-

(Continued on Page 13)

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161 EAST 54TH STREET, NEW YORK CITY

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219 WEST BROADWAY, NEW YORK CITY

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##### VENUS CONTINENTAL

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117 WEST 58TH STREET, NEW YORK CITY

Valid Monday through Saturday

##### BARON STEAK HOUSE

Dine in a richly handsome setting that enhances the smart service of superb American and continental specialties.

15 E. 48TH STREET, NEW YORK, NEW YORK

Valid Monday through Saturday

##### JENEDI'S

You are certain to find your favorites from among the many excellent selections of meats, fowl and seafood featured at this restaurant, which is fast becoming known as the A to Z of fine dining. Every meal is served with the personal touch of quality.

13 EAST 47TH STREET, NEW YORK CITY

Valid Monday through Saturday

##### COSTA BRAVA

"Paella Valenciana" is at the head of the list of this superb authentic Spanish cuisine in the heart of Greenwich Village, but the other house specialties, meats and fish are just as enticing and certain to please the most discriminating taste.

52 8TH AVENUE, GREENWICH VILLAGE, NEW YORK CITY

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##### KEGON (JAPANESE RESTAURANT)

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80 EAST 56TH STREET, NEW YORK CITY

Valid Monday through Saturday

##### MACARIO'S RESTAURANT

Variety is the spice of this menu, but whatever you choose will have one thing for certain — good quality! Fine meats, fresh seafood, and the tastiest of pasta are all served in a manner designed to please you.

145 WEST 58TH STREET, NEW YORK CITY

Valid Sunday through Saturday

##### SUN LUCK

Imperial China is the source of the myriad dishes served amidst a tasteful decor. The Mandarin and Cantonese dishes are an adventure in culinary artistry.

200 WEST 44TH STREET, NEW YORK CITY

Valid Sunday through Friday

#### IN LONG ISLAND

##### LA VIE EN ROSE

Duckling a l'orange, Supreme de Sole Marguery, Filet Mignon Henry IV, palate titillating appetizers, and tempting desserts are among the excellently prepared gourmet delicacies served in the best French tradition.

59-28 LITTLE NECK PARKWAY, LITTLE NECK, L. I., NEW YORK

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##### OSTERIA DELL ORSO

Pettucini all'Alfredo, Mignonette of Beef Osteria, Veal Scaloppine Riviera, and the many other superbly prepared and impeccably served gourmet creations combine to establish this as one of Long Island's finest gourmet specialty restaurants.

37 SHORE ROAD, PORT WASHINGTON, NEW YORK

Valid Sunday through Friday (closed Monday)

##### MAINE MAID INN

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Valid Sunday through Friday

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Valid Sunday through Friday

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160 SHORE ROAD, GLEN COVE, NEW YORK

Valid Sunday through Friday (closed Monday)

##### COUSIN'S STEAK PUB

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15 GRACE AVENUE, GREAT NECK, LONG ISLAND, NEW YORK

Valid Sunday through Saturday

##### STOUFFER'S RESTAURANT

Beef, steaks, and Continental specialties are featured at this splendid dining room where every meal is prepared and served with a personal touch of savory quality in a manner designed to please you.

1001 FRANKLIN AVENUE, GARDEN CITY, NEW YORK

Valid Sunday through Saturday

##### PAN AMERICAN STEAK PUB

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79-00 QUEENS BOULEVARD, ELMHURST, LONG ISLAND, NEW YORK

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JERICHO TURNPIKE, MINEOLA, LONG ISLAND, NEW YORK

Valid Tuesday through Friday (closed Monday)

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110-50 QUEENS BOULEVARD, FOREST HILLS, NEW YORK

Valid Sunday through Saturday

##### SUN LUCK

Imperial China is the source of the Myriad dishes served amidst a tasteful decor. The Mandarin and Cantonese dishes are an adventure in culinary artistry which must please the most preferential gourmet.

