

# Civil Service LEADER

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## County Executive Meeting

See Page 3

# CSEA TARGET: 15% PAY HIKE FOR STATE AIDES



**UNITY AHEAD** — Newly elected officers who will lead the Civil Service Employees Assn. for the next two years made a show of unity by joining hands after being sworn into office at the dinner that ended the 61st annual meeting of the Employees Association, held last

week in the Waldorf-Astoria Hotel. From left are Dorothy MacTavish, secretary; Jack Gallagher, treasurer; Hazel Abrams, fifth vice-president; William McGowan, fourth vice-president; Theodore C. Wenzl, president; Richard Tarmey, third vice-president; A Victor Costa, second vice-president, and Thomas McDonough, first vice-president.

## Wenzl Asks Unified Front 'To Accomplish Our Goals'

A 15 percent, across-the-board pay raise for all State employees, improvements in the pension benefits of both State and local government employees and proposals for vast reorganization of the Civil Service Employees Assn. were among the major actions dealt with by delegates attending the 61st annual meeting of the Employees Association, held in New York City last week in the Waldorf-Astoria Hotel.

Dr. Theodore C. Wenzl, installed for his third term as president of the organization, launched the week-long session by asking that all CSEA members "close ranks and present a unified front in doing battle for public employees in the upcoming session of the State Legislature."

Wenzl said that "while we hope fervently that the wage and price freeze, and other measures, effectuated by President Nixon get the American economy back in shape, civil servants can only be dismayed by actions throughout the country which indicate that public employees are continuing to be the major scapegoats of economy drives."

Delegate reaction to salary proposals submitted by Randolph V. Jacobs, chairman of the CSEA salary committee, indicated that New York State civil servants plan vigorous action to keep their wages in line with the times.

### Cheers For Pensions

Despite planned action in the Legislature to put a brake on public employee pension improvements, delegates cheered proposals on such improvements presented by Ernest K. Wagner, chairman of the pension committee.

One of the most heavily debated topics at the convention was the restructuring of the Employees Association. A Victor Costa, chairman of a special committee dealing with reorganization, noted that membership demands for more local autonomy.

(Continued on Page 16)

## Winds Of Change Sweeping CSEA

By 1973, the name will still be the same but the structure of the Civil Service Employees Assn. will undoubtedly undergo some radical reorganization changes by that time. It's not that there is revolution in the air but, rather, evolution toward an Employees Association which will become more and more decentralized.

A. Victor Costa, chairman of the committee to restructure CSEA, told delegates attending the 61st annual meeting of the

CSEA in New York City's Waldorf-Astoria Hotel, that the initial proposals presented to delegates "represent the ideas and wishes of our members."

The committee was able to form the proposals on the basis of membership requests because it had held innumerable meetings around the State. Costa said that the first recommendations reported were the result of "universal agreement among our membership on structural changes desirable for CSEA."

In essence, the strongest expression was for more local autonomy and the committee proposals would effectuate this in a great number of ways.

Delegates did not give any final approval to these first resolutions because, in some cases, changes in the CSEA constitution are necessary and, in others, financial considerations figure prominently.

Basically, the CSEA would be divided into six regions headed by six regional presidents. The six regions would have their own staffs to perform such

duties locally as public relations, legal work, and research. In addition, they would direct the field staff in their areas.

Overall direction of the CSEA (Continued on Page 14)

## Attica Rioting Stirs Delegates

The more than 1,200 delegates to the Civil Service Employees Assn. Annual Convention in the Waldorf-Astoria Hotel in New York City have expressed deep concern and shock at the recent uprising at Attica State Correctional Facility, during which eight correction officers were injured, one seriously.

At Leader presstime, 37 employees were held hostage by the rioting inmates. Dr. Theodore C. Wenzl, Statewide president of CSEA, noted that some of these (Continued on Page 16)



**JOINT EFFORT** — Dr. Theodore C. Wenzl, right, president of the Civil Service Employees Assn., and Edward Ward, president of the California State Employees Assn., a guest at the annual meeting, are seen as they composed a joint telegram to President Nixon urging the appointment of representatives of independent labor unions to the agency planned to control wages and prices when the current freeze ends.

*Don't Repeat This!*

## Battle Looms In Congress To Aid U.S. Employees

WITH Congress back in session, it is rapidly moving to the front as the scene of a heated battle to protect Federal civil service employees from unconscionable, discriminatory burdens sought to be imposed upon them by the Nixon Administration in the implementation of the Administration's price, rent and wage freeze. (Continued on Page 2)

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

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# Don't Repeat This!

(Continued from Page 1)

Leading the battle in their own behalf will be Federal employees in all classifications, executive, administrative, professional, clerical, blue-collar workers, postal employees, and those in the military services. The results of their lobbying efforts will have ramifications that will have widespread effect on all public employment, including that at state and local levels.

The Nixon Administration is following the same tack taken earlier this year in the State by the Rockefeller Administration, in the City by the Lindsay Administration, and by other local county, town and village governments. Their general approach to difficulties in balancing budgets is to denigrate loyal and dedicated civil service employees to the level of their most dispensable and disposable assets. As a consequence, the Rockefeller Administration sought to impose drastic and stringent employee firings that threatened vital public services, until the Civil Service Employees Assn. succeeded in moderating the most inequitable phases of the Rockefeller Administration program. Only last minute increases in City revenues saved the jobs of thousands of employees whose livelihoods and careers were threatened by a Lindsay Administration economy axe.

### Harsh Discrimination

The Nixon Administration approach to its civil service employees is so palpably discriminatory as to make it immoral. Salaries and wages of all employees, according to a decree of the Nixon Administration, are frozen for a period of 90 days ending Nov. 13. However, with respect to Federal employees, a six percent wage increase scheduled to take effect on Jan. 1, 1972, has been deferred to July 1, 1972. In addition, the Nixon Administration will reduce Federal employment by 100,000, hopefully by attrition but by firing if necessary. What is especially unconscionable about deferring for six months the Federal salary increase is that the increase was recommended, after

exhaustive study by a special commission, as an essential first step towards bringing public employee salaries to parity with salary and wage scales prevailing in the private sector.

The challenge to the Nixon Administration policy of making public employees the scapegoats of its past failures to put an end to the twin economic evils of rising costs and mounting unemployment will center about a Resolution proposed by Rep. Jerome D. Waldie (D. Cal.) that would reschedule to Jan. 1, 1972, the agreed upon program for salary increases for Federal employees. First action on the Waldie Resolution will be taken by the House Committee on Post Office and Civil Service.

Rep. Thaddeus J. Dulski, of Buffalo, is chairman of that committee, and he has earned a solid reputation among civil service employees throughout the Nation and the State for his dedicated interest in advancing and improving the status of public employment. Federal employee spokesmen are confident that the Waldie Resolution will pass through its first legislative obstacle by receiving Committee approval. These spokesmen are, in fact, hopeful that they will succeed right down the line and put an end to theory that the way to increase employment is to eliminate 100,000 Federal jobs.

## Alosco Set To Join W. Haverstraw Bd.

Governor Rockefeller has picked Dr. Louis M. Alosco, Bronx, for a recess appointment on the Board of Visitors of the State Rehabilitation Hospital at West Haverstraw to succeed Dr. Abraham Franzblau, New York City, whose term had expired.

Recess reappointments also went to Dr. Thomas M. Aldrich, Rensselaer, and Mrs. Mary McSweeney, New York City, to the unsalaried Board.

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## Suit Seeks Stay On CSEA Election

NEW YORK CITY — Upholding a request by Solomon Bendet, State Supreme Court Justice Samuel J. Silverman last week issued an order against the Civil Service Employees Assn., its board of directors and Theodore C. Wenzl, president, restraining them from permitting "any purported newly-elected Statewide officers to take office except pursuant to a written consent by such officer that such taking of office is subject to and without prejudice to any determination by this Court in this proceeding."

This order was granted upon a petition brought by Bendet's attorneys, Friedlander, Gaines, Ruttenberg & Goetz and argued by Joseph S. Rosenthal to set aside the CSEA statewide election on the grounds of gross and flagrant irregularities. Final determination of the action has been reserved by the Court until after September 17, at the request of CSEA attorneys for time to submit additional answering papers.

## Hospital Adm. Spots Abound

The U.S. Government is searching for persons presently enrolled for graduate study in hospital administration.

Career opportunities in this field have brightened considerably. A four-level career ladder stands in the wings for candidates. In the main, openings occur within the Veterans Administration.

First-level entrants are expected to have a bachelor's and be candidates in an advanced degree program, while second-level candidates must have studied one year toward the MHA beyond first-level requirement.

For level-three people, possession of the master's is a must, but attainment of a bachelor's and two successful years of grad study is also acceptable. Fourth-level contestants will need an additional year of study beyond the master's toward a Ph.D.

For detailed information, consult Announcement No. WAH-917, available from the Federal Job Information Center. Their address: 26 Federal Plaza, Manhattan, north of the City Hall.

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# Counties Hear Explanation Of Taylor Law

CIVIL SERVICE LEADER, Tuesday, September 14, 1971

The flurry of questions raised by new changes in the Taylor Law, particularly those concerning representation and negotiation of contracts, assumed the spotlight at the meeting last week of the County Division, Civil Service Employees Assn.

Given special scrutiny were such controversial areas as who falls within the newly established confidential/management unit; how is their status determined; how does the new formula of dates affect the "unchallenged representation" period; by what means can a government's solvency limits be reconciled with the legitimate demands of public employees; what are the new procedures for hearings on improper practices and charges of "provocation" brought in the aftermath of a strike.

Providing clarifications were two top officials of the State's Public Employment Relations Board: Dr. Robert D. Helsby, PERB's chairman, and Jerry Lefkowitz, chief counsel to the Board.

Joseph A. Dolan, CSEA's director of local government affairs, introduced the speakers. He took the occasion to observe that during the last four years, since the Taylor Law's inception, 400 disputes have been resolved.

## At The Crossroads

"This taught us a lesson in rising and meeting the needs of public employees. The Taylor Law placed us at the crossroads," he noted, adding that both sides were inexperienced in the conduct of negotiations when the law began, but they learned quickly to work within its framework.

Helsby provided a broad outline of the role of PERB, leaving to his counsel, Lefkowitz, the job of filling in the intricate details of the newest State legislation.

The PERB chairman said that when it comes to labor relations, "controversy is the nature of the business" and anyone who is thin-skinned had better get out quickly.

Helsby quoted contrasting editorials from The Civil Service Leader and the Buffalo Courier-Express to point up how widely perspectives do vary with regard to the Taylor Law. The Leader editorial espoused the rights of employees to bargain in good faith with government and charged that the statute was inherent with weaknesses that failed to protect that right. The Courier-Express took the position that the law had fomented strikes and brought most larger cities to near-bankruptcy.

The recent shift of opinion bringing Taylor opponents to call for amendment rather than repeal was described by Helsby as a heartening development. He said that the goal of the statute was to recognize the value of "negotiations in a governmental structure," which many other states still do not formally sanction.

The PERB official went on to describe three basic options which states can choose: to do nothing — "saying there is no need to negotiate"; to follow the "squeaky wheel concept" and placate vocal groups such as teachers or firemen by partial measures; to enact a full-scale labor relations law.

