

CSEA DEFIES BAN ON STRIKE; AIDES GO OUT



PRESS GETS THE REASONS — These three representatives of the Civil Service Employees Assn. are seen at a press conference held in New York City last week to explain to news media the reasons for CSEA delegates voting a "No Contract, No Work" resolution affecting 140,000 State employees. From left, they are Solomon Bendet, president of the New York City chapter; Robert Guild, CSEA collective bargaining specialist, Albany, and Ronnie Smith, Willowbrook State Hospital, Mental Hygiene Dept. representative on the CSEA's Board of Directors.

Pay Dates Set For New Monies Due In Nassau Pact

MINEOLA—New money under the Nassau County contract finally approved by the Federal Pay Board will start to flow in the paychecks due May 4 for the general payroll, it was announced this week by Irving Flaumenbaum, president of the Nassau chapter, Civil Service Employees Assn.

The Meadowbrook Hospital payroll will receive the new money in checks due May 10, and the hourly-rated payroll will follow May 15.

A special check for the moneys due retroactively to January, when the contract was settled, will be made in the period between May 4 and June 15.

The schedule was posted after Flaumenbaum conferred with the County Executive and County Controller. The officials said per-

sonnel in the Controller's Office would be overworked if the schedule had been made faster.

Five Percent Hike

Extra pay of 5 percent, in addition to increments, will be due under the contract, which had been held in abeyance almost two months because of the federal review. Increments had been paid since the start of the year.

The contract, gained after the hardest-fought negotiations in the County's history, was finally

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Don't
Repeat This!

Next Business Of Legislators Is Getting Re-elected

WHEN the Legislature returns to Albany next Monday from its Easter recess, its members will come with sleeves rolled up, ready to get finished with one of the most desultory sessions in recent State history, to clear the decks for what most legislators regard as the major business item of the year . . . the business of being re-elected.

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— BULLETIN —

As The Leader was being run off the presses it was learned that the Civil Service Employees Assn. and the State Administration had agreed on a new contract. The pact, effective April 1, 1972, includes a 5.5 percent pay increase, job protection, and retention of retirement and other benefits. Full details next week.

By PAUL KYER

Defying a court injunction against a strike, Civil Service Employees Assn. workers at State institutions began walking off the job shortly after midnight last Saturday and at Leader presstime the job action had spread throughout the State.

By Monday of this week, the walkout was expected to affect nearly every phase of State operations, including the shutdown of unemployment compensation offices, licensing bureaus, race track operations, tax collections, welfare services, etc.

The action, unprecedented in either the history of the State or the Employees Association, came after a groundswell of protest over inadequate offers on a pay raise, pension and insurance benefits and a host of other items, and swelled into an earthquake of indignation among employee ranks.

What sparked the furor was the discovery that tentative agreement on a pay raise—set at four percent in a formula that actually would have delayed any new money showing up in checks for a year—did not include continuation of many benefits contained in the CSEA's current contract which expired on midnight March 31.

This discovery caused the CSEA negotiating team to slam the door shut on further talks and to order a strike. Attempts to deliver a court injunction against the action were unsuccessful as Employees Association officials and members of the negotiating team closeted themselves at CSEA Headquarters and prepared to follow the mandate for statewide action, as demanded by CSEA delegates at their recent convention, even before any court order could be delivered.

One union official told The Leader that "if there was ever a case of the extreme provocation clause written into the Taylor Law, this is it. The State has in no way bargained with us in good faith. We have no contract as a result of this monumental indifference and we defy the State to punish people for working without a contract."

The situation was exacerbated further by the fact that other governmental jurisdictions, from the Federal Government to New York City to towns and counties throughout the State, have reached contracts with public employee unions and nearly all of them have included wage hikes and other economic benefits.

At stake for some 140,000 State workers is not only a salary increase but a host of benefits in the old contract that included pension benefits that were on a temporary basis; health insurance coverage; sick leave and vacation rights, job protection and other items, some of which took

(Continued on Page 3)

The Fire Officer



By Raymond Gimmler
President,
Uniformed Fire
Officers Assn.

Fire Widows Need More

I'M UP TO here with the lies and the distortions of the daily newspapers radio and television stations on the subject of pensions for firefighters.

There isn't a single reporter in New York — all of whom pose as experts on the subject — who knows how our pension system works, and who knows of the serious deficiencies in it.

Our pension is only good when we're alive. The most glaring weakness in the program is that it leaves a retired firefighter's wife and minor children virtually destitute if he dies.

My father, a retired Battalion Chief, retired at the age of 52 in 1954. He had spent 23 years in the busiest fire units in this city. One year later he died. My mother received \$29, which was all that was left of my father's money in the pension fund. In addition, she received \$50 per month for herself and a 15-year-old daughter.

OF COURSE today things are much better. Now the widow of a retired firefighter receives \$106 a month. That sounds like twice as much money as my mother received, but in these days of madcap inflation, it buys about the same number of eggs and slices of cheese. Chopped meat is too expensive for a firefighter's widow.

Lest anyone think \$106 per month is sufficient, I'm talking about widows of men who come under the old Article One pension system. Article 1B widows receive zero when their husbands die.

Line of duty widows fare somewhat better, receiving half their husbands' salaries, but there is no cost-of-living increase included. If they are relatively young widows, with young families, inflation will wipe out their pensions before the children are old enough for college.

THE EDITORIAL writers, in particular, hammer away at us when we ask for pension improvements. They are silent on the fact that for many years firefighters had a full-pay pension after 35 years, and now the city is offering an illusory 40-year pension. I say illusory because a firefighter cannot work 40 years in this job anymore. We come into the job, on an average, at the age of 27. We are forced to retire at 65, if we live that long. The single most convincing argument we have for special consideration is that a firefighter dies nine years sooner than the average man.

I think if you woke an editorial writer up from a sound sleep, he would agree that a firefighter deserves special consideration on pensions because we have tougher, more hazardous duties. But those fellows will never write it in their newspapers, and I know why. It is because they are afraid that if improved pensions are given to firefighters, every other City worker would want it too.

That is not a good reason to perpetuate an injustice to us. The answer is to insist on public officials who have the guts to do what is right, and then stand firm against what is wrong.

IN BOSTON and in San Francisco, the widow of a policeman or a firefighter killed in the line of duty receives a full pay pension.

In Atlanta, she receives three-quarters. In Detroit and in Jacksonville, it is two-thirds. In addition, most major cities make provision for minor children.