144-08 NORTHERN BOULEVARD, FLUSHING, NEW YORK

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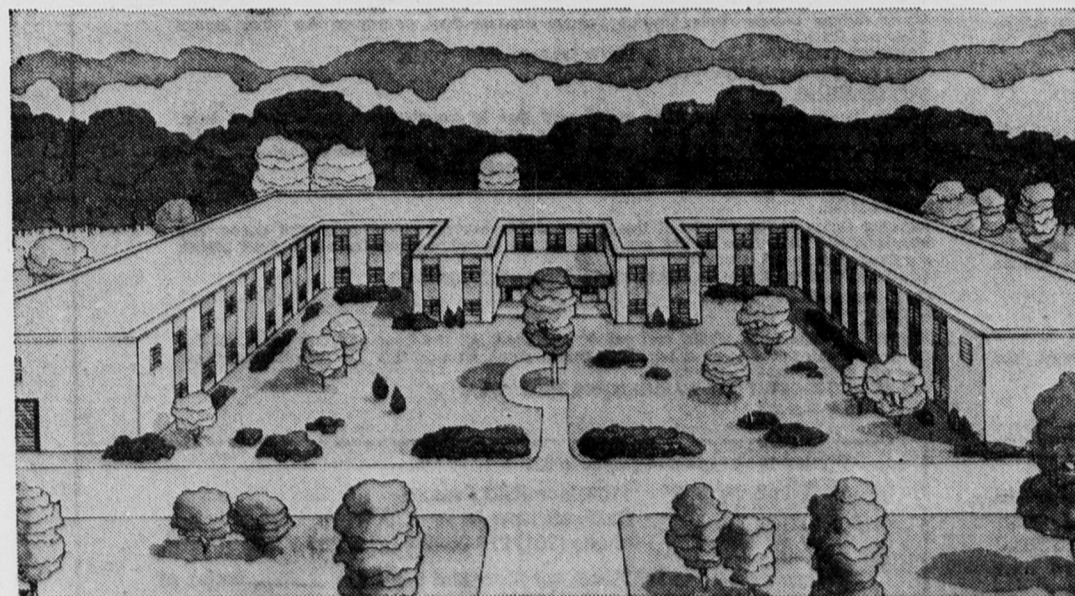
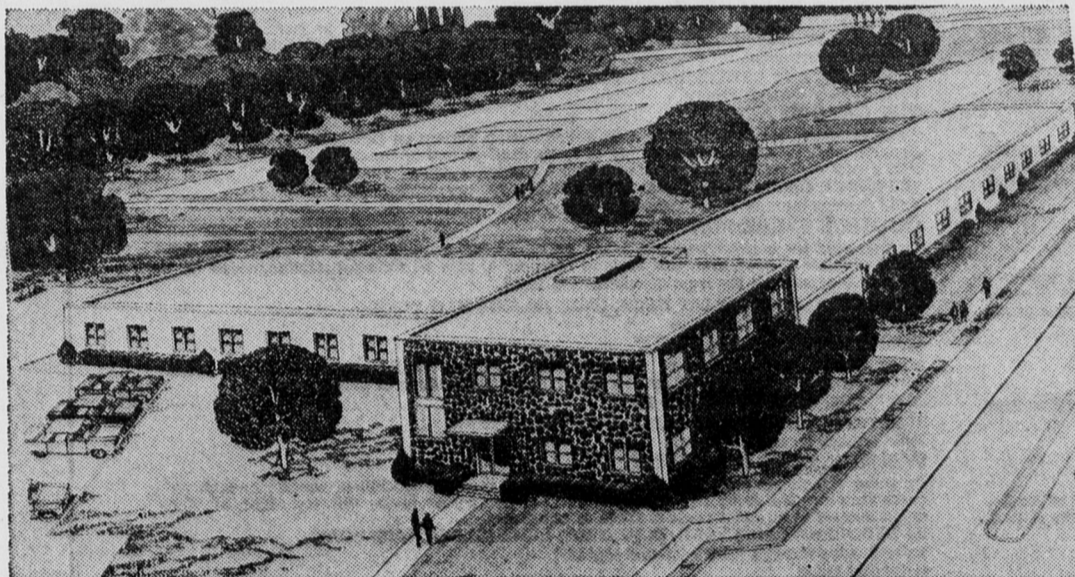
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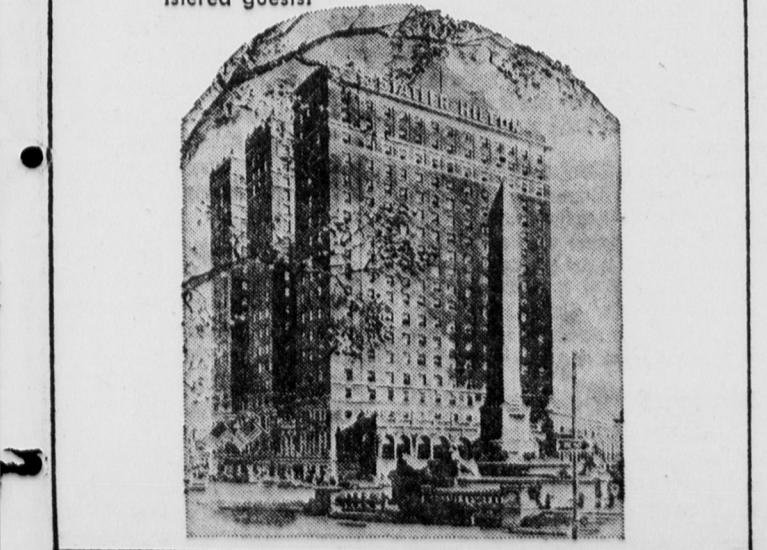
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**Legislators**  
 (Continued from Page 11)