"New York State has chosen the latter course; we have confronted the issues and seen that all public employees are covered and protected by one law."

He estimated that about one million civil servants have had their rights affirmed under Taylor.

The Taylor Law covers almost all bases, he asserted, mentioning the employee rights specifically guaranteed: to negotiate; to organize; to be represented; to cope with impasses and improper practices in the negotiation process.

## Vast Impact

Noting that roughly 900,000 civil servants in the State have been organized by varying employee organizations, Helsby said some 6,000 pacts have been reached under Taylor's provisions, "with only one representation strike."

A primary focal point of PERB activities these days, according to Helsby, is the designation of the "most appropriate unit" for the diversity of public employees occupations.

He went on to predict that the question of breaking an impasse would occupy center stage in labor relations in the years ahead. The key objective would be to try to get disputes settled without resort to a strike.

Besides strike action, Helsby pointed to two alternatives: third-party arbitration and Taylor Law procedures. The arbitration process "is not looked on with great favor by either side" and, in fact, preceded the well-publicized Montreal police strike since the policemen rejected the terms of the Arbitrator as unfair.

Helsby went on to cite a recent resolution by the Uniformed Firefighters Assn. which would limit the arbitrator to three positions only: the final stands of the employee and the employer bargaining teams and the conclusion reached by the fact-finder. Such a proposal might prove feasible, Helsby said.

In turning the program over to PERB counsel Lefkowitz, Helsby remarked that the "omnibus bill" recently passed by the



Discussing possible situations created by the revised "unchallenged" representation period are, left to right: S. Samuel Borelly, head of CSEA's County Division; Jerry Lefkowitz, PERB counsel; Joseph A. Dolan, CSEA director of local government affairs; Robert D. Helsby, chairman of PERB, and Richard Tarmey, third vice-president of the Employees Association.

Legislature represents a reflection on the changing world of labor relations and an effort to gain a fair balance between benefits to government and benefits to the employees in the settlement of issues.

## Seek Major Changes

Lefkowitz explained that one of the major changes under Chapter 503 involves the budget submission date no longer being a reference point for purposes of recognition and certification as bargaining agent. The end of the fiscal year will now be used, to standardize the procedure. Also, a new one-month time limit will be invoked for mediation and fact-finding.

Under the old law, an eight-month minimum of unchallenged representation status existed. The new provisions state that the incumbent union is given protection from challenge for only a single contract, up to three years. At the end of that period, a representation challenge may be made and a new election held. This compromise, he said, takes into account "both the desire for stability and enhanced democracy" for the employees represented.

## Who's "Management"?

Chapter 4, 5 and 16 are the controversial portions, dealing with management and confidential employees. Persons so designated will be forbidden to join employees organizations or to be represented by them in negotiations.

The issue is sure to be litigated, on a title-by-title basis, suggested Lefkowitz, stressing the proviso that no employer may take the individual action of exclusion. "Only PERB or one of the mini-PERBS may do so, and after an unchallenged representation period is over," the counsel emphasized.

The Legislature has also altered the laws so that elections cannot be stayed arbitrarily, to give the challenging union more time to garner votes when they feel their position is weak. He pointed to the ruse of the Teamster challenge to CSEA in Babylon, where after forestalling the vote several times, the Teamsters were beaten anyway.

Section 205 now provides all mediators an exemption from being subpoenaed to testify in court on the conflict at issue. This information "cannot ever

be volunteered now," noted the counsel, adding that this new provision is desirable so that a mediator's confidential talk to the parties retains that confidentiality.

Also in the works is a procedure on unfair labor practice charges that would allow the defeated union to seek a review of certification without pressing that union to violate the law as a test.

"Improper practice" charges are not within the scope of negotiations and PERB hearings on future charges will hereafter be conducted. The expediting procedure will now take three to four weeks — a shorter time period — and more litigation can be expected. An Albany hearing on the subject is scheduled for Wednesday, Sept. 15.

Under improper practice procedures formerly, PERB had to go into court for an implementing order. The appeals process slowed things down considerably, often deliberately.

Lefkowitz said that the new rules allow the matter to be taken swiftly to the highest court, thus getting the matter adjudicated with a minimum of indecision.

He stated that usually such cases would drag on from four months to a year's time, creating a "volatile situation." Since many people depend on the final verdict, the law now moves toward expediting that decision more realistically.

Another provision declares that a hearing involving a fact-finder must be public. Previously, closed-door hearings made it difficult for affected employees to learn the real issues at impasse.

On the management/confidential unit status of employees, Lefkowitz outlined the sequence involved. The employer requesting persons for this designation must file with PERB 45 to 75 days after the fiscal year begins, or within 30 days after the unchallenged representation period begins.

This is generally before the normal time of challenge and well in advance of contract negotiations, which are "fought enough with conflict," he stated. Certain employees whose contracts would bypass this time period because of its August en-

(Continued on Page 14)



**NEW COUNTY LEADERS** — Joseph Lazarony, right, of Rensselaer County was elected chairman of the County Executive Committee of the Civil Service Employees Assn. in a meeting at the Waldorf-Astoria Hotel in New York City last week. He succeeds S. Samuel Borelly. Named as vice-chairman was Robert

Young, left, of Erie County. One of the new chairman's first duties was to accept nominations for two Statewide CSEA committees. The County nominees for the president's personnel committee are Ellis Adams, Harold DeGraff and Irving Flaumenbaum. Nominees for the president's charter committee are Francis Miller and Thomas Kennedy.

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ministrative assistant; Rule X titles equated to those above; however, a minimum tenure of six months on the job is necessary. Typical tasks deal with issuing and making final certifications of "warrants to authorize payment indicating the determination reached" as well as examining and auditing vouchers, before payment.

The written exam, mentioned above, includes material on accounting technology and auditing practice and basic knowledge of negotiable instruments. De-

tails are spelled out as part of Exam Notice No. 1564, which also provides the full scope of job duties.

**Trio Of Thruway Promotions Noted**

John P. Pendleton, of Slingerlands, has been promoted to the position of chief engineer with the Thruway at a salary of \$33,159. He succeeds Belmont M. Williams, who retires this month.

In a series of personnel moves resulting from the Williams retirement, the Thruway Authority also appointed Roger B. Dormandy, Troy, deputy chief engineer at \$27,966, to succeed Pendleton and John W. Heller,

Altamont, Albany division engineer at \$23,913, to succeed Dormandy.

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# Civil Service LEADER

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TUESDAY, SEPTEMBER 14, 1971

## Good Luck, CSEA!

WHEN President Nixon ordered his National wage and price freeze order, no one was harder hit than public employees. Federal workers got an extra hard blow when the President announced that wage increases due them were to be delayed for six months, not the three months ordered for employees in the private sector.

This blatant discrimination against civil servants has been continued in other areas, as well.

We were happy to observe, in face of this economic war against public employees, that the New York State Civil Service Employees Assn.—representing 200,000 State and local government workers—has refused to bend to such high-level pressure and mapped an all-out drive to obtain a 15 percent pay raise for State workers in forthcoming negotiations and to press for substantial improvements in retirement benefits.

The Employees Association has every right to do battle for these two goals. The railroads, printing and building industries, some sections of the steel industry and a host of other private employee unions had concluded wage pacts ranging from 32 to 49 percent prior to the freeze. This is really the area the President was setting up for a major target. He had no call at all to take such devastating action against public employees whose wage hikes have been nowhere near those gained in the public sector.

As for pension improvements, a Legislature which voted itself such lucrative pensions has no moral right whatsoever to try and stall civil service ambitions for equal treatment.

The Civil Service Employees Assn. has mapped out justifiable and economically sound goals and we wish them every success in the coming year.

## Civil Service Television

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

Tuesday, Sept. 14

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

Wednesday, Sept. 15

6:00 p.m.—Return to Nursing—"Intramuscular Injections." Refresher course for nurses.  
6:30 p.m.—Around the Clock—"Fingerprinting Methods." Police Dept. training series.

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

Thursday, Sept. 16

1:30 p.m.—Around the Clock—"Fingerprinting Methods." Police Dept. training series.  
6:30 p.m.—Return to Nursing—Refresher course for nurses. "Patient With Peptic Ulcer."  
7:00 p.m.—Around the Clock—"Fingerprinting Methods." Police Dept. training series.  
9:00 p.m.—The Police Commissioner—A report to the public.

Friday, Sept. 17

1:30 p.m.—Around the Clock—"Fingerprinting Methods." Police Dept. training series.  
7:00 p.m.—On the Job—"Marine Operations." Fire Dept. training series.

Sunday, Sept. 18

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

## Letters To The Editor

### McDonough Sends Thanks For Support

Editor, The Leader:

I would very much appreciate the opportunity, through the columns of The Leader, to express my thanks for the fine support given to me by members of the Civil Service Employees Assn. in my recent and successful race for the first vice-presidency of the CSEA.

I can assure all of them that I will make the most dedicated efforts in the coming two years to keep faith with the vote of confidence they gave me.

Thomas McDonough,  
Albany, N.Y.

### Huber's Appreciation

Editor, The Leader:

It was heartwarming to receive the support I did in running for Statewide office for the first time in the Civil Service Employees Assn.

I congratulate my successful opponent and send my deepest thanks to those who supported my candidacy.

Frederick Huber,  
Buffalo, N.Y.

### Dudek Thanks Friends

Editor, The Leader:

While victory is sweet, the knowledge of having thousands of friends behind me is heartwarming, too.

I want to thank those many voters — known and unknown to me — for the confidence and friendship they expressed by supporting my candidacy for Statewide office in the Civil Service Employees Assn.

Edward Dudek,  
Buffalo, N.Y.

## SOCIAL SECURITY



Questions and Answers

Q. I had doctors' bills while I was visiting a friend in another State last spring. I filed a claim with the Medicare office in that State and they took out the \$50 deductible. I now have bills from my own doctor. How do I notify the Medicare office in my home State so they won't take out another \$50 deductible?

A. You don't have to worry about paying the deductible twice. All Medicare claims are coordinated through Medicare's central office in Baltimore.

Q. I am 64 and will be retiring soon. My 66-year-old husband, who has been ill and unable to work for the past several years, collects a small social security benefit. I have been supporting him for the last several years. Could he be entitled to a benefit on my record?

A. Possibly. If he has been dependent on you for at least one-half of his support in the year immediately before you become entitled to social security retirement benefits, he could qualify as a dependent husband on your social security record. He can collect the larger of the benefits, either on his own record or on yours. He cannot collect both benefits.

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BONDS!

## 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.

## The Representation Riddle

THE TAYLOR LAW has attempted to provide for stability of employee representation through a procedure of certification and recognition of employee units and unit representatives. There are, however, four problems of adjustment of units. The four problems are as follows:

- (1) ONE GOVERNMENTAL unit is taken over by another.
- (2) A GROUP OF employees without a unit properly should be included in another existing unit.
- (3) A JOB TITLE is abolished after certification.
- (4) A NEW JOB title is created after certification.