In the richest city in the world, New York City, a firefighters killed in the line of duty leaves a widow who receives half-pay, with no escalator clause, no provision for minor children, and no consumer price index clause.

Our widows haven't received an increase in pension in six years. In that time the cost of living has gone up here by 35.9 percent.

The New York State poverty level for a family of four is \$5,050. Editorial writers, take note. You say our pensions are exorbitant, yet our widows qualify as poverty families.

As I said, I'm up to here with lies and distortions.

Nominate Koch For Re-election As LI Leader

SMITHTOWN — The nominating committee of the Long Island Conference, Civil Service Employees Assn., last week proposed George Koch for a second full term as president.

The committee, chaired by Irving Flaumenbaum, a past president of the Conference, agreed on the selection after meeting in the CSEA offices here last Wednesday evening, March 29.

Koch, of the Long Island State Parkway Police chapter, was proposed for his second term.

David Silberman, of the Nassau County chapter, and head of its school district committee, was named for first vice-president.

Albert Varacchi, president of the Stony Brook University chapter, was named for second vice-president.

Louis Colby, president of the Long Island Inter-County State Parks chapter, was named for third vice-president.

Thomas Kennedy, of the Suffolk chapter, was named for treasurer.

Agnes Miller, of the Suffolk Psychiatric Hospital chapter, was named for secretary.

Kennedy is the only new name nominated. All others currently serve as Conference officers, although not necessarily in the positions for which they have been nominated for this election.

Flaumenbaum said that the report will be submitted to the April 8 meeting of the Conference, at which time additional nominations may be made from the floor. The election will be at a special meeting to be scheduled in May.

The April meeting will be at Bronco Charlie's Restaurant, Montauk Highway, Oakdale. The Central Islip chapter, whose president is Joseph Keppler, will be the host chapter.

Lavine To Head Social Services

Governor Rockefeller has announced his choice of Abe Lavine, 49, and a career public administrator now director of the State Office of Employee Relations, to be State Commissioner of Social Services.

Abe Lavine, who will receive \$42,475 annually as Social Services Commissioner, is a native of Lysander, Onondaga County.

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Membership committee chairman Sam Emmett and co-chairman Howard Cropsey check out the grand prize Chevrolet Monte Carlo car that was on display at the statewide delegates meeting where plans for the CSEA membership drive were officially announced.

Offer Chevrolet As Grand Prize In CSEA's Membership Drive

Cash in quick! For every new CSEA member you sign up, you will receive a check for \$2—Instantly. Your name, and the new member's name will be entered in the drawing for a \$15,000 jackpot of prizes. There will be three drawings. The sooner you get your names in—the more chances you'll have to win. A 1972 Monte Carlo will be given away at the final drawing.

\$15,000 Prize Jackpot

- Grand Prize 1972 Chevrolet Monte Carlo
- Three exciting trips for two abroad (One each drawing)
- 10 GE Portable Color TV Sets
- 16 GE 15" Black and White TV Sets
- 45 GE Cassette Tape Recorders
- 70 GE "Blue Max" Radios
- 95 GE Pocket Transistor Radios

Rules for CSEA Super Sign-Up/72 Membership Drive

- (1) Only CSEA members in good standing as of April 1 are eligible to sign up new members.
- (2) For each new member signed up during the period of April 3, 1972, through June 23, 1972, the person recruiting receives a special award check worth \$2 in cash.
- (3) For each member signed up during the eligible period, the recruiter also has his name entered in the prize jackpot. (Thus, if a person signs up 10 members — he has 10 chances to win a jackpot prize).
- (4) The new member's name also goes into the jackpot drawing.
- (5) There will be three drawings. One each month. 57 prizes will be given away during the second drawing. 109 prizes will be given away during the first drawing. 74 prizes will be given away during the second drawing. 109 prizes will be given away during the second drawing. 109 prizes will be given away during the second drawing. All names received in time for the first drawing will be carried over to the second drawing . . . and so on. All winners in the first and second drawings will also be eligible for prizes in the third drawing.
- (6) To be eligible for cash awards and jackpot prizes, the recruiter must sign up new members on special Super Sign-Up/72 application (PDA cards) supplied to each chapter and unit prior to this drive. These cards must be filled in properly and transmitted to CSEA through the designated membership chairman in your unit or chapter.
- (7) Members of the board of directors and the State membership committee are eligible for cash awards for signing up new members — but not for jackpot prizes.

CSEA MEETING CALENDAR

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function.

April

- 7—Special Regional Offices Committee meeting, 1 p.m., CSEA Headquarters, Albany.
- 7—Vince Alessi Retirement party, dinner, 7 p.m., Logan's, 1420 Scottsville Rd., Syracuse.
- 8—Long Island Conference meeting, 12 noon, Bronco Charlie's, Oakdale, L.I.
- 10—New York City chapter general membership meeting, 5:30 p.m., Rooms 1 & 2, 80 Centre St., Manhattan.
- 14—Syracuse State School dinner-dance for retirees, 6:30 pm., Country House, Syracuse.
- 14—Town of No. Hempstead unit annual dinner-dance, Leonard's, Great Neck, L.I.
- 16-18—Tri-Conference Workshop (Long Island, Metropolitan, Southern), Kutsher's, Monticello.
- 21-22—Central Conference meeting, Holiday Inn, Cortland.

May

- 29—New York City chapter workshop, Concord, Kiamesha Lake.

No Contract Set And CSEA Aides Walk Out

(Continued from Page 1)

the CSEA years of hard fighting to obtain.

CSEA spokesmen reportedly insist the strike will continue until a justifiable contract is concluded. "We tried for months to do this thing the right way, the peaceful way. First the State stalled us; then it ignored us completely and then, when talks were finally reached on what we believed was a more serious basis, double-crossed us. There isn't a working man or woman in the United States who has to put up with this slave labor treatment," one CSEA officer told The Leader.

Because of the fluid situation, CSEA members are advised to be on the alert for any new developments as they are reported through the various news media.

NYC Chapter Calls Membership Meeting

A general membership meeting of the New York City chapter of the Civil Service Employees Assn. has been announced by chapter president Solomon Bendet for April 10. The meeting will take place in Rooms 1 & 2 at 80 Centre St. in Manhattan.

Nassau Pact

(Continued from Page 1)

adopted by the Board of Supervisors March 27. Arrangements for making adjustments to the payroll were settled in advance of a formal contract signing.