ever, I expect that after a short time of service in the State Legislature I will be able to advise you accordingly."

Albert J. Riley (D), 44th S.D. (Lewis and Oneida): "I regret that due to campaign business I was unable to respond to your questionnaire . . . I do, however, wish to make clear that this lack of timely response does not intend to mean a negative attitude towards providing pension benefits. I feel that pension benefits for New York State employees should be commensurate with those benefits provided by industry and other governmental agencies. However, I feel that a study and review of the proposal is essential prior to my issuing a statement."

Louis A. Barile (D), 116th A.D. (part of Oneida): " . . . I

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have been so busy in this campaign . . . that I have not had the time to complete your questionnaire. Rather than to insult you, and those you represent, with a superficial answer—an answer which has not been ade-

quately studied—I would be delighted to discuss this with you and your group at a subsequent date."

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**MEMORIAL** — Catherine C. Hafele, president of the Dongan Guild of State Employees, presents check to the Rev. Lamber Roesner, OFM Cap., during the annual Communion Breakfast of the Guild at the New York Hilton Hotel recently. Looking on, from left to right, are: the Rev. Charles Dolan, S.J., principal speaker; Lieut. Gov. Malcolm Wilson, toastmaster, and Michael P. Seniuk, general chairman.

## Institution Career Ladder Is Bettered

(Continued from Page 1)

stration here to emphasize their determination to get a new career ladder plan.

The committee, consisting of George Brady, William Deck, Robert F. Gibbs, Jean Sweet and Richard Higgins, met with Hanrahan on Oct. 21 to present its case for the new ladder, setting a deadline of Oct. 29. According to Thomas Coyle, CSEA assistant director of research, and advisor to the teachers career ladder committee, "The new ladder is a step in the right direction. These teachers, who deal with physically, mentally and socially handicapped students, are truly dedicated educators. Up until now, it has been solely this dedication which kept them in the institutional education system. That system needs to retain its qualified teachers, and the State is finally recognizing this fact."

The new ladder provides for four teachers steps, at salary Grades 12, 14, 15 and 17, ranging from a starting salary of \$7,375 at the lowest grade to \$9,814 at the beginning level of Grade 17.

### Significant Increases

The salaries for all grades will be increased significantly on April 1, 1971, when the pay increase in the second year of the two-year contract negotiated by CSEA becomes effective.

The Grade 12 position is for new hires with a bachelor's degree as the sole requirement. The Grade 13 position is for a teacher with a BA degree and a provisional teaching certificate.