1. WHEN ONE governmental body takes over the ongoing operations of another governmental body, it has been held that the employee representatives in the government which remains shall be the surviving organization, and the new employees shall be added to such survivor. In this manner, the accretion doctrine of the private sector was applied to the public sector. The most appropriate unit was determined by using the standard of joint responsibility of the public employer and its employees to serve the public, considering administrative convenience and minimizing the number of negotiating units. *Matter of Niagara Frontier Transportation Authority, 3 PERB 4020.*

THIS DECISION leaves open the problem of unit determination if instead of a merger, governmental operations are spun off to a new governmental entity such as a special district or public authority. cf. 2 PERB 5007.

2. THE SITUATION where a group of employees who are not in any unit should be most appropriately in an existing overall unit, has been considered by State PERB. The Board has taken the position that the non-unit employees cannot be added to the existing unit because this would violate the existing representative's right to exclusive and unchallenged recognition.

THUS, THE NON-UNIT employees must wait until the period of unchallenged representation status expires and then file a timely petition for certification into this most appropriate unit before the case can properly be brought before PERB. *Matter of Great Neck Board of Education, 4 PERB 3017.*

A CONTRARY position was taken by a hearing officer of Nassau County PERB with regard to part-time faculty in Nassau Community College. His position was that in balancing the employees' right to representation against the employee organization's right to unchallenged recognition, that the non-unit employees should immediately be added to the existing unit.

THE EMPLOYEE organization would be required to represent such employees even though it did not desire to have them in the unit. He pointed out that if the employee representative did not properly represent the employees, then the County, under PERB rules, could petition for an immediate decertification on the basis of abandonment, and in any case, the issue of representation could be decided at an election held when the existing employee representative lost its period of unchallenged recognition.

3. MOST RECOGNITION and certifications refer to employees by civil service titles rather than job descriptions. It is not uncommon during the period of unchallenged recognition that titles are changed. The change may be either by elimination of the job or the job is placed under a new and comparable title. There are no reported decisions in this situation.

IT WOULD APPEAR that since there is no substantive change, and that PERB is not in any way bound by civil service titles, that a unilateral petition to PERB by either the employer or the employee organization should be permitted to amend the certification.

4. DURING THE PERIOD of unchallenged recognition, new jobs may be created. There are no reported decisions on this subject. Counsel for PERB has taken the position that unilateral changes are not permitted during the period of unchallenged recognition, 2 PERB 5012. It would appear that the alternatives are the same as those that exist in problem No. 2 already discussed, i.e., immediate placement in an existing unit or no representation until unchallenged recognition expires.

# Long Island CSEA Wins Guarantees For 100 Lifeguards

(From Leader Correspondent)

MINEOLA — All lifeguards at Long Island State Park beaches will be subjected to an impartial test administered by the State Civil Service Commission under a compromise agreement reached by the Civil Service Employees Assn. with the Long Island State Park Commission.

The settlement guarantees more than 100 lifeguards belonging to CSEA the right to qualify for ocean, bay and pool guard assignments.

CSEA's Nassau chapter president Irving Flaumenbaum had protested when the commission displaced the guards after about 250 guards ended a work boycott organized by the Service Employees International Union.

Flaumenbaum and Louis Colby, president of the Long Island Inter-County State Parks chapter of CSEA, had demanded that the 100 guards hired to protect the beaches be returned to the jobs for which they had been hired.

Meanwhile, CSEA demanded that the commission investigate evidence that at least one of the guards who participated in the walkout was 56 years old and had not taken a lifesaving test in 20 years and others were supposedly putting in 40 hours a week at the beaches while moonlighting from full-time New York City jobs.

Lifesaving tests were administered this season only to the 100 replacement guards and not to the guards who were off the job until August.

The SEIU walkout was finally settled when the union accepted the 15-cent-an-hour pay boost that had been negotiated by CSEA at the start of the season.

## NOTICE OF NAMES OF PERSONS APPEARING AS OWNERS OF CERTAIN UNCLAIMED PROPERTY

Held by

### MUNICIPAL CREDIT UNION,

Room 372, Municipal Bldg., Man. CITY OF N.Y.  
NEW YORK, N.Y. 10007

The persons whose names and last-known addresses are set forth below appear from the records of the above-named banking organization to be entitled to unclaimed property in amounts of twenty-five dollars or more.

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Myrtle Talbert, 452 Bradley Ave., Staten Island, N.Y.

Edward Morris (Dec'd), 73-27 70th St., Glendale, N.Y. 11427.

Kathleen Donald, 304 E. 134th St., Bronx, N.Y.

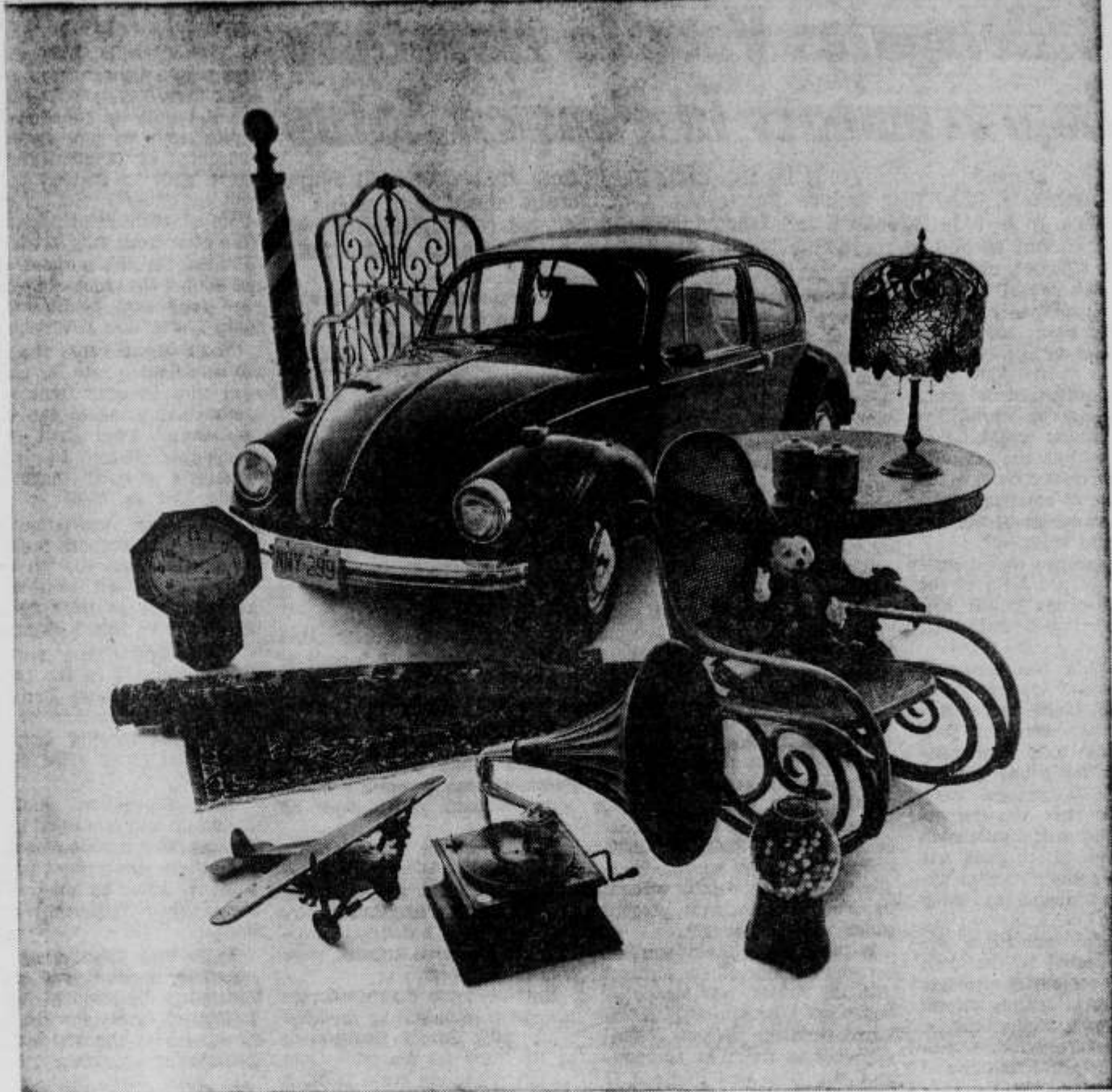
Jean Sireca, 101 Wyona Ave., Staten Island, N.Y.

A report of unclaimed property has been made to Arthur Levitt, the Comptroller of the State of New York, pursuant to Section 301 of the Abandoned Property Law. A list of the names contained in such notice is on file and open to public inspection at the principal office of the credit union, located at 2 Centre Street, in the City of New York, New York, where such abandoned property is payable.

Such abandoned property will be paid on or before October 31 next to persons establishing to its satisfaction their right to receive the same.

In the succeeding November, and on or before the tenth day thereof, such unclaimed property will be paid to Arthur Levitt, the Comptroller of the State of New York, and it shall thereupon cease to be liable therefor.

**FIREFIGHTERS FIGHT FIRES —NOT PEOPLE**



## Some old things are still worth a lot of money.

Brass beds are bringing a bundle. People are getting filthy rich selling dusty old clocks.

And the same guy who used to collect Mickey Mouse watches for laughs, is now laughing all the way to the bank.

Then there's the Volkswagen.

The years have been good to the Bug.

In fact, the same Volkswagen Beetle that, three years ago, sold for about \$400 less than the average economy car, is now worth about \$200 more.

It's not hard to figure out why.

After all, when you don't have to spend that much time making a Volkswagen look different every year, you can devote all that extra time making it work better and last longer.

So, if you're wondering whether that old lamp in the attic is really worth something, check it carefully for the initials LCT (Louis Comfort Tiffany).

And if you're wondering whether that old car in the garage is still worth something, check for the initials VW (Volkswagen).