The contract was formally inked by Flaumenbaum and County Executive Ralph G. Caso last Wednesday, March 29.

CAPITAL DISTRICT CONF PREPARES FOR JOB ACTION



Capital District Conference president Ernest Wagner, center, reacts to story in Albany newspaper about more "lulus" being approved for high-ranking State officials. Peering over his shoulder are regional field supervisor Jack Corcoran, left, and statewide second vice-president A. Victor Costa.



Jack Kane expresses his views on how best to handle any possible confrontation with the State over contract.



Education chapter president Alvin Rubin asks question from floor during discussion of "no contract, no work" situation.



Conference treasurer Edgar Troidle reads his last report as an active employee. Troidle, who announced his retirement, is shown here with other Conference officers, from left: standing—president Ernest Wagner; seated—second vice-president Jean Grey, first vice-president Jack Dougherty and corresponding secretary Nonie Kepner.

Latest City Promotional List Covers 26 Titles

Along with April filing for open-competitives, the City has released a roster of 26 promotional titles set to close April 25. Several clerical posts, such as senior clerk and senior typist, are featured.

A variety of agencies are included, principally the super-agencies such as EPA, HDA and HSA. The Transit Authority and the Health & Hospitals Corp. both are advertising a number of promotional posts. Following the civil service rule, only incumbents in the applicable titles will be permitted to compete.

All positions mentioned have written or technical-oral tests scheduled. The date and scope of such exams are indicated in the respective exam notice, available at the Department of Personnel.

Check "Where To Apply" on this page for information on filing. The titles follow:

POSITION/STARTING PAY	ELIGIBLE TO COMPETE
Admin. of Youth Services—YSA—\$13,600	Asst. Administrator, six months or more.
Asst. Air Pollution Control Engineer—EPA—\$12,000	Jr. Air Pollution Control Engineer, six months or more.
Asst. Civil Engineer—varied agencies—\$12,100	Jr. Civil Engineer or Engineer Draftsman, six months or more.
Asst. Electrical Engineer—varied agencies—\$12,100	Jr. Electrical Engineer or Engineer Draftsman, six months or more.
Asst. Mechanical Engineer—varied agencies—\$12,100	Jr. Mechanical Engineer or Engineer Draftsman, six months or more.
Asst. Supervisor, Electronic—TA—\$15,425	Foreman, Electronic Equipment, one year or more.
Chief Public Health Sanitarian—HSA—\$13,100	Principal Public Health Sanitarian, six months or over.
Collecting Agent—TA—\$4,425 hourly	Railroad Clerk, six months or over.
Construction Mgr.—BE—\$16,000	General Supt. of Construction, six months or over.
Engineering Technician—varied agencies—\$8,600	Asst. Engineering Technician, six months or more.
Foreman House Painter — DSS —\$6.30 hourly	House Painter, six months or more.
Jr. Civil Engineer—varied agencies — \$10,500	Engineering Aide or Jr. Draftsman, six months or more.
Microbiologist - Bacteriology — HSA — \$10,500	Asst. Microbiologist, six months or more.
Sr Clerk—varied agencies — \$6,000	Clerical — Administrative Occupational Group; Steno and Typing Group; numerous other titles, six months or more.
Sr Consultant, Early Childhood — HSA, DSS — \$13,250	Consultant, Early Childhood, six months or more.
Sr. Housing Inspector—HDA—\$10,700	Housing Inspector, six months or more.
Sr. Microbiologist—HSA—\$12,300	Microbiologist, six months or more.
Sr. Plastering Inspector—HDA—\$10,700	Plastering Inspector, six months or more.
Sr Purchase Inspector, Fuel—BE, HA—\$10,700	Purchase Inspector, six months or more.
Sr. Radio Operator—BE—\$10,950	Radio Operator, six months or more.
Sr. Typist—varied agencies—\$6,000	Typist, six months or over.
Supervisor III, Child Welfare — DSS — \$13,600	Supervisor II, Social Work or Welfare, six months or more.
Svsg. Boiler Inspector—HDA—\$12,050	Sr. Boiler Inspector, six months or more.
Svsg. Superintendent of Maintenance—TAD—\$13,300	Supt. of Maintenance or Sr. Foreman, Traffic Devices, six months or more.
Supervisor, Stores & Materials—TA—\$17,682	Asst. Supervisor, Stores & Materials, one year or more.
Supervisor, Structures "C"—TA—\$17,682	Asst. Supervisor, Structure—Group "C," one year or more.

25 New State Jobs Filing Until May 1

A new group of open-competitive titles having May 1 deadlines has been released by the State. Tax collector and toll collector are among the positions expected to hold the greatest appeal.

The titles are divided into categories based on the type of exam planned. Of these, 16 posts entail written exams; two, an evaluation of training and experience. The remaining eight titles involve oral tests, scheduled for May, June or July.

The Leader provides details on filing procedure in column 5, listing the various regional State Civil Service Department offices.

The titles for which June 3 written tests are pending include:

- Architect, associate (\$18,438); one vacancy with Health Department.
- Business officer, assistant (\$14,915); several vacancies with Mental Hygiene Department.
- Clerk, senior/DOT Region No. 4 (\$6,164); one vacancy with Department of Transportation.
- Gas and petroleum inspector (\$8,170); several vacancies with Public Service Department.
- Gas and petroleum inspector, associate (\$10,844); several vacancies with Public Service Dept.
- Gas and petroleum inspector, chief (\$15,719); several vacancies with Public Service Dept.
- Gas and petroleum inspector, principal (\$13,422); several vacancies with Public Service Dept.
- Gas and petroleum inspector, senior (\$9,167); several vacancies with Public Service Dept.
- Gas and petroleum inspector, supervising (\$12,103); several vacancies with Public Service Dept.
- Meteorologist (\$9,167); one vacancy with Environmental Conservation Dept.
- Meteorologist, senior (\$11,471); two vacancies with Environmental Conservation Dept.
- Statistician, associate (\$14,915); several vacancies with Education and Law Departments.
- Stores clerk, senior-Oxford (\$6,890); one vacancy with Health Department.
- Stores clerk, Senior-W Haverstraw (\$7,090); one vacancy with Health Department.
- Tax collector (\$7,729); numerous vacancies with Department of Taxation & Finance.
- Toll collector (\$6,890); several vacancies with Thruway and E. Hudson Parkway Authority and Jones Beach Parkway Authority.

thority.