### Super Sign-Up

(Continued from Page 8)

ificates are redeemable now . . . no need to wait for the drive's end. And with Christmas coming, it's a great way to do your shopping. Speaking of Christmas, which is just around the corner—so are the prospective new members—just around the corner . . . waiting to be asked to join. Remember the phrase . . . "Have you signed up yet? . . . and start the new member on his way to a chance at the fabulous jackpot, and a lifetime of better tomorrows in CSEA.

The Grade 15 position is for teachers with a BA degree, 30 additional hours of education credits and a permanent teaching certification and two years of experience teaching "exceptional students"—those with social, physical, mental or emotional problems. The two years of experience in this specialized area may be acquired at any time in the teacher's career, before or after his certification and either within or outside the State system.

The wage increases resulting from the new career ladder range from \$500 to \$2,000, depending on what step of the current ladder the teacher is on.

### Better Promotions

Apart from the wage increases, promotional opportunities for teachers and a reduction of the time necessary for going above the two lowest steps.

The supervisory positions have also been upgraded. There will be three educational supervisory steps: Grade 19, institution supervisor; Grade 22, institution education director 1; and Grade 24, institution education director 2.

The new career ladder places the teachers in a more competitive status with teachers in the private sector.

### Fact-Finders

(Continued from Page 3)

approximately 400 employees covered by this current contract, which expires Dec. 31, are receiving substandard wages that are "ridiculously low and unrealistic," and that "the County wants to eliminate the entire increment system."

"Now that the fact-finders have been assigned," the CSEA spokesman said, "a just and equitable settlement should be upcoming shortly. When evidence is examined and the wages and benefits of these employees are compared with other public employees, a reasonable report must certainly be submitted and a just decision made."

The first fact-finder's meeting was held last week, but no results were announced.

## Graham Rites

(Continued from Page 1)

area. He later was assigned to providing service to State institutions in that section of the State.

Gregarious by nature, Graham quickly gained the friendship and admiration of the CSEA members he worked for and the respect of both State and local government officials he dealt with. He had established himself as a tough but fair negotiator and was officially commended for his efforts by CSEA groups on several occasions.

Shortly after graduating from high school, he enlisted in the Marine Corps, subsequently taking part in several major World War II South Pacific battles, including Guadalcanal and Bougainville. Just before entering the hospital, he had attended the 25th reunion of his third Marine Air Wing in Chicago.

CSEA president Theodore C. Wenzl, upon learning of Graham's death, said: "We have lost a friend, an able and competent employee who contributed greatly to the strength, respect and admiration CSEA has won both among the employees we serve and the employers we negotiate with. He will be sorely missed."

Son of the late James Graham and Anna Liebner Rapp, he is survived by his wife, the former Maureen Grey; a daughter, Gail Ann Graham of Albany; a stepson, Bernard Grey, and a stepdaughter, Nancy Grey, both of Kingston; a sister, Mrs. Henry Larvia, Jr., of Latham, and his stepfather, Fred Rapp of Troy.

Funeral services were conducted here Monday from the Kelsey and Connors Funeral Home, and from St. Joseph's Church. Interment was in St. Mary's Cemetery.

## Jefferson Chap.

(Continued from Page 1)

ployees except elected officers and department heads.

Taylor Law negotiations for implementation in 1971 got under way immediately because of the fact that the tentative County budget has already been presented and the final 1971 fiscal document must be approved by the Board of Supervisors in December.

## Oyster Bay Aides OK CSEA-Won Pact

MINEOLA—Members of the Oyster Bay Town unit of the Nassau chapter, Civil Service Employees Assn., have given a 751-111 vote to ratification of their new contract. The pact was worked out under the direction of unit president Beatrice Jeanson.

## Catskill Pact

(Continued from Page 3)

paying 100 percent hospitalization for the employee and dependent hospitalization; New York State 1/50th—five percent contributory retirement plan; 11 work free holidays per year; a vacation schedule providing 11 days vacation for employees with one to five years of service, three weeks for six to 15 years of service, and four weeks for more than 15 years.

The agreement was signed by John Stapinski, president of the Town of Catskill Highway unit of the Greene County chapter of CSEA, and by Anthony Yerkovich, Town of Catskill supervisor.