Amityville Monfer Motors, Ltd.  
Auburn Berry Volkswagen, Inc.  
Batavia Bob Hawkes, Inc.  
Bay Shore Trans-Island Automobiles Corp.  
Bayside Bay Volkswagen Corp.  
Binghamton Roger Kresge, Inc.  
Bronx Avoca Corporation  
Bronx Bruckner Volkswagen, Inc.  
Bronx Jerome Volkswagen, Inc.  
Brooklyn Aidan Volkswagen, Inc.  
Brooklyn Economy Volkswagen, Inc.  
Brooklyn Kingsboro Motors Corp.  
Brooklyn Volkswagen of Bay Ridge, Inc.  
Buffalo Butler Volkswagen, Inc.  
Buffalo Jim Kelly's, Inc.  
Corlond Corlond Foreign Motors  
Croton Jim McGilone Motors, Inc.  
Elmsford Howard Holmes, Inc.  
Forest Hills Luby Volkswagen, Inc.  
Fulton Fulton Volkswagen, Inc.  
Geneva Dachak Motors, Inc.  
Glens Falls Bromley Imports, Inc.  
Great Neck North Shore Volkswagen, Inc.  
Hamburg Hal Casey Motors, Inc.  
Hempstead Small Cars, Inc.  
Hicksville Walters-Donaldson, Inc.  
Hornell Suburban Motors, Inc.  
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Hudson Colonial Volkswagen, Inc.  
Huntington Fern Motors, Inc.  
Inwood Volkswagen Five Towns, Inc.  
Ithaca Ripley Motor Corp.  
Jamaica Manes Volkswagen, Inc.  
Jamestown Stateside Motors, Inc.  
Johnstown Vant Volkswagen, Inc.  
Kingston Amerling Volkswagen, Inc.  
Latham Martin Nemer Volkswagen  
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Massena Seaway Volkswagen, Inc.  
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Middle Island Robert Weiss Volkswagen, Inc.  
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Mount Kisco North County Volkswagen, Inc.  
New Hyde Park Auslander Volkswagen, Inc.  
New Rochelle County Automotive Co., Inc.  
New York City Volkswagen Bristol Motors, Inc.  
New York City Volkswagen Fifth Avenue, Inc.  
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Rochester Ridge East Volkswagen, Inc.  
Rochester F. A. Motors, Inc.  
Rochester Mt. Read Volkswagen, Inc.  
East Rochester Irmer Volkswagen, Inc.  
Rome Valley Volkswagen, Inc.  
Roslyn Dor Motors, Ltd.  
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Schenectady Colonia Motors, Inc.  
Smithtown George and Dalton Volkswagen, Inc.  
Southampton Lester Kaye Volkswagen, Inc.  
Spring Valley C. A. Maigh, Inc.  
Staten Island Staten Island Small Cars, Ltd.  
Syracuse Don Cain Volkswagen, Inc.  
East Syracuse Precision Autos, Inc.  
North Syracuse Finnegan Volkswagen, Inc.  
Tonawanda Granville Motors, Inc.  
Utica Martin Volkswagen, Inc.  
Valley Stream Val-Stream Volkswagen, Inc.  
Watertown Harbin Motors, Inc.  
West Nyack Foreign Cars of Rockland, Inc.  
Woodbury Courtesy Volkswagen, Inc.  
Woodside Queensboro Volkswagen, Inc.  
Yonkers Dunwoodie Motor Corp.  
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# CSEA Delegates Vote To Negotiate 22 Improvements In Pension Setup

Despite a proposed pension study by the State Legislature that may stall retirement improvements, the Civil Service Employees Assn. forged ahead with plans to bring pensions up to date through a series of 22 proposals adopted (for information purposes only) in full session of representatives to the 61st annual convention of the CSEA.

Ernest K. Wagner, chairman of the pension committee, presented the committee report to the delegates assembled in the Main Ballroom of the Waldorf-Astoria Hotel in New York City.

"The committee made every effort," Wagner explained, "to find items which would be of greatest benefit to the majority of our members. Proposals which would not be of maximum benefit to the members of the Association were rejected."

He also explained that a commission has been created by the Governor to study public employee pension and retirement systems.

"It is within the power of this commission," Wagner pointed out, "to make recommendations to the Governor and the Legislature concerning pension benefits for public employees. The CSEA pension committee feels that the recommendations of this commission shall have no effect upon our collective bargaining right or demands made through that same process."

The pension committee report was prepared by chairman Wagner and committee members Alice Bennett, Aaron Burd, Frederick J. Pick, Michael Sewek, L. G. Sunderhaft, Alfred Weissbard, Roland D. Martindale and Louis Colby.

Their proposals, as amended by the full delegate body, are itemized below:

R-1—Provide a 20-year half-pay pension plan which would provide 1/40th of the highest annual salary for each year of service, up to 40 years, without minimum retirement age or minimum service requirements.

R-2—Provide the option, at time of retirement, for withdrawal of annuity contribution.

R-3—Provide full loan privileges from the annuity saving reserve.

R-4—Base the pension reserve which is payable under the death gamble on the formula for service retirement.

R-5—Provide cost of free retirement credit for all employees who served in World War II, the Korean War, the Berlin Crisis and the Viet Nam Crisis.

R-6—Provide retirement credit for members of the Retirement System who have at least 10 years of member service with such system for prior periods of service with the Federal Government, but such prior service credit shall not exceed the amount of member service with the NYS Employees' Retirement System. The cost of such prior service shall be based on the salary received while actually employed by the Federal Government.

R-7—Provide retirement credit for out-of-State public service up to a maximum of 10 years, for members of the NYS Employees' Retirement System who have at least 10 years of service credit in such Retirement System. The cost of prior service shall be based on the

salary received while actually employed in public service outside of the State.

R-8—Provide for the conversion of accumulated sick leave toward additional retirement credit on a work-day basis rather than on a calendar-day basis.

R-8—Eliminate the provision under the Retirement Law which requires that an employee who enters or re-enters service on or after the effective date of either the Career Retirement Plan or the Improved Career Retirement Plan must work five years in order to become eligible for the benefits of those plans.

R-10 (Deleted) Provide that full cost of the Social Security tax be assumed by the State.

R-11—Provide that the guaranteed death benefit of three times annual salary described in Section 8.14 of the negotiated agreements between CSEA and the State be payable upon the employees death without imposing a maximum amount which may be payable.

R-12—Provide State employees who commenced employment with the Federal War Manpower Commission, or who were transferred from the Division of Employment to the War Manpower Commission and returned to State service with opportunity to purchase retirement credit for time spent with the War

Manpower Commission through the payment of the required annuity contributions.

R-13—Provide State employees who have retired from State service with the right to obtain employment in local government without loss of State-attained retirement benefits.

R-14—Make permanent the cost-of-living increase provision for retiree, or provide for recalculation on the basis of the member's salary grade at the time of retirement, whichever is greater.

R-16 (Deleted)—Provide that the guaranteed death benefit of three times annual salary described in Section 8.14 of the negotiated agreements between CSEA and the State shall be payable upon the employees death without imposing a maximum amount which may be payable.

R-17—Improve the benefits under Section 73 of the Retirement and Social Security Law dealing with discontinued service retirement benefits, by providing the vested benefit, payable immediately.

R-18—Provide that employees who were employed by the New York City Parole Commission at the time its functions were transferred to the State Division of Parole shall be deemed to have entered State service as of the date of their employ-

ment with the New York City Parole Commission for the purpose of determining the required payments for retirement credit for certain World War II service.

R-19—Provide that employees who were employed by the New York City Sales Tax Bureau at the time its functions were transferred to the State Department of Taxation and Finance shall be deemed to have entered State service as of the date of their employment with the New York City Excise Tax Bureau, for the purpose of determining the required payments for retirement credit for certain World War II service.

R-20—Provide that the normal contribution rate for employees who transfer from special retirement plans to the Career Retirement Plan shall be the same rate charged to all other members covered under Sections 75-f & 75-h.

R-21—The Association shall sponsor and support legislation to provide that the no option allowance of all retirees who retired with at least 25 years of service be raised to \$4,000.

R-22—Repeal the provisions of Chapter 503 of the Laws of 1971 which impose limitations on the computation of final average salary for employees who retire on or after April 1, 1972.

R-23—Legislation shall be drawn up and sponsored by CSEA, Inc., that contributions made by retirees who retired prior to April 1, 1970, be used to increase their retirement allowance.

R-24—The Association shall negotiate, sponsor and support legislation that would provide retirement credit for the years of service at the University of Buffalo by employees prior to the 1962 State merger with the University of Buffalo to form the State University of New York at Buffalo.

## — School District — CSEA Charges Unfair Practice In W. Babylon

(From Leader Correspondent)  
SMITHTOWN — The Civil Service Employees Assn. has filed an unfair-labor-practices charge against the West Babylon School District for ignoring seniority in an austerity-forced reduction in transportation services.

The charge was filed with the State Public Employment Relations Board and an early hearing requested in view of the fact that schools were reopening.

Long Island regional field supervisor Edwin Cleary said the CSEA contract specifically provided for seniority protection. In addition, he said the District's actions also violated contract provisions requiring consultation with the union and adherence to past practices.

"There is a lot of unrest among the workers," he observed.

Forty-eight drivers in the unit are involved. The number must be reduced to 23 because of reduced transportation provided under an austerity budget mandated by taxpayers.

## Recommend Clause Banning Contracting Outside Services

(From Leader Correspondent)  
MINEOLA—The Civil Service Employees Assn. is fighting a threat to job security in local school districts posed by a trend toward contracting with outside agencies for services.

Long Island regional field supervisor Edwin Cleary noted that several Long Island school districts are studying the merits of contracting with caterers for school cafeteria meals. "We have advised all fieldmen to negotiate contracts prohibiting outside contracting if it means putting our people out of work," Cleary asserted.

Negotiations with school districts will be initiated in December.

Cleary noted that the threat may be extended to other areas of the State.

## Westcott Named To Head Oneida M. V. Bureau

UTICA — It's a promotion for 24-year Oneida County veteran Horace T. Westcott, who has been named by Oneida County Clerk Frank Senior to succeed retiring County Motor Vehicle Bureau supervisor Manuel Graziano. Graziano, who retired Aug. 31, had 34 years of service with the County Bureau.

Westcott started working for Oneida County in 1947 as an account clerk with the Veterans Welfare Dept. He was promoted to his new position from the assistant supervisor's post in the County Motor Vehicle Bureau.

Senior said, "I don't consider  
(Continued on Page 9)

## Fight To Keep Sampson Open Continues



*The Friends of Sampson Committee is not giving up hope in their battle to have Sampson State School remain open. Motorcades, such as the one above are continuing from various neighboring communities to local boards of elections where voters, left, are changing their political affiliation from the Republican Party whom they consider is at fault in the situation.*







**FIGHTING ON** — Members of the Civil Service Employees Assn.'s Mental Hygiene Dept. Board of Directors won delegate support last week for continuing the battle against conditions that have resulted in understaffing of Mental Hygiene facilities around the State. They pointed out that the State's austerity measures have not been realistic in terms of increased patient overloads and that the Legislature and some top administrative officials have been callous about patient suffering. Shown here, from left, are Ronnie Smith, new representative to the Board from Willowbrook State School; Board chair-

man Anna M. Bassette; William McGowan; outgoing director Salvatore Butero, and Julia Duffy. Delegates were also urged to testify about working conditions and injustices at investigatory meetings conducted by Assemblyman Robert Wertz throughout the State. (The next meeting of this Mental Hygiene investigation committee is slated for Middletown.) In a motion introduced from the floor by Joan Shaw of Brooklyn State, the delegates to the Mental Hygiene departmental meeting voted to seek penalties against CSEA members who failed to adhere to job action as agreed to by the Association governing bodies.

## October Deadline Pending

# 24 State Promotion Posts Activated For Applications

A newly announced State promotional series is already accepting applications and will continue to do so through Oct. 18.

Written exams for this latest group—a total of 24 titles—are pending Nov. 20.

The bulk of positions fall among three State agencies: Agriculture and Markets, Executive/Parks and Recreation, and Labor Depts.

Other participants in prospective appointments from the Oct. 18 series are: Audit and Control; Department of Transportation; Environmental Conservation and Health.

Prime focus goes to titles such as park superintendent, municipal affairs examiner, farm products inspector and construction safety inspector.

Detailed information about any of the promotional posts can be gotten from two sources—either at the agency's personnel office or, alternately, through the State Civil Service Dept., 1220 Washington Ave., Albany 12226.