Among the oral exam titles, the State has listed the following:

— Chief, bureau of child development and parent education (\$21,534); one vacancy with Education Department.

— Consultant on urban education programs (\$20,453); one vacancy with Education Department.

— Demographer, associate (\$14,915); one vacancy with Office of Planning Services.

— Economist, principal (\$18,438); one vacancy with Department of Public Service.

— Manpower programs coordinator, associate (\$14,915); several vacancies with Mental Hygiene.

— Research analyst-insurance, senior (\$14,915); one vacancy with Insurance Department.

— Research analyst-water resources, senior (\$14,915); one vacancy with Environmental Conservation.

Rounding out the May 1 deadline grouping are the titles of industrial foreman (\$9,167) and assistant industrial foreman, garment manufacture (\$7,729). Both titles are with the Department of Correctional Services and rate candidates on training and experience alone. The May 1 date refers to "initial review," says the State. Applications gotten after May 1 may be reviewed if vacancies still exist.

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Adding To Ranks

Promotional candidates for accountant are slated to take a written test on June 3, the City reports. Key answers for that test, Exam No. 1568, will appear in The Leader.

Assoc. Promotional

Candidates seeking to advance to administrative associate will face a City exam come May 13. Key answers on Exam No. 2504 will thereafter be published in The Leader.

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline.

By subway, applicants can reach the filing office via the IND (Chambers St.); BMT (City Hall); Lexington IRT (Brooklyn Bridge). For advance information on titles, call 566-8700.

Several City agencies do their own recruiting and hiring. They include: **Board of Education**, 65 Court St., Brooklyn 11201, phone: 596-8060; **Board of Higher Education**, 535 E. 80th St., New York 10021, phone: 360-2141; **Health & Hospitals Corp.**, 125 Worth St., New York 10007, phone: 566-2990; **NYC Transit Authority**, 370 Jay St., Brooklyn 11201, phone: 852-5000.

STATE—Regional offices of the Department of Civil Service are located at: 1350 Ave. of Americas, New York 10019, phone: 765-3811; State Office Campus, Albany 12226; Suite 750, 1 W. Genesee St., Buffalo 14202. Applicants may obtain announcements either in person or by mail.

Various State Employment Service offices can provide applications in person, but not by mail.

Judicial Conference jobs are filled at 270 Broadway, New York, 10007, phone: 488-4141. Port Authority jobseekers should contact their offices at 111 Eighth Ave., New York, phone: 620-7000.

FEDERAL—The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 6 p.m., weekdays only. Telephone 264-0422.

Information on vacancies with the U.S. Postal Service can be obtained 9 a.m. to 5 p.m. at the General Post Office—Room 3506, New York 10001. Applications are also available at main post offices in all boroughs.

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Hint Job Action By Caseworkers

A referendum on possible job action by Social Service Employees Union members will be proposed at the union's next delegate meeting scheduled for April 6.

The demand for job action, according to Local 371 vice-president John Talbot, grows out of City inaction on its pledge to hire more income maintenance specialists to relieve caseworkers now doing out-of-title work.

Local 371 represents some 1,400 Social Service Department caseworkers citywide, as well as nearly 1,200 employees in departmental clerical positions.

Talbot contends that when the City reorganized the Department last October, many of his caseworkers were shunted into income maintenance roles, abandoning their traditional field casework. Negotiations between the City and Local 371 were then initiated since the existing contract didn't spell out how many income maintenance people would be hired under the reorganization.

The City said it would recruit people for the new title. Late last year, an exam was held for income maintenance specialist, attracting 2,400 candidates. However, only 800 accepted appointment to the \$7,300 post, about half of them already provisionals with the Human Resources Administration, Talbot asserted.

The SSEU official says the poor working conditions and heavy work burden—one specialist for every 200 cases—discourages people from taking the new title. "The City has allowed the situation to deteriorate to the point of having great difficulty in recruitment," he suggested, estimating that only about 300 caseworkers have been actually replaced by the income specialists.

The union's position, which

Recruits Puppeteers; Practical Scheduled

An animated recruitment drive for puppeteer will open April 5 and continue on center stage through April 25. Hiring for the \$8,100 title is being conducted by the Parks, Recreation and Cultural Affairs Administration.

Candidates must submit evidence of a bachelor's, including 1 credit in drama or a related field, or two years of experience in handling puppets and marionettes plus graduation from a drama or art school. High school graduates without further training will need three years of the aforesaid experience.

An open-competitive qualifying practical test is pending for May 16. In this test, candidates must show an ability in two of the following: sculpture, stage design, sewing, carpentry, and costume design, also, a competitive practical will be staged for candidates to ad lib and sing, manipulating hand puppets. Job duties may be found in Announcement No. 1188.

See page 4 of The Leader for directions on filing.

Call For Promotion

A promotional exam for principal telephone operator is on the agenda for May 9. When key answers are released, these will be printed in The Leader.

Storekeepers Exam

Thirty-five applicants for promotion to principal storekeeper (Exam No. 0694) have been called for oral testing on April 11 and 12.

was endorsed by the City, calls for hiring 250 new specialist personnel every two weeks through October 1972. The City specifically exempted this title from the hiring freeze to fulfill its agreement.

"I feel this inaction certainly violates the spirit of the contract," maintained Talbot, who predicted delegate approval of the job action referendum if the City does not move any faster with the recruitment.

Also to be discussed, Talbot said, are the number of violent incidents at the various welfare centers throughout the City.

One incident that precipitated the delegates meeting occurred March 24 in the Long Island City center, where a client displayed a gun to a caseworker and successfully got the check he demanded.

The incident caused over 500 employees to walk off the job until Monday, March 27.

During the interim, center officials, responding to SSEU demands, met with representatives of the Bureau of Public Assistance and reached an accord on a number of new security measures:

- Railing and partitions will

Electrician's Helpers

Practical testing for electrician's helper candidates will be held April 3, 4, 5 and 7 at the Civil Service Test Lab., Surrogate's Court, Centre and Chambers Sts. in Manhattan. Ten candidates will be tested on each of these dates for open competitive exam No. 1068.

TV Tests

Qualifying oral tests will be administered to 46 candidates for program production asst. (TV) on April 5, beginning at 9 a.m. at the Department of Personnel, 220 Church St., Room M-10, in Manhattan.

BUY BONDS

be put up to separate workers from clients;

- More welfare patrolmen will be added to the staff, and later replaced by three permanent guards from a private security agency;

- Outside the center, a patrol car will be stationed to handle the backlog of people, which averages about 450 daily.