## Suggestions Wanted From A & C Aides

ALBANY—State employees in the Department of Audit & Control and the Department of Correction have been urged by the Civil Service Employees Assn. to send in their proposals for demands to be presented at departmental negotiations.

Both departments will begin negotiating shortly, said CSEA collective bargaining specialist Thomas J. Linden.

"We need suggestions, problems, gripes and proposals from employees in these departments," Linden said. "We need to know what the employee wants—changes in working conditions and specific problems they find in their departments—so that we can tell the departments in negotiations."

All proposals should be sent in writing to Linden at CSEA Headquarters, 33 Elk St., Albany 12207.

## Chatter

(Continued from Page 8)

and we hope to get practically everybody by the end of the drive. The campaign has been greeted with enthusiasm by everyone participating."

**Kathy Perrin, Rensselaer County:**

"Our chapter feels that the incentive membership drive was a great idea. It's created an interest in CSEA and opened up a lot of areas of discussion. Now everyone wants to know about CSEA."

**Jack Dougherty and Ann Henderson, Tax and Finance, Albany:**

"The reward is the thing. People aren't afraid to approach non-members anymore because they can offer them a chance for big prizes as well as tell them what CSEA can do for them. We're all behind this drive 100 percent."

**Bill McGowan, West Seneca State School:**

"To me this is the best thing that ever happened to my chapter. Our members are very enthusiastic about the drive and so are the people signing up. It works. It's as simple as that."

**Al Varacchi, State University At Stony Brook:**

"There's nothing like a contest with prizes to stimulate people's interest and once you get that interest, you can tell them about the real, continuing reward you get as a CSEA member. Many of these new members were just waiting to be asked to join. I'm very pleased with the success of the campaign here and it's going to make our chapter a lot stronger."

**Peter Huffmire, Schenectady County:**

"The membership drive is a success here in Schenectady County. When prospective members see the prizes they can win in the Super Jackpot, it gives them just that much more incentive to join with CSEA. It's like taking a chance on the lottery, but at the same time getting something for their money—CSEA."

**Terry Dawson, Creedmoor State Hospital:**

"I've never seen such interest taken in signing up new members. Everyone wants those S & H certificates and are out beating the bushes for new members. It's really created enthusiasm among our membership and it shows the new members that CSEA is an active organization."

**Donald Maloney, Chautauqua County:**

"The response here to the CSEA membership drive is excellent. Some of our members have signed up half a dozen or more people each. It's created competition. Those S & H certificates will come in handy for Christmas, and, besides, one of our members may be driving a new Camaro in a few weeks."

## Made Super Mediator

ALBANY—Charles M. Kaiser has succeeded Joseph B. English as supervising mediator for the State Mediation Board in Buffalo.

## CSEA Negotiates

(Continued from Page 1)

Employees must have been on the payroll as of March 31, 1970, to be eligible.

Effective April 1, 1971, the basic annual salary will be increased for those on the payroll as of March 31, 1971, by six percent or \$525, whichever is greater. Among many other contract items are:

- Survivor's death benefit of \$3,000 for employees who retire on or after April 1, 1970, and die within the effective period of the contract;

- Retirement credit for World War II service;

- Guaranteed death benefit of three years' salary up to a maximum of \$20,000 for employees who entered State or Authority service on or after April 1, 1969;

- Fully paid health insurance similar to that held by State workers;

- Tuition reimbursement for courses taken outside working hours under the Education Assistance Plan of the Management Developing Program;

- A new disciplinary action procedure.

The two-year contract follows many of the benefits negotiated for the majority of State workers by CSEA earlier this year, including grievance procedure, retirement, attendance rules and employee organization rights.

CSEA collective bargaining specialist John A. Conoby and field representative John J. Naughton Jr. assisted in the negotiations on behalf of the employees.

## Ulster Pact

(Continued from Page 3)

to move from Grade 6 to Grade 9 and for caseworkers to move from Grade 12 to 13. In each case the employee would move to the step closest to present earnings.

For County highway workers, the contract provides that any employee upgraded in 1970 will receive an extra 20 cents per hour during the new contract period; that the probationary period will be three years instead of five years, as in the past, and that seniority will be the basis for scheduling overtime, vacations and promotions.