Below there follows a summary list of titles, grades, appointing agencies and qualifying titles to compete:

Exam No. 34-583: Senior marketing representative/G-15/Agriculture and Markets. Open to permanent farm product inspectors.

Exam No. 34-584: Associate marketing representative/G-19/Agriculture and Markets. Open to permanent senior farm inspectors as well as senior marketing representatives.

Exam No. 34-585: Chief marketing representative/G-22/Agriculture and Markets. Open to permanent supervising farm product inspectors as well as associate marketing representatives.

Exam No. 34-586: Supervising farm products inspector/G-19/Agriculture and Markets. Same qualifications as associate marketing representative.

Exam No. 34-587: Senior farm products inspect/G - 16/Agriculture and Markets. Same qualifications as senior marketing representative.

Exam No. 34-594: Supervising construction safety inspector/G-20/Labor Dept. Open to permanent associate construction safety

inspectors.

Exam No. 34-604: Assistant superintendent, Bethpage State Park / G - 22 / Executive Dept. Open to permanent G-17 titleholders in management, engineering, maintenance or park operation titles.

Exam No. 34-605: Associate construction safety inspector/G-18/Labor Dept. Open to senior construction safety inspectors with one year seniority; also, construction safety inspectors with five years of tenure.

Exam No. 34-606: Senior construction safety inspector/G-16/Labor Dept. Open to permanent construction safety inspectors, including mine specialities.

### Park Supt. Positions

Exam No. 34-608: Park superintendent "A"/G-20/Executive Dept. Open to G-17 titleholders in management, engineering, maintenance or park operation titles.

Exam No. 34-609: Park superintendent "B"/G-17/Executive Dept. Open to G-15 titleholders in management, engineering, maintenance or park operation titles.

Exam No. 34-610: Park superintendent "C"/G - 15/Executive Dept. Open to G-12 titleholders in management, engineering, maintenance or park operation titles.

Exam No. 34-611: Park superintendent "D"/G - 12/Executive Dept. Open to G-8 titleholders in management, engineering, maintenance or park operation titles.

Exam No. 34-612: Senior civil engineer — traffic/G - 23/DOT. Open to G-19 titleholders in engineering positions; professional license required.

### Seek Traffic Capt.

Exam No. 34-615: Traffic and park captain / G-21 / Executive Dept. Open to traffic and park lieutenants with two years of tenure.

Exam No. 34-616: Supervisor of park operation/G-23/Executive Dept. Open to G-17 titleholders in management, engineering, maintenance or park operation titles.

Exam No. 34-619: Senior examiner, municipal affairs/G-18/Audit and Control. Open to examiners of municipal research and municipal research assistants with six months of seniority.

Exam No. 34-620: Assistant regional park manager/G-25/Executive Dept. Open to G-19 titleholders with year of tenure and G-17 titleholders with two years of tenure in areas similar to Exam No. 34-616.

Exam No. 34-622: General park superintendent/G-23/Environmental Conservation. Open to permanent supervisors of park operations as well as park superintendents in the "B" category.

### Audit Posts, Also

Exam No. 34-623: Associate examiner, municipal affairs/G-23/Audit and Control. Open to senior examiners of municipal affairs as well as senior municipal research assistants.

Exam No. 34-624: Principal examiner, municipal affairs/G-27/Audit and Control. Open to associate examiners of municipal affairs as well as senior research analysts of municipal research.

Exam No. 34-626: Principal industrial engineer/G-31/Labor Dept. Open to permanent associate industrial engineers.

Exam No. 33-750: Assistant director, general engineering and radiological health/G-29, and principal sanitary engineer/G-31 Health Dept. Open to permanent associate sanitary engineers and associate radiological health engineers; 18 months of seniority is required.

Ask for the job bulletin with the appropriate exam number to gain further information on the test content for the title you wish to compete for.

— After Job Cuts —

# CSEA Comes Through For Syracuse Aides; None Are Unemployed

SYRACUSE—Any Civil Service Employees Assn. member whose City job was abolished—or any City worker who contacted CSEA's Onondaga chapter—was placed in another City job, through CSEA efforts, points out Andrew H. Placito Sr., president of the CSEA chapter here.

Placito made the statement in a "flyer" distributed by Onondaga chapter's City Employees unit in its campaign to retain its designation as bargaining agent for white-collar City workers.

The campaign is designed to meet a challenge by the Syracuse local of the American Federation of State, County and Municipal Employees.

A PERB-supervised election between the two groups is scheduled for Sept. 23. Polling places will be set up in the City-County Public Safety Building and City Hall.

Placito also points out that last Spring, when Mayor Lee Alexander said he was going to lay people off, CSEA "took the mayor to task."

He adds: "AFSCME made the statement that they have no trouble with the Mayor and are always meeting with him. Yet,

when 31 garbage men were laid off, AFSCME did nothing."

But, he explains, "Anyone within the CSEA unit whose job was abolished, and any employee who contacted CSEA, was placed in another job because of CSEA's efforts."

He also reminded City workers that "CSEA fought the State in the recent layoffs, and of the 8,000 people who were laid off, all by 233 are back at work."

Placito cited CSEA's record and advantages including:

- Legal staff available at all times on the local level.
- Fieldmen who reside in the area "and are not afraid of the politicians."
- An organization that "has fought layoffs at every level of government."
- 60 years of experience in the public service field.

"You decide who's fighting for the employees," Placito told the workers.

— In Primary Fights —

# Oneida Chap. Political Action Committee Endorses Hopefuls

UTICA—The CSEA's Oneida County chapter, following the advice of the Central Region Political Action Task Force, has made four endorsements in the primary elections this week, with a promise of more to follow for the general elections on Nov. 2.

The committee endorsed Dan Creaco, a Democrat for the 25th County Legislative District; Mike Zyla, also a Democrat, for the 18th District; Don Franco, a Republican, for the 24th District; and Vincent Wereszynski, a Democrat, for the 1st Common Council District in the City of Utica.

Tania Cook, chairman of the committee, said the endorsements were made on the basis of past voting records and achievements of the candidates in view of the goals and objectives of public employees.

Louis Sunderhaft, president of the Oneida County chapter, said he was very pleased to see the chapter taking the initiative in

moving in a new direction in an important area. Sunderhaft indicated that the chapter will be taking on an increasingly active role in local and State politics.

The action is a follow-through of recommendations made to all of the chapters in the Central Conference by the task force. Miss Cook hopes that other chapters will follow the lead of Oneida County in becoming politically active. She said, "... if public employees are to achieve benefits equal to those available to people working for private industry, we are going to have to deal more firmly with State and local legislatures. If we are going to be successful in these dealings, we are going to have to have people in those law-making bodies who are sensitive to the special needs of public employees."

## Oneida Promotion

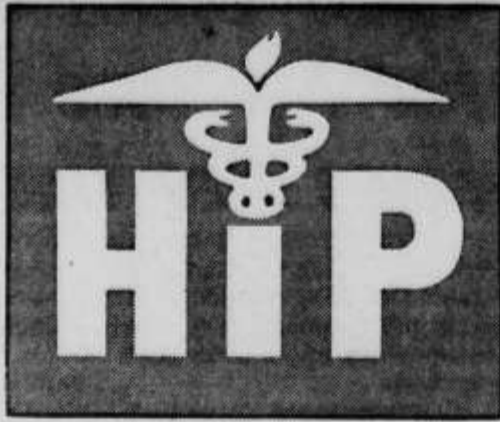
(Continued from Page 8)

this so much a promotion as it is a recognition for his years of exemplary service to the Motor Vehicle Bureau. Westcott is the best example of a man deserving a promotion through personal effort that I know of."

Westcott's promotion is on a provisional basis pending a Civil Service examination for the vacancy. The position is a salary grade-16 job with a salary range of \$7,500 to \$9,100 annually.

Westcott has long been active with the CSEA being a charter member of the Oneida County chapter and having served as its

The political action committee has been studying the issue of political endorsements since it was formed, about a month before the deadline set for the June 16 Statewide strike. The committee is preparing for next year's State legislative elections by compiling voting records on each of the assemblymen and senators on those issues critical to public employees. Ratings of each incumbent legislator will be available to aid chapters in determining whether or not a given lawmaker has been consistently voting in line with CSEA goals and objectives.



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# Murray Retires From Civil Service Dept. Administrative Director Post; Mooney Named

ALBANY—William J. Murray, administrative director of the State Civil Service Dept. has retired from State service. In announcing Murray's retirement, Mrs. Ersa Poston, president of the Civil Service Commission, announced also the appointment of John J. Mooney, the department's counsel and as-

fill the vacancy. Murray entered State service in 1946 as assistant administrative director following similar careers with the New York City Civil Service Commission and the Board of Education. Mooney, who joined the department staff in 1948, is a graduate of Rensselaer Polytechnic Institute. He was graduated cum laude in June 1948 from the Albany Law School and



**WILLIAM MURRAY**  
 assistant administrative director to



**JOHN MOONEY**

is a member of the American Society for Public Administration, the Public Personnel Assn., and the New York State Bar Assn. Mooney is married to the former Jean Reiniger of Troy. They have two children and reside in Latham.

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**Openings In Troy Area**

**Plan Sept. 22 Cutoff For Police Applicants**

The Rensselaer County Civil Service Commission has put down the date of Sept. 22 on its agenda as the final day of filing for police patrolman candidates. No residence requirements have been declared for eligibility.

Males between 19 and 29 are encouraged to apply. The main prerequisites are having two documents: a high school di-

ploma and a State driver's license. Other requirements are, in the main, physical or medical.

**Captain (Women) Post Starting Pay Now At \$12,774 Plateau**

Those proving successful on the promotion exam to captain (women) in the City's Correction Dept. will be accorded \$12,744-14,235. The exam date has tentatively been slated for Nov. 20.

Eligibility will go to tenured woman correction officers, who will face a battery of written questions on supervision; staff development; institution operations, and practices in the field of criminology. A printed bibliography awaits applicants, as does the pertinent bulletin, Exam Notice No. 1520.

The correction captain is responsible for supervising female correction officers, in that capacity conducting roll calls, inspections, enforcing and carrying out rules, and performing special duties such as inmate classification. She also is charged with receiving fines and bail, keeping records and making reports of correctional activities.

**Captain (Men) Post Confine Eligibility To Correction Aides**

Candidates for captain (men) in the Department of Correction must have served a full year as correction officer, says the City Personnel Dept. Salary scales now come to \$12,774-14,235.

Performance and seniority will weight 50, as will a written test being planned for Nov. 20. Using multiple-choice format, its questions will focus on staff development; public relations; custody and security; riot control; classification and searching. Check Bulletin No. 1519 for a wealth of information.

A bibliography has been prepared by the City Personnel Dept. to aid candidates in test preparation. Familiarity with news articles dealing with correction matters is also advisable. In computing seniority, the date of appointment starts at 80 percent, with an added half percent for every three months of seniority, up to 90 percent, for five years after that, add one-quarter percent, up to 95. Awards and penalties have various gradings, described in the text of the bulletin.

**All Systems Alert**

The City noted recently that 96 of the applicants on Exam No. 0510 were sent list notices, while 139 failures were recorded to the post of assistant civil engineer.