Malcolm Kaufman, an income maintenance caseworker and Local 371 delegate, revealed that the public assistance officials were not empowered to deal with increasing manpower at the center. Local 371 has called for beefing up the number of income maintenance personnel rather than using caseworkers out-of-title to handle a non-social service function.

Calling the gun threat "not isolated," Kaufman placed prime responsibility with the City for the disruption of services and the eroding of employee morale.

"There are incidents of this nature breaking out all over the City, and this is a direct outgrowth of the reorganization of the Welfare Department that went into effect last fall."



HELPING HAND — Nassau CSEA chapter president Irving Flaumenbaum, left, offers encouragement to Assemblyman Martin Ginsberg (R-Plainview) as they discuss support for legislator's bills to prohibit discrimination in employment against the medically handicapped. Flaumenbaum said that civil service had been relatively free of such discrimination, but that bills would aid handicapped persons in both public and private employment.

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TUESDAY, APRIL 4, 1972

How To End The Strike

AS these lines are being written, members of the Civil Service Employees Assn., representing some 140,000 State workers, are staging the first strike in the history of their decades-old union. The walkout was not caused by callous public employees with no regard for the public welfare but was precipitated by months of indifferent, cynical and bad-faith bargaining on the part of the State Administration.

The problem has been further exacerbated by a host of propaganda painting State workers as employees bloated from fat pay checks, luscious pension benefits, swift retirement and lazy work conditions. Well, some 85 percent of the State's work force earns between \$6,000 and \$8,000 a year. The accepted minimum wage to provide adequately for a family of four is around \$11,000. Overpaid? The average State worker retires on a pension of between \$3,000 and \$4,000 a year. Lucrative retirement?

These figures may be new to the general public but they are not new to the Administration or to members of the Legislature.

Now, when the State finally did come up with an offer of a four percent pay raise that was not even payable this year even the rank and file civil servant started to revolt. For a time benefits contained in the recently expired contract of the Employees Association were even in doubt.

At Leader press time, it was learned that the State had hurriedly agreed to let employees keep their current benefits but the message came too late and employees began to walk off the job because, under any circumstances, they knew they did not have the protection of a contract.

We hope by the time this edition of The Leader reaches our readers that the State comes to its senses and stops these inept moves that have provided CSEA members with the basis for charging the State with extreme provocation to the point of justifying job action.

The solution is really straightforward at this point. Give the employees a decent raise immediately; stop trying to turn the clock back on other benefits, and get a new contract signed.

Questions and Answers



Q. My husband is disabled and we have four children. We receive monthly social security checks. From time to time I have various reports that I need make to the social security office. Apparently I do not understand how to complete the report cards because often I am contacted by my local office for more information. What can I do to make sure I am reporting the information correctly?

A. First, you do not need to send a written report of all events. Most can be handled by

telephone. When you have a report to make, just telephone your local social security office and give the information to them. Be sure you are prepared to give the claim number, the date of the event, and if the report pertains to work, the amount the beneficiary expects to earn for the year. Reporting by phone should help you since all the information needed will be requested at that time. The local office prepares the report for you and the information is sent to the appropriate payment center by teletype.

Don't Repeat This!

(Continued from Page 1)

From the point of view of the typical legislator, the past is prologue to their political future. Inevitably when the next session of the Legislature meets in January of 1973, some familiar faces will be gone from the scene and new faces will make their appearance in the legislative chambers.

The exodus has already begun. Senator Samuel Greenberg, who has been a Senate ornament for 30 years and the Democrats' principal spokesman on fiscal years is slated to retire. Also retiring is Assemblyman Frank G. Rossetti of Manhattan, the ranking Democratic member of the Assembly Labor Committee. Assemblyman Frank Walkley of Erie County will remain in Albany but as Commissioner of the Department of Agriculture, rather than as legislator. Assemblywoman Constance E. Cook of Ithaca, Chairman of the Standing Committee on Education, will leave her seat in an effort to become the first woman Judge of the State Court of Appeals.

Assemblyman Leonard Simon of Brooklyn will surrender his seat to enter a primary contest for the Congressional seat held by Congressman Bertram L. Podell, also a former Assemblyman. Assemblyman William Passanant and Anthony G. DiFalco are estimating their prospects for a primary race against Congressman John Murphy, in a new Congressional District that covers Staten Island and lower Manhattan. Should either or both decide to take the plunge, their seats in the Assembly would become vacant.

Assemblywoman Mary Anne Krupsak of Canajoharie is seriously considering a race for the State Senate. Should she make the race and win, Ms. Krupsak will be the only woman member in the Upper Chamber.

30 Expected To Leave

By the time next January rolls around, additional familiar faces will be replaced by new members as more make public announcement of retirement plans, as some incumbents may lose their seats in the primary battles of June 20, and others may lose them on Election Day in November. Experts in these things estimate a minimum turnover of 30 members.

Principally at stake in the changes in legislative membership is legislative control of each House and implicit in control of the Assembly are the gubernatorial prospects of Assembly Speaker Perry B. Duryea, Jr. The power, prestige and patronage of the Speaker's office are important ingredients in Assemblyman Duryea's political power base, as he heads towards what appears to be an inevitable confrontation for the 1974 Republican nomination for Governor with Lieut. Gov. Malcolm Wilson and possibly other contenders for the nomination.

The Democrats are hopeful of capturing the Assembly, which would elevate Assembly Minority Leader Stanley Steingut to Speaker, despite the new appointment of legislative seats, which should be helpful to the Republicans. The Democrats also speak wistfully about gaining control of the State Senate but are willing to concede privately that it is not likely that Senate Minority Leader Joseph Zaret-

(Continued on Page 7)

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.

Improper Employer Practices

THE NEW YORK State Court of Appeals has upheld the right of the Public Employment Relation Board (PERB) to issue orders remedying improper employer practices where such employers have been found to be in violation of the Taylor Law (Article 14 of the New York State Civil Service Law).

In this case, PERB found that the City of Albany had violated Section 209(a) (1) (A) and (a) (1) (C) by transferring three firemen who were members of APPFA (one of whom was demoted) to different fire companies in order to discourage these employees from exercising their rights under Section 202 of the Act to "form, join, and participate in any employee organization of their own choosing." Pursuant to its finding, PERB directed the City of Albany to (1) offer these employees reinstatement to their former positions, (2) cease and desist from similar discriminatory or coercive conduct towards its employees, and (3) post a notice of the PERB decision at locations ordinarily used by it for written communications to its employees (it is interesting to note the similarity of these remedies to those employed in the private sector by both the National Labor Relations Board and the State Labor Relations Board where there has been a finding of an unfair labor practice).