## City Chapter

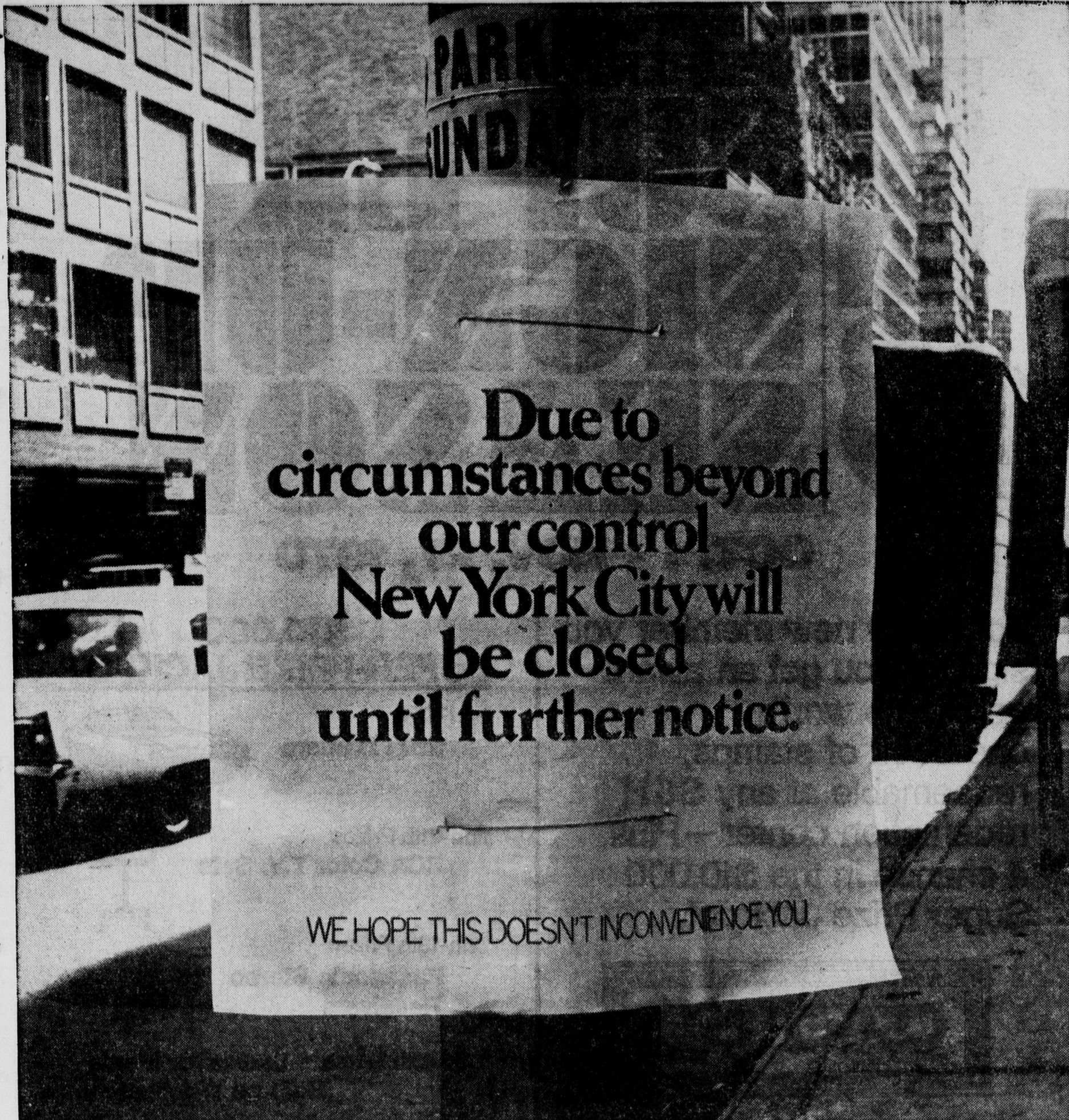
(Continued from Page 1)

named CSEA source, that the pension improvements will be sought for 1972. A resolution, passed by the chapter, demands that an investigation by CSEA be started into the source of the story or a retraction printed if no source is found. "We are going to win these improvements this year," he vowed to a cheering audience.