An open-competitive written exam will be held on Oct. 16, said a Commission spokesman, calling attention to the test content as outlined in the bulletin.

That test will deal with three subject areas: interpretation of the State Penal Code and related laws; ability to exercise good police judgment; ability to do written reports. Persons previously convicted of a felony will be barred from taking the exam.

Salary ranges differ by jurisdiction. Duties of the patrolman will deal with "maintaining the public welfare through the protection of lives and property and the enforcement of all laws and ordinances in the area assigned to him."

The military credit rule of subtracting up to six years of service in meeting age requirements will pertain. Further information is available by contacting the Rensselaer County Civil Service Commission at the Court House in Troy.

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**Jewish Postal Aides Slate Meeting Tonight**

The Jewish Postal Employees Welfare League has set the wheels in motion for a meeting tonight, Sept. 14, beginning at 7:30. The meeting place is 853 Broadway, near 14th St. in Manhattan.

**LEGAL NOTICE**

At a Special Term, Part II of the Supreme Court of the State of New York, held in and for the County of New York, at the Courtroom located at 60 Centre Street, City, County and State of New York, on the 9th day of August, 1971.

**PRESENT: HON. FRANCIS J. BLOUSTEIN, Justice.**

**W. KOTKES & SON, INC., Plaintiff, against CECIL KNITS LTD., Defendant.** Index No. 16360/71. — ORDER FOR SERVICE OF SUMMONS BY PUBLICATION.

Upon reading and filing the summons and verified complaint in this action the said complaint showing a cause of action for recovery of damages resulting from defendant's breach of contract to sell certain goods to the plaintiff, and upon the affidavit of James H. Goodfriend, sworn to the 3rd day of August, 1971, by which the plaintiff has made proof to my satisfaction that defendant cannot be served by any other prescribed method of service, and it appearing that a levy upon the defendant's property has been made pursuant to an order of attachment granted in this action as provided in CPLR §314(2);

NOW, on motion of Tenzer, Greenblatt, Fallon & Kaplan, attorneys for plaintiff, it is

**ORDERED,** that service of the summons in the above-entitled action upon the defendant, Cecil Knit Ltd., be made by publication thereof in accordance with CPLR §316 in two newspapers, at least one in the English language viz: in the New York Law Journal and Civil Service Leader, both published in the City, County and State of New York, hereby designated as being most likely to give notice to said defendant, once in each week for four successive weeks, together with a notice to the defendant and brief statement of the object of the action; and it is further

**ORDERED,** that on or before the day of the first publication as aforesaid the plaintiff deposit in a post office or in any post office post or official depository under the exclusive care and custody of the United States Post Office Department in the City, County and State of New York, a copy of the summons and notice of publication required by CPLR §316, properly enclosed in a postpaid wrapper directed to the said Cecil Knits Ltd., the defendant herein, at Shalom Tower, Tel Aviv, Israel.

ENTER **F.J.B. J.S.C.**  
Filed: **AUG. 9, 1971.**

**LEGAL NOTICE**

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

**W. KOTKES & SON, INC., Plaintiff against CECIL KNITS LTD., Defendant.** Index No. 16360/71. — Plaintiff designates New York County as the place of trial. — The basis of the venue is Plaintiff's residence.

**SUMMONS —** Plaintiff resides at 1350 Broadway, New York, N.Y. To the above named Defendant, YOU ARE HEREBY SUMMONED to answer the complaint in this action and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney(s) within 20 days after the service of this summons exclusive of the day of service) or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York; and in case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint.

Dated, New York, N.Y. July 21, 1971.

**TENZER, GREENBLATT, FALLON & KAPLAN, Attorneys** for Plaintiff  
Office and Post Office Address  
235 East 42nd Street,  
New York, N.Y. 10017  
867-0800

Defendant's Residence  
Shalom Tower,  
Tel-Aviv, Israel

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

**W. KOTKES & SON, INC., Plaintiff, against CECIL KNITS LTD., Defendant.** NOTICE OF PUBLICATION PURSUANT TO CPLR §316. — Index No. 16360/71.

**TO: CECIL KNITS LTD.**

The foregoing summons is served upon you by publication pursuant to an order of the Honorable Justice J. Bloustein, a Justice of the Supreme Court of the State of New York, dated the 9th day of August, 1971, and filed with the complaint and other papers in the office of the Clerk of the County of New York at 60 Centre Street, Borough of Manhattan, City and State of New York.

The object of this action is for recovery of damages resulting from the breach by the defendant of its contract to deliver to plaintiff a certain quantity of double knit fabric piece goods in that the goods so delivered failed to conform to the samples theretofore supplied by the defendant, differing in color, weight and finish, quality of fabric and pattern.

Dated: August 19, 1971

**TENZER, GREENBLATT, FALLON & KAPLAN, Attorney(s)** for Plaintiff  
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Study the following list before taking follow-up action on the job or jobs of your inclination:

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

### Business

- \***Accountant, Auditor and Internal Revenue Agent,** GS-5 to 12. — No. 425.
- \***Computer Specialist:** Programmer, Systems Analyst, Equipment Analyst, Specialist, GS-7 to GS-12; Operator, Technician, GS-5 to GS-7. No. 420.
- \***Freight Rate Specialist,** GS-7 and GS-9. — Jobs are in Washington, D.C. area, chiefly with the General Accounting Office. No. WA-6-13.

### Engineering and Scientific

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

- nicians in Cartography, Electronics, Engineering, Geodetics, Industrial Engineering, Physical Science, Surveying, GS-5 to GS-12; Engineering Draftsman, Construction Inspector, Mathematics Technician, Meteorological Technician, GS-5 to GS-9; Construction Representative, GS-5 to GS-12; Office Draftsman, GS-5 to GS-7. No. WAP-004.
- Technical Aids in Science and Engineering** GS-2 and GS-3. — Jobs are in the Washington, D.C., area. (Written test.) No. WAP-930.
- \***Technical Assistant,** GS-4. — Jobs are in agriculture, biology, data processing, engineering, medicine, science and other technical fields. — No. 409.
- \***Health Scientist Administrator and Grants Associate,** GS-11 to GS-15. — Jobs are in the Washington, D.C. area. No. 397.
- \***Industrial Hygienist,** GS-5 to GS-13. — Jobs are principally in the Navy Department. No. 230 B.
- \***Technician: Agricultural Research,** GS-5; **Biological Laboratory,** GS-5 to GS-9. — Jobs are in Washington, D.C. area. No. WAB-807.

### General

- Border Patrol Agent,** GS-7. — Jobs are in the Immigration and Naturalization Service. (Written test.) No. WAM-911 (Revised).
- \***Junior Federal Assistant,** GS-4.

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— (Written test.) No. 411.  
GS-12. — (Written test.) No. 413.

### Medical

- \***Aids, Assistants, Technicians in Field of Medicine,** GS-5 to GS-9. — Jobs are in Washington, D.C. area. No. WAH-813.
- \***Audiologist, Speech Pathologist, and Audiologist-Speech Pathologist,** GS-9 to GS-12. — Jobs are in the Veterans Administration throughout the United States, and in other agencies in the Washington, D.C. area. No. WA-7-27.
- \***Dietitian,** GS-5 to GS-12; **Dietetic Assistant,** GS-5 and GS-7; **Public Health Nutritionist,** GS-9 to GS-12. — No. WAH-810.
- \***Medical Officer,** GS-11 to GS-15; **Dental Officer,** GS-12 to GS-15. — No. WAH-902.
- \***Medical Record Librarian,** GS-5 to GS-12. — No. 331.
- Medical Technical Assistant,** GS-6. — Jobs are with the Public Health Service in Federal penal and correctional institutions. No. 355.
- \***Medical Technologist (Clinical and Health Research),** GS-5 to GS-11. — Positions are in the Washington, D.C. area. No. WAH-815.
- \***Orthotist, Prosthetist,** GS-6 to GS-11; **Restoration Technician,** GS-5 to GS-11. No. WA-7-47.
- \***Pharmacist,** GS-9 and GS-11. — No. WAH-809.
- \***Physician's Assistant,** GS-7 to GS-11. — No. 428.
- \***Professional Nurse,** GS-4 to GS-15. — No. 419.
- Resident in Hospital Administration.** — Jobs are with the Veterans Administration. No. WAH-917.
- \***Therapists: Physical, Occupational Corrective,** GS-6 to GS-9; **Educational, Manual Arts,** GS-5 to GS-9. — No. WA-8-03-H.
- \***Veterinarian Trainee,** GS-7. — Jobs are with the Department of Agriculture. No. WAH-007.
- \***Veterinary Medical Officer,** GS-9 to GS-15. — No. WAH-907.

### Social and Educational

- Correctional Officer,** GS-6. — Jobs are in Federal penal and

- correctional institutions throughout the United States. No. WAS-927.
- Indian Education — Elementary Teacher, Secondary Teacher, and Guidance Counselor,** GS-5 to GS-9. — For duty in the Bureau of Indian Affairs in various states including Alaska. No. RA-9-10.
- \***Professional Careers for Librarians,** GS-7 to GS-12. — No. 422.
- \***Psychologist (Clinical, Counseling, VA. and Psychologist),** GS-9 to GS-12. — No. WAS-913.
- \***Social Worker and Correctional Treatment Specialist,** GS-9 to GS-12. — No. 426.

### Stenography and Typing

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

### Trades

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

### General Schedule Entrance Salaries

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

\*May be used for filling jobs in foreign countries.  
#May be used for filling jobs in any part of the United States where there is no appropriate announcement open.  
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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

There are openings in the Apparel Industries Office in Manhattan. Sewing Machine Operators to work on single or mul-

ti-needle apparel machines. Any experience on garments, leather goods or shoes acceptable. The pay range is from \$70 to \$150 a week. Piece work and some week work . . . Also needed are Sample Stitchers to work with designers or patternmakers in the production of the original garment. Any experience acceptable. The pay rate is \$75 to \$140 a week.

There is a demand for Sewing Machine Operators to work with special equipment sewing buttons and buttonholes. May be required to use a slipstitch machine to set lining in ties. The pay range for a 35-hour week is from \$64 to \$85. Mostly week work, some piece work . . . Merrow Machine Operators with factory experience on power machines used in making polo shirts or sweaters and other knitted garments can fill jobs paying from \$80 to \$95 a week . . . Apply at the Manhattan Apparel Industries Office, 238 West 35th St., Manhattan.

In the clerical field, experienced Biller Typists good at figures and able to type 35 words per minute accurately, are needed at \$110 to \$125 a week . . . There is a great demand for Bookkeeping Machine Operators with a knowledge of bookkeeping and typing. Also knowledge of NCR or Burroughs Sensimatic machine preferred. The pay range is \$110 to \$140 a week.

Full Charge Bookkeepers with thorough experience in all phases through general ledger and trial balance are wanted for jobs paying \$150 to \$200 a week . . . Plug Board Operators with experience and typing ability can

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

Employers of industrial workers in Manhattan are in need of Engraving Press Workers to

set up and operate modern or Carver engraving presses at \$100 to \$140 a week . . . There is a need for Protective Signal Installers experienced in burglar alarm systems in stores using hand tools. Driver's license and own car preferred. The pay is \$3 an hour . . . Experienced Office Machine Servicers are also wanted to operate manual and electric typewriters, adding machine calculators or photocopiers at \$100 to \$150 a week.