THE APPELLATE DIVISION had upheld PERB in 36 A.D. 2d 348 and the City of Albany appealed. (See Leader column 6-15-71). The Court of Appeals considered two issues: (1) whether PERB has the statutory authority to direct a public employer to reinstate to their former positions employees whom the employer had transferred and demoted in violation of their rights under Article 14 of the Civil Service Law, and (2) whether PERB's requirement that the City of Albany post notices to its employees that it will correct the violations found by PERB and will not engage in similar activities in the future was arbitrary and capricious.

When the Taylor Law was enacted in 1967 granting public employees the right to organize, the Act did not specifically empower PERB to remedy violations of this right, although Section 205 did authorize PERB to "exercise such other powers, as may be appropriate to effectuate the purposes and provisions of this article." Recognizing this statutory deficiency, the Legislature enacted Section 209(a) (1) (A) in 1969. This section makes it an improper practice for a public employer "to interfere with, restrain, or coerce public employees in the exercise of their rights guaranteed in Section 202 for the purpose of depriving them of such rights." Further, the Legislature considered it an improper practice "to discriminate against any employee for the purpose of encouraging or discouraging membership in, or participation in the activities of any employee organization" (Section 209(a) (1) (C)). The Legislature also empowered PERB "to establish procedures for the prevention of improper employer and employee organization practices" and declared that PERB shall exercise exclusive non-delegable jurisdiction of the powers granted to it by this paragraph. (Section 205 (5) (d)).

THE CITY OF ALBANY contended here that PERB did not have this power, at it would permit the Board to usurp the discretionary authority granted to officers of state and local government in administering their offices. The court rejected this argument, stating, "The city cannot, under the guise of exercising ministerial or management prerogatives, deprive its employees of their statutory rights to form, join or participate in an employee organization." A determination made by a public employer in its legitimate exercise of supervisory employees is not subject to review by PERB unless such a decision is designed to intimidate or coerce its employees with respect to union activity specifically protected by the statute. While PERB has the burden of establishing such a violation, where such burden is sustained, it has the power to prescribe reasonable remedies. The Court of Appeals found that reinstatement was a reasonable exercise of PERB's jurisdiction.

The court also held that posting was reasonable, but that PERB does not have the authority to require that the City of Albany confess violation of the Act by a published announcement that it will "cease and desist" from violating

(Continued on Page 7)



HAS HIS DAY — Joseph D. Lochner, left, executive director of the Civil Service Employees Assn., is praised by statewide president Theodore C. Wenzl upon the observance of Lochner's 40 years' service with the Association. "Joe Lochner Day" was officially celebrated at the Thursday evening banquet during the statewide delegates meeting at the Concord. Lochner was presented an engraved plaque by Wenzl, on behalf of the Association, and other individual gifts from Mid-Hudson, Rochester State and Oswego County chapters. Since Lochner's CSEA career began in 1931, he has served under 10 statewide presidents.

CSEA Delegates Approve Major Structural Changes

KIAMESHA LAKE—Three major changes in the structure of the Civil Service Employees Assn. were approved in principle by delegates to the semi-annual statewide meeting at the Concord the week of March 20.

The three provisions:

- Six conferences to be set up as regions, with each regional president to serve as a statewide vice-president (instead of the five vice-presidents currently elected at-large in a statewide election);
 - Authorization for non-teaching employees of school districts to form their own chapters (instead of the current unit status within a County chapter framework);
 - Specification of 3,000 members as the number to qualify for a representative on the State Executive Board (instead of the 10,000 now required).
- None of these items take effect

now, but must be presented at future meetings of the statewide delegates for ratification.

The issue of regional vice-presidents is part of the report submitted by chairman A. Victor Costa's restructuring committee. The full, amended report will be printed by The Leader in the near future.

The other two issues were included in the report of the committee on revision of the constitution and by-laws. Both have been hotly argued subjects at recent meetings, and their approval was joyously greeted by their principal advocates: in the one case by the non-teaching delegates, and in the other instance, by Mental Hygiene delegates. More than Mental Hygiene stand to gain representatives under the 3,000 figure, however, as several of the larger State departments will also gain seats on the Executive Committee.

Wording of the school district amendment is:

"One chapter for non-teaching employees of school districts may be formed in each county provided fifty (50%) percent of the eligible school district units, but in no event less than two hundred (200) school district members, shall request formulation thereof."

The pertinent section on State Executive Committee membership is:

"... each State Department with more than 3,000 members as of June 1 in an odd-numbered year, shall for the term of office beginning in the following October, be entitled to one representative on the State Executive Committee for each 3,000 members or major fraction thereof."

All three items will be brought

up again for further vote at the September statewide delegates meeting in Rochester.

Mediators Named In 3 School Disputes

ALBANY—The Public Employment Relations Board has named the following mediators to mediate disputes:

Mark Belnick, an attorney from New York City, to the dispute between the Town of Hempstead Schools, Nassau County, and the Hempstead unit of the Civil Service Employees Assn.

Robert Snyder, an attorney from Brooklyn, to the dispute between the Three Village Central School District, Suffolk County, and the CSEA Setauket Unit.

Eric Lawson Jr. of PERB's Albany office, to the dispute between the Liberty Central School District, Sullivan County, and the Liberty School unit of CSEA.

Don't Repeat This!

(Continued from Page 6)
zki will replace Senator Earl W. Brydges as Majority Leader.

At The End

With the budget for the current fiscal year already approved, the Legislature has remaining for its consideration and votes, a host of routine, house-keeping bills, that it can dispose of with ease. The major legislative items pending are various proposals dealing with the highly controversial "no-fault" automobile insurance. That issue will be resolved in one form or another of compromise. The Legislature will then adjourn and the hot summer of politics will get under way.

◆ ◆ ◆ Letters To The Editor ◆ ◆ ◆

The Real Problems Underlying Crisis

Editor, The Leader:

The following letter is in reply to an editorial that appeared in the Albany Times Union. Since the paper has not yet printed the reply, I thought the CSEA membership should know that we do not let such unfavorable comment go by unnoticed—especially at so crucial a time.