Bendet also received unanimous support for his position that CSEA must grant more autonomy to the local chapters and conferences in dealing with local matters.

Finally, delegates to the chapter meeting tabled a motion that members be sent to a series of courses sponsored by Cornell University in the field of labor relations. "First," Bendet said, "we must learn who is teaching these courses. If the instructors are approved by us then nothing stands in the way. However, if they are anti-CSEA stooges then we will not!"





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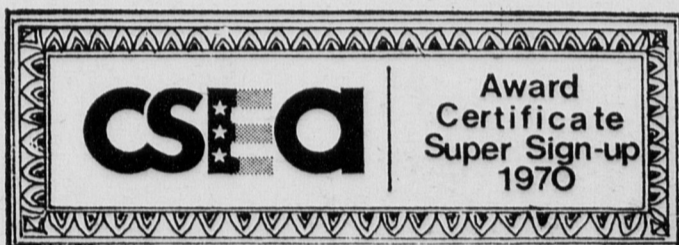


## MEMBERSHIP DRIVE

# SUPER SIGN-UP SEASON

### OCT. 1 - NOV. 27, 1970

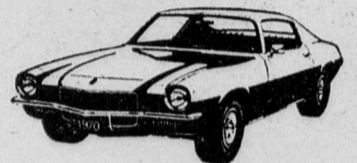
For every new member you sign up, you get an award certificate worth one book of stamps, redeemable at any S & H redemption center — Plus a chance in the \$10,000 Super Prize Jackpot.



## \$10,000 SUPER-PRIZE JACKPOT

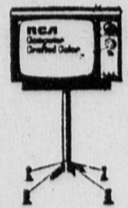
1st Prize

1971 Camaro



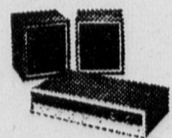
2nd-11th Prizes

RCA Color T.V. Sets



12th-16th Prizes

Panasonic Stereo  
Receivers



17th-40th Prizes

Ladies' or Men's  
Helbros Wristwatches

### RULES FOR CSEA SUPER SIGN-UP MEMBERSHIP DRIVE

- (1) Only CSEA members in good standing as of October 1, 1970 are eligible to sign up new members.
- (2) For each new member signed up during the period of October 1, 1970 through November 27th, 1970, the person recruiting receives one Special Award certificate (approx. value \$3.00-\$3.50) which may be redeemed at any S & H redemption center in the United States.
- (3) For each new member signed up during the above period, the recruiter also has his name entered once in the Super Jackpot. (Thus, if a person signed up ten members, his or her name will be in the jackpot drawing 10 times.)
- (4) The new member who is signed up during this Special Super-Sign-up period also receives one chance in the Super Jackpot.
- (5) To be eligible for any certificates or prizes, the recruiter must sign up new members on the special PDA card supplied to each chapter and unit prior to this drive. These cards must be filled in completely, and returned to the designated membership chairman in your unit or chapter. If you do not know who he or she is, call your chapter or unit head.

- (6) Certificates will be awarded as soon as possible after receiving them at headquarters in Albany from your local membership chairman.
- (7) Drawing for the Super Jackpot will be held as soon as possible after the contest—prior to Christmas.
- (8) No one person is eligible to win more than one jackpot prize.
- (9) The drive will be carefully policed, and any illegal or fictitious members signed up will be in violation of the law.
- (10) The jackpot, with a total value of \$10,000, includes a 1971 Camaro as first prize; 10 RCA color TV sets for prizes 2-11; five Panasonic stereo receivers for prizes 12-16; 24 ladies' or men's Helbros wristwatches for prizes 17-40.
- (11) An employee who fills out a standard PDA application card during the drive, without being solicited, also will have his or her name entered into the jackpot drawing.
- (12) Excluded from participation in the Super Sign-Up Season Jackpot prize are Statewide officers, members of the Board of Directors, members of the Statewide membership committee and staff.