Experienced Sewing Machine Repairers for industrial sewing machines are wanted at \$100 to 150 a week . . . Also Hand Collators with experienced in carbon collating at \$90 to \$100 a week . . . Apply at the Manhattan Industrial Office, 255 West 54th St., Manhattan.

In Queens a Lathe Set Up Man with machine shop experience is wanted. Must be able to read blue prints and work to close tolerance. The pay is \$3.50 an hour . . . Also wanted is a

Foreman to supervise woodworking operators. Must have heavy experience in woodworking and supervising ability. The pay is \$175 a week . . . There is another interesting job for Field Engineering Assistant to work in the Brooklyn/Queens-Floral Park area to be taught to perform preventative maintenance duties as required. Must be high school graduate and have his own car to use for company business. The pay is \$122 a week.

An Electronic Technician is needed to trouble shoot and service electronic photographic equipment. Must have electrical background and have studied electronics in vocational high school or other schools. The salary is \$565 a month . . . Experienced Spray Painters are in demand. Must be able to mix and match colors. The job pays \$2.75 an hour. Apply at the Queens Industrial Office, 42-15 Crescent St., Long Island City.



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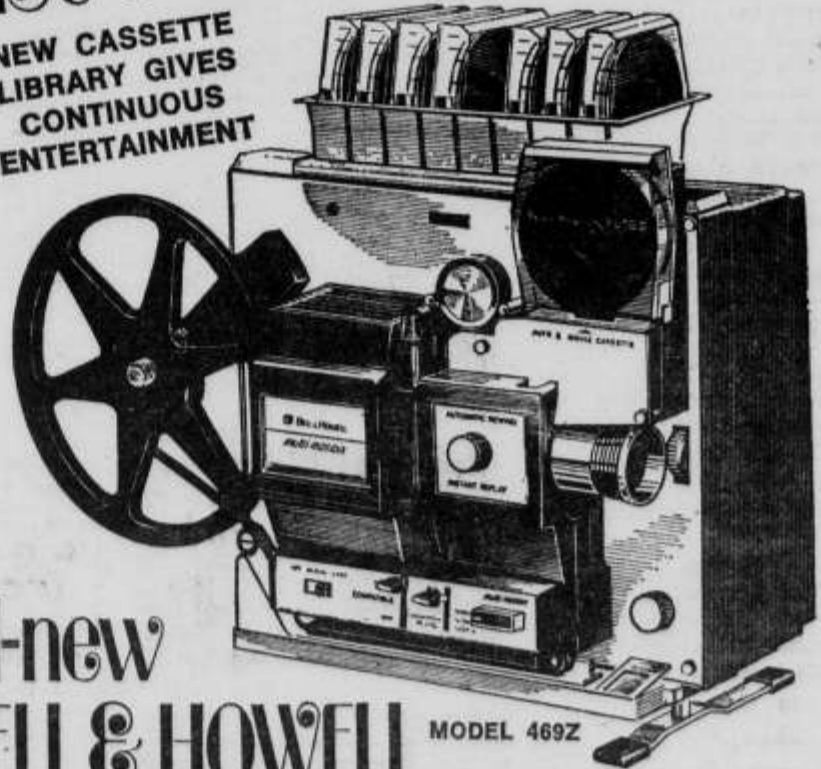
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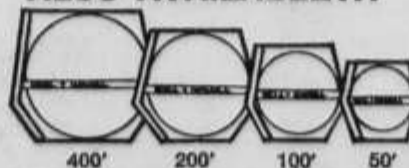


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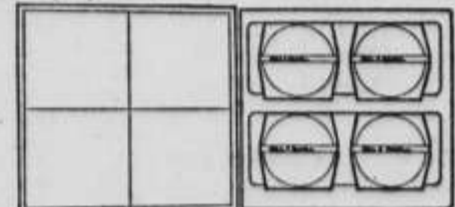
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# Restructuring Of CSEA Begins To Take Shape

(Continued from Page 1)

would continue under a State-wide president, executive vice-president and board of directors who would set general policy.

For the time being, the proposals are now being studied by each chapter in the Association and first steps toward putting some of them into effect could occur at the general meeting scheduled for next March.

Because of the deep interest in the efforts of the restructuring committee, their complete report follows.

## Statewide Structure

### Background

The CSEA is presently divided into what is known as six Conference Areas. In each area, it is optional for State or County chapters to be affiliated. The Conferences and the County Workshop each receive \$1,500 per year paid quarterly by CSEA. Each affiliated chapter is assessed certain dues and all income is used for administering Conference affairs.

Each Conference has elections, officers, a Board of Directors or an Executive Committee and committees. At present the Conferences have no policy-making decision in the affairs of CSEA and usually only serve as a media of communication with affiliated chapters, and in some areas this is poor.

The president of the Conference is elected only by the affiliated chapters and sits as a voting member of the Board of Directors of CSEA.

No Conference has a paid staff or a respective office to work from.

**A. Suggestion:** Many suggestions received and membership heard expressed extreme interest in having Conferences take a more active role and have such areas possess autonomy not now experienced.

### Proposal A

(1.) The Association shall be divided into six areas as presently exist, each area to be known as Region not a Conference.

(2.) Each region shall be under the direction of the regional president.

(3.) Each region shall have its own respective regional office and staff as approved by the Board of Directors of the State Association.

(4.) The staff shall be under the supervision of the regional office manager presently known as regional field supervisor.

(5.) Each office shall be staffed with a regional research analyst, regional public relations representative, regional political action and legislative analyst and appropriate clerical staff. All regional fieldmen and assistant fieldmen shall work from and report to the regional office.

(6.) Legal representation shall be selected by the following procedure:

The regional officers and executive board shall nominate at least three law firms to represent its regional membership. The three names shall be forwarded to CSEA headquarters whereby the CSEA president and the retained CSEA law firm will review the qualifications and legal abilities and select one which will be acceptable to

the regional executive board.

(7.) All CSEA chapters, both County and State, shall belong to the regional office wherein they are located.

(8.) The six regions shall be known as follows and the regional office shall be located as follows:

Albany Region office, Albany; Buffalo Region office, Buffalo; Syracuse Region office, Syracuse, with two satellite offices—Canton and Binghamton; New York City Region office, New York City; Long Island Region office, to be decided, and Mid-Hudson Region office, to be decided.

If a Region, due to geographical area, deems it necessary, it may petition the board of directors for approval for additional satellite offices.

(9.) For proper administration, communication and adherence to Association policy, each respective regional staff representative shall be deemed to be part of the Association Headquarters staff. For example: the regional public relations representative shall be part of the public relations unit in headquarters, thus being familiar with the general public relations program and reporting of the Association.

(10.) The elected regional president (elected only by members within their region) shall be automatically vice-presidents of the Association.

(11.) Each region shall have what is to be called a regional executive board.

*Notes: Section 1, 2, 3, 4, 5, 6, 7, 8, 9, 10 require constitutional change and should be referred to the Constitution and By-Laws Committee for action. Recommended effective date — October 1, 1973.*

## Board of Directors

### Background

The Board of Directors is presently made up of the following voting members:

**The officers:** president, five vice-presidents, secretary, treasurer and immediate past president of the Association;

**The State Executive Committee:** One representative from each State department and an additional department representative for each of 10,000 members within the department.

**County Executive Committee:** Each County having at least 100 members has one representative on the board of directors.

**The six Conference Presidents. Non-voting members,** but who may introduce, second, debate motions are the 17 chairmen of the standing committees.

**Suggestion:** There were over 27 different suggestions concerning Board makeup. Some wanted larger, some wanted smaller. However, the key principle here is that of complete and fair representation regardless of size.

### Proposal B

(1.) The voting members of the board of directors shall be the president, executive vice-president, secretary and treasurer.

(2.) The six regional presidents to be known as vice-presidents. (Note: In the case of the inability of the president to act or if there exists a vacancy in the presidency, then the executive vice-president shall act as president.)

(3.) The immediate Association past-president.

(4.) The chairman of each of the councils. The councils shall be: Operational; Administrative; Institutional; Scientific and Professional, and Law Enforcement.

(5.) The County Executive Committee: At least one member from each county having a minimum membership of at least 250 and one additional member for each 10,000 members. The County Executive Committee shall select from its membership one director to represent counties not having the minimum membership.

(5B.) The County Executive Committee shall select from its membership one director to be known as the chairman of the County Executive Committee.

(6.) The State Executive Committee shall consist of one member from each State department having a minimum membership of at least 250 members and one additional department representative for each 10,000 members.

(7.) The State Executive Committee shall select from its members one director to be known as the chairman of the State Executive Committee.

(8.) The directors committee shall consist of the officers, the six regional presidents, the chairmen of the State and County Executive Committees. This committee shall act upon the call of the president on matters of extreme emergency.

(9.) Non-voting members of the Board. There shall be on the Board of Directors the chairman of the insurance committee, legal committee, pension committee, constitution and by-law committee and retirees' committee. The chairman shall be appointed by the president, serve at his discretion but not to exceed his term of office. These shall be known as standing committees.

(10.) No standing committee chairman shall introduce, second, debate, or vote on any action before the Board except on matters affecting his own committee report.

(11.) Standing committee chairman shall only be in attendance at a Board meeting upon call of the president or to render a committee report.

(12.) The Board of Directors shall have what is to be known as Board committees. The Board committees shall consist of only voting members of the Board and each committee shall select its own chairman.

(13.) The Board committees shall be budget, charter, personnel, pension and retirement, and handling group life insurance.

(14.) Proxy: No Board member who is physically present at a Board meeting and who represents more than one voting capacity shall have the right to a proxy; however, the member may cast one vote for each office he holds.

(15.) No standing committee chairman has the right of proxy.

(16.) A Board member shall not be a member of a unit or group represented by a competing organization.

*Refer to Constitution and By-Laws Committee changes effective October 1, 1973.*



A. VICTOR COSTA

## Elections

**Background:** Regional (conferences) officers are nominated, elected, installed and hold tenure, and such, different from area to area. There exist various officerships and committees. The boards and executive councils or committees also differ in makeup and voting. In some areas is equal and others weighted.

**Statewide:** Nominations, elections, installation and tenure are standard under the Association's constitution.

**Suggestion:** All elections in CSEA should be standard as to nominations, dates, procedure, elections, officership, tenure and makeup.

(Special Note.) Since many suggestions also took in units and chapters, both State and county, the committee was only able to discuss the Statewide and regionals, these being the top levels. Under Phase II, the committee will recommend many needed changes in chapters and unit standardization.

## Proposal C

**Statewide Association election:**  
(1.) All officers are to be elected for a period of two years.

(2.) All Statewide elections and State departmental representative elections shall be completed no later than June 15 in an odd-number year and all officers and State Executive members be installed prior to July 1 of the same odd-number year.

**Special Note:** County Executive election procedure will be reported in Phase II.

**Regional Officer Election:**

(3.) All regional officers elections shall be completed and its officers installed no later than July 1 of an odd-number year.