"An editorial appeared in the March 10 issue of the Times Union entitled 'C.S.E.A. Contract Talks,' which contained a very shallow analysis of the current crisis facing C.S.E.A. and of the real problems underlying the situation.

"The article makes reference to the State's 'lucrative' retirement system, and the recent call for reform by many State legislators. This turn of events is particularly ironic to rank and file civil servants, for many of them know that the very people who are creating the loudest noise concerning the retirement benefits have the best retirement plan of all. The legislative retirement plan could be described as lucrative, considering the salaries and 'Lu Lu's' of our senators and assemblymen with a guarantee of half-pay retirement with twenty years of service. They are averaging about \$25,000 per year (excuse me, per session). Half of that at the end of twenty years is \$12,500. State employees covered under their career plan have an average salary of \$7,024 according to the latest figures available. Half of that at the end of a twenty-five year career is \$3,512, less than one-third the average of legislators, and incidentally below poverty level subsistence. The legislators can certainly be said to be working less and enjoying it more. Small wonder that they are trying to place the blame on someone else in the need for reform.

"In the next paragraph you state that 'Private industry in recent years has become increasingly critical of State pay and benefit scales that in most cases are far better than anything it can offer.' If this refers to legislators and the \$30,000 plus commissioners you may find some agreement, but in view of the statistics quoted for the average State employee how can you make a plausible case for this

statement? Your closing line about "employees who are already mostly very well paid and protected," has the same amount of credibility for those who are familiar with the facts.

"We are concerned with the State's intransigence concerning the economic features of our contract negotiations when we see that the cost escalation of the South Mall Project would have paid the entire State payroll, including raises, for the next two years, and when the Governor admits that \$200,000,000 of the defeated Transportation Bond Issue funds was spent before it reached the voters. How would the employees of General Motors react during their contract negotiations if they were told that the Corporation has the money that might have provided them with a raise, for fringe benefits? Would they feel that this destroyed their justification for such benefits? No! and neither do we.

"We have tried to act responsibly on behalf of the employees we represent. It is time that the State did the same."

ERNEST K. WAGNER,
President,
Capital District Conference

Need Firearms Training

Editor, The Leader:

A daily newspaper recently had a news item regarding City Sanitation cops going back to school and the "firing range," so says their Commissioner, Herbert Elish.

It is interesting to note that Mr. Elish admits they never received any instruction beyond a day's practice in firearms. A spokesman stated, "They were operating on their instincts."

To put it politely, this is one heck of an admission, even for a "Fun City" aide to utter.

Some other quotes are, "Demands made on the Sanitation cops have been growing in the last two years and we feel they will continue to grow. It is only right that these men be trained to handle these increased responsibilities.

These men are armed on the grounds that they need protection for guard duty, night patrols and tours through dangerous neighborhoods.

It's a shame and a political

farce that the NYC welfare cops are forced to continue their "Keystone Cop" image, while Fun City's garbage cops are armed to keep the lid on things.

UNARMED WELFARE COP
Bronx

On Moonlighting

Editor, The Leader:

I am a volunteer of the Red Cross Disaster Services, in Brooklyn. I have been so for the last three years, and before that I served as an auxiliary fireman for about three years also.

I have had many occasions to work with New York's Bravest, Fire Department. I cannot find the words to praise their service to my fellow New Yorkers.

I am also an avid reader of the Civil Service Leader, since I now am seeking civil employment.

To make a point, I wish to recall to you the recent tragedy at Congers, New York, where four persons were killed in a bus collision.

Whatever happened there will soon be found out by the jury investigation of the case.

Let me remind the readers that the driver was a moonlighting fireman on his way to several destinations, one being his 9 a.m. tour.

Perhaps in trying to meet a schedule with two jobs, a bus load of kids was struck by a train that could not stop! Shouldn't moonlighting be stopped, too?

STANLEY LOTENBERG
Brooklyn
(Ed. Note: See Paul Thayer's column on bus crash on Pg. 13.)

Civil Service Law & You

(Continued from Page 6)
it. This could be viewed as an admission of guilt and would not best serve the purposes of the Act.

This portion of PERB's order was modified in that the City of Albany would be required to notify its employees that it will not transfer, demote, or engage in similar discriminatory conduct toward its employees. (City of Albany, et al., v. Helsby, et al., and Albany Permanent Professional Firefighters Association, Intervenor, 29 N.Y. 2d 433).



A COUNTY FIRST — County Executive Committee chairman Joseph Lazarony, left, flashes a grin of appreciation as he accepts an engraved plaque from Leader editor Paul Kyer. The plaque, which features an engraved copy of the first "Town & Country" column written by Lazarony, was presented at the County Executive Committee meeting recently at the statewide delegates convention at the Concord Hotel. The column, featuring news and information of special interest to Civil Service Employees Assn. members in local government subdivisions, first appeared in the Feb. 15, 1972, issue of The Leader, and has since been appearing on a regular basis each month. Kyer, in making the presentation, explained that the column has long been a goal of The Leader and that he was immensely pleased that it had at last become a reality.

CSEA VOTES TO TAKE POLITICAL STANDS

KIAMESHA LAKE—Civil Service Employees Assn.'s traditional stance of neutrality in politics became a footnote in history as the statewide delegate body, meeting at the Concord during the week of March 20, voted to take sides on political issues and candidates that affect civil service.

Because of the exceptional importance of political action, the full text of the report is printed below.

THE TEXT

On December 11, 1971 President Wenzl wrote all State officers, members of the State Board of Directors and conference and chapter presidents regarding the necessity for innovative and progressive action in all areas of CSEA operations, including legislative and political activity. He outlined steps taken to insure that our membership would be represented in the critical period facing CSEA.

Among other things, he announced the appointment of a new and expanded Legislative Committee and asked the Legislative Committee to meet jointly with the Special Political Action Committee to review our current legislative and political efforts. Specifically, he asked the two committees to consider various recommendations regarding abandonment of CSEA's traditional role of non-partisanship and neutrality on a statewide basis, and more active participation in both local and statewide campaigns (e.g. through endorsements, fund raising and provision of personnel and services.)

He reported further that he was recommending to the Constitution and By-Laws Committee that they include in their report at this delegates' meeting a proposal to abolish the Legislative Committee as a standing committee and replace it with a new committee to be called the Legislative and Political Action Committee.

He also asked the Legislative and Political Action Committees to establish and to implement immediately an exchange with chapter and conference Legislative and Political Action Committees to give credibility and meaning to any positions taken as a result of their review and recommendations of our current Legislative and Political Action Program and any alteration in existing policies previously adopted by the delegates.