**Special Note:** The committee recommends that this be referred to the constitution and by-laws committee for language and effective dates consistent with the legal terms of incumbent officers.

(4.) **Nominating Committee:** The nominating committee to select a slate of candidates for both Statewide and departmental representative offices shall be selected at the December Board meeting of an even-number year and the slate of officers and State representatives shall be nominated no later than April 1 of an odd-number year.

**Special Note:** During phase II, the committee will recommend further proposals as to election committee make-up, right of petition, etc.

*Refer to Committee of Constitution and By-Laws. Recommend effective day: October 1, 1973-July 1, 1975.*

## Proposal D

### Administrative changes

(1.) **Shop Stewards:** In every chapter there shall exist as many shop stewards as may be deemed necessary by the chapter's executive council.

**Special Note:** This should be a mandated clause in every chapter and unit constitution.

**Refer to charter committee.**  
**Effective Date —** Immediately upon recommendation to and passed by Board of Directors.

(2.) **Sergeant-at-Arms:** The president shall appoint a sergeant-at-arms who will be responsible for the procedures of conducting orderly delegate and Board of Directors meetings. The sergeant-at-arms shall be a member of the Board of Directors but shall not introduce, debate or vote on any motion before the Board.

(3.) There shall be established a special escrow account with a banking institution approved by the Board of Directors other than the present declared depository for CSEA funds into which account shall be deposited the minimum of \$1 per year, per member and whose sole purpose shall be used in the event of an Association Board of Directors' approved job action in any chapter of CSEA.

**Special Note:** Nothing herein shall be construed to mean that a formula shall not be developed that a certain bi-weekly deposit be made into this account as long as the total for one year deposits shall not be less than \$1 per member.

(4.) **Membership Cards:** A new membership application be immediately designed and produced in triplicate with one copy to go to headquarters, second copy to the chapter president and the third copy on a card stock substance be given immediately to the member.

The member, upon receipt of card, shall be deemed to be a member of CSEA and entitled to all rights and privileges extended by CSEA. Effective immediately.

# County Division Meeting

(Continued from Page 3)

actment might well be exempted, he explained.

Questions from the audience centered on the new contract period regulations and the standards set up for designating personnel as "confidential" or "managerial" employees. Both PERB officials reiterated that "statutory criteria" are imprecise and will have to be litigated by individual cases. They stressed that title in one jurisdiction did not automatically equate with the same title elsewhere. Any new titles created, moreover, will be subject to review by PERB.

Joining Dolan, Helsby and Lefkowitz on the dais were: S. Samuel Borely, chairman of the County Division; Richard Tarmey, newly installed Statewide third vice-president, and CSEA field representatives Neils Carson and Emanuele Vitale, who handle County affairs.

Pass Your Leader To A Non-Member

# Decision Reserved In Attorneys' Suit

A State Supreme Court justice has reserved decision in an action challenging the policy of the Corporation Counsel's office of hiring lawyers without civil service status who allegedly perform the duties of civil service attorneys, often at higher salaries.

Justice Samuel J. Silverman of Supreme Court, New York County, reserved decision after hearing arguments last Wednesday concerning the employment of "exempt" attorneys by the

corporation counsel.

Initially filed in July, 1970, the action was brought by Arthur Grossman, a civil service attorney. The Civil Service Bar Assn. has entered the case as an amicus curiae.

Justice Silverman rejected a motion by Grossman that he disqualify himself because from 1938 to 1940, Justice Silverman served as an assistant corporation counsel on an exempt basis.

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### Foreman Machinist

# City Mapping Nov. 20 Test

A promotion exam to foreman machinist, open only to Fire Dept. employees, will be held Nov. 20. However, candidates must submit entries by no later than Sept. 22.

The title now pays \$7 hourly and deals with scheduling ma-

chinists and other personnel performing machine shop and bench work duties. Persons competing must have served for at least six months as machinist or auto machinist.

The test will cover areas like supervision, work control techniques, and the operation of machine shop equipment. Exam Notice No. 1562 gives the applicant a full picture of the job duties, and may be picked up at the Department of Personnel, 49 Thomas St., Manhattan.

### Train Via Video

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This beautiful 8-yr old corner house on 40x100 grounds consists of 2 huge 6 room apts, porch, patio, nightclub finished bsmt with wet bar. Owner leaving 2 refrigerators, 2 air-conditioners, wall/wall carpeting, screens & storms, washer — everything goes! Near schools, shopping and transportation. Ask for Mr. Cantor.

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**BUY U.S. BONDS**

# CSEA Aims For 15% Pay Increase For Employees

(Continued from Page 1)  
my were almost universal. (Stories on this item and the pension improvements appear elsewhere in this edition.)

## Salary Report

At Leader presstime, delegates were still meeting on resolutions that will affect the legislative and internal programs of CSEA.



RANDOLPH V. JACOBS

and these will be reported on next week.

Because of the importance of the stance on salaries, the full report of Jacobs' committee follows:

"The salary program of the Civil Service Employees Association, Inc. is one which calls for a salary level for all State employees which will provide an average salary at least equivalent to the average earnings of non-State employees within New York State and result in the maintenance of an adequate standard of living. In order to accomplish this, two factors are highly significant and should be used as guidelines in determining what our salary demand should be for State employees this year. These factors are: (1) The relationship between State salaries and non-State government salaries and wages, and (2) The increase in living costs which must be considered, above and beyond other salary relationships, in order to maintain an adequate standard of living.

"At its meetings, your salary committee has reviewed factual data measuring both of these factors which has resulted in recommendation 1A below. Your committee also considered and reviewed other salary inequities which have evolved over the past few years and has incorporated recommendations to resolve these inequities in the following listing.

1A—A 15 percent across-the-board salary increase for all State employees represented by the CSEA as well as those designated as management-confidential.

1B—Include in a negotiated salary agreement a cost of living escalator clause based on the New York-Northeastern New Jersey Consumer Price Index covering all items (1967 equals 100) 1971 revision published by the Bureau of Labor Statistics, U. S. Department of Labor. We recommend that the escalator clause be computed on index-salary relationships using the index for the month during which our contract commences as the base index. Adjustments should be made semi-annually on April 1 and October 1 of each fiscal year.

1C—(Deleted) In order to provide a take-home pay increase of at least 5.2 percent, the CSEA should sponsor legislation or negotiate with the administration to sponsor legislation which would permit and result in a contractual agreement wherein the State would pay the employee's share of the FICA payroll tax.

1D—That the CSEA take all necessary steps to guarantee the payment of all increments contained in the State salary schedule to all employees by removing present statutory limitations which have caused a loss of increments because of negotiated flat dollar minimum pay increases.

1E—Provide an additional longevity increment for each five years of service after an employee has reached the maximum fifth-year rate) of his salary grade.

1F—Continue and increase to \$6,500 the minimum annual salary for all State employees who have completed 26 bi-weekly payroll periods of service in full pay status.

1G—Continue and increase the locational pay differential for the nine counties in the Metropolitan New York Area and Monroe County to \$500 annually, extending this benefit to part-time employees.

1H—Continue and increase the present inconvenience pay differential to \$600 annually, extending this benefit to part-time employees.

1I—Provide severance pay to employees with one or more years of continued service whose employment is terminated because of the abolition of positions as follows, in addition to any accrued vacation pay that may be owing to the employee:

- One year through five years —4 weeks pay
- Six years through ten years —8 weeks pay
- Eleven years or more —12 weeks pay

Also provide that an employee upon retirement shall be granted severance pay on the basis of one day of severance pay for each unused day of sick leave. Severance pay shall be computed on the basis of work days rather than calendar days.

1J—Negotiate an agreement that the State will negotiate salary matters which would apply to specific groups of State employees or a specific situation on a bargaining unit basis — such as hazardous pay for certain occupations, additional pay for academic achievement, additional pay for variations in dollar volume of contracts supervised by engineers, etc.

## Final Review

The committee reconvened on Sept. 8 to review its final report to the delegates and evaluate the effect of President Nixon's Wage-Price Freeze on public employee salaries generally and its recommendations in particular.

The committee noted that its recommendations are for full implementation on April 1, 1972. The contracts between the State and CSEA expire on March 31, 1972. The 13½ percent compounded two-year increase, with a \$1,375 across-the-board minimum, provided by those contracts currently in effect, has been fully realized and is unaffected by the President's freeze of wages. The committee's proposals are similarly not affected by the 90-day moratorium on wage increases, as they would not be implemented until April 1, 1972, a date far beyond the expiration of the 90-day period.

"Dr. Wenzl has communicated with Secretary of the Treasury John B. Connally and the Director of the President's Cost-of-Living Council, William I. Greenier, to insure adequate consideration of proposals to protect our membership against the continuance of unjust and discriminatory controls over State employee salaries, as well as a provision for exemption for local government employees, against whom the freeze has worked an unjust and unfair hardship.

"The committee feels that its proposals are therefore fully consistent with the 90-day order of the President currently in effect and any fairly and justly taken future action."

## Wenzl Reminds Aides Mgmt./Confidential Notices Unofficial

ALBANY — Dr. Theodore C. Wenzl, Statewide president of the Civil Service Employees Assn., said last week that Administration representatives have reportedly "misled many CSEA members in the matter of the proposed designation of certain State employees as 'management and confidential,' thus removing them from their present bargaining units.

Many of our people have been advised to discontinue membership immediately, because the State has incorrectly told them that they will soon be ineligible.

Wenzl emphasized the fact that "there is no need for any CSEA member to discontinue membership at this time. This matter is far from closed, and it is quite possible that most of



**VICTORY** — Comptroller Arthur Levitt, left, and Attorney General Louis Lefkowitz, guests at the dinner that ended the annual meeting of CSEA last week, help Theodore C. Wenzl celebrate his victory in winning a third term as CSEA president.



**TABLE TALK** — Jerry Finkelstein, left, publisher of The Leader, and Robert D. Helsby, chairman of the State Public Employment Relations Board, enjoyed an amiable conversation while dinner guests of CSEA and the installation banquet in the Waldorf-Astoria Hotel last week.



**DAIS GUESTS** — Mrs. Ersa Poston, right, president of the State Civil Service Commission, and Solomon Bendet, outgoing CSEA second vice-president, were dinner partners on the dais at the closing banquet of CSEA's annual meeting last week.

## Riot At Attica

(Continued from Page 1)

hostages are civilian employees represented by CSEA. Wenzl attributed much of the recent trouble in State prisons to the Division of the Budget, which has withheld the funds necessary for prison reform programs, increased staff and general upgrading of physical facilities.

"The Division of the Budget saw fit to ignore the riot at Auburn last Nov. 5, and cut the Correctional Services budget. We can only view this new disaster as the result of a regrettably negligent attitude on the Division. Maybe this appalling situation at Attica will open their eyes."

those who have been 'unofficially' notified of their change in designation will in fact remain in their present unit.

"We always regret the loss of any member," he continued, "and it would certainly be a shame to lose a member against his will when no such loss is necessary."

Wenzl stated that CSEA is taking legal action against the State to declare unconstitutional the Taylor Law amendments, under which the management and confidential designations would take place. He assured all CSEA members that their bargaining status remains the same and will remain the same — unless the courts decide otherwise."