On December 23, 1971 President Wenzl again communicated by letter to State officers, members of the State Board of Directors and conference and chapter presidents regarding our legislative and political action programs. He established in that report to top State and local CSEA officials a schedule for meetings among and between appropriate officers, directors, committees and local members which occurred on the following dates:

1. January 12, 1972 at 7:30 p.m. — Joint meeting of statewide Legislative and Political Action Committees.
2. January 13, 1972 at 9 a.m. — Statewide officers meeting.
3. January 13, 1972 at 2 p.m. — State Board of Directors meeting.
4. January 25, 1972 at 1 p.m. — Joint meeting of Statewide Legislative and Political Action Committees with chapter and conference Legislative and Political Action Committees chairmen.

Pursuant to this change from our president, your committees

have reviewed CSEA's present position of neutrality and non-partisanship on a statewide basis, in the light of recent developments and current conditions, and the data received at our several meetings.

We find that our former position was based upon the following findings, analyses and conclusions from the report last adopted by our delegates at their September 8, 1970 meeting:

"More importantly, organizational endorsements should rest upon a clear demonstration of member interests and desires. In any large organization of such divergent and multifarious interests, backgrounds and philosophies, an accurate assessment of membership opinion is difficult, if not impossible, in the current political setting. It is the conclusion of the Committee that this natural inhibition to endorsement requires a clear preponderance of other factors in favor of alteration of CSEA's current policy of non-partisanship on statewide issues. Moreover, there are legal prohibitions to government employee political action under certain circumstances; and, though not directly involved or controlling in this situation, the Committee weighed this unique feature of the civil service commitment in its deliberations. As we indicate elsewhere, no preponderance of other factors in favor of any change of position now exists in our view.

"In addition, the Taylor Law places emphasis on collective negotiations as the primary method for securing member benefit improvements. While the law is evolutionary rather than revolutionary in this respect, political action is nonetheless minimized as a bargaining tool. The continued necessity for legislative ratification of statewide negotiated contracts only emphasizes the importance of local political action programs and does not bear upon statewide candidate endorsements.

"These factors must all be assessed together; and the Committee recognizes that, though the standards for measurement might remain constant, changing conditions and political environment might alter the proper conclusion. The committee recognizes further that CSEA's support is actively solicited by competing candidates both because of its size and the intimacy of its members' interests to the operation of the political process.

"The committee, therefore, carefully re-evaluated CSEA's current program in the light of the forthcoming election. It fully considered previous Special Political Action Committee reports and earlier discussions by both the Board of Directors and the Delegates but makes its current recommendations on a review of all salient facts and circum-



CSEA first vice-president Thomas McDonough, center, in his role as chairman of the political action committee, replies to a delegate at the statewide delegates meeting at the Concord, as CSEA president Theodore C. Wenzl, left, and counsel Jack C. Rice deliberate the situation.



Richard Tarmey

stances.

"The Committee finds the advantages obtainable from organizational endorsement of any specific statewide candidate remain minimal. It recognizes the generally favorable orientation of all current statewide candidates' platforms and expressed positions. It investigated the position of competing labor groups and finds division and fragmentation in their position, where specific political action has already been taken. In the current environment, therefore, the committee concludes that the current policy of non-partisanship and neutrality should be continued."

The bases of our current policy were therefore determined to be (1) a recognition that membership interests and desires in this field are divergent and difficult to determine accurately, (2) the Taylor Law placed emphasis on collective negotiations rather than legislative and political activity, as the primary source of member benefit improvements, and (3) the espousal of generally favorable positions by all of the then current candidates made choices difficult or impractical.

The committee and our delegates observed, however, that "changing conditions and political environment might alter the proper conclusion." It is the committee's opinion that recent developments and future anticipated problems necessitate a change in CSEA's statewide position in this field.

First, general economic conditions and the alleged fiscal situation of both state and local governments have required public officials to establish new priorities for available funds. This has sharpened the focus on the pre-

viously blurred picture in two respects:

- (1) It has required public officials to elect between legitimate employee benefit programs and other demands for public appropriations, thereby affording the prospect of a clearly established record for incumbent officials on matters of concern to CSEA and its membership; and
- (2) It has identified as items of predominant interest for CSEA members both on the State and local level, State executive branch and legislative action in the fields of wage increases, pensions, job security and other terms and conditions of employment.

Second, recent amendments to the Taylor Law and new retirement limitations have regressed from the Taylor Law's original emphasis on collective negotiations as the primary method for determination of terms and conditions of employment. For example, the Legislature last year enacted bills to remove the representation rights for so-called "management-confidential" employees and imposed restrictions on use of retirement credits for final average salary computations in the State's Pension System. The pension legislation was declared unconstitutional by the Court of Appeals in a law suit brought by the chairman of our legal committee and sponsored by us and we are attacking the constitutionality of the "management-confidential" legislation; but the vestiges of both these pieces of legislation remain.

In addition, the statutory establishment of a "Pension Commission" to review all negotiated pension agreements was a further step backward and movement away from the concept of bilateral establishment of terms and conditions of employment as envisioned by the original Taylor Law.

In the weeks ahead, the Legislature will act on the State's 1972-73 Executive Budget, our current contracts covering approximately 150,000 State employees will expire, existing temporary retirement benefits will lapse, and the Administration and Legislature will be required, by affirmative action or refusal

to act to extend and improve current terms and conditions of employment. A better opportunity for proof of commitment to collective bargaining in the public sector and justified employee improvement programs for State and political subdivision employees could hardly be provided to the Administration and members of the Legislature.

While the statewide officials do not stand for re-election until 1974, the entire Legislature will be elected this fall for the 1973-74 sessions. As a result, it is our committees' belief that sufficient information will be available to make specific recommendations to the delegates in September for a position on legislative candidates in the November election.

Our recommendations to you will be made with several considerations:

- (1) Individual records are more reliable barometers of political orientation and belief than campaign promises;
- (2) Specific legislative action in isolated cases may inaccurately reflect a candidate's position, unless it is viewed in terms of overall performance, political orientation, district representation, political affiliation, and priority;
- (3) Endorsements may not be possible in all cases, where inadequate or questionable information is available, both in the case of incumbents or candidates seeking election for the first time;
- (4) Either support or opposition should involve review of alternatives provided by opposing candidates; and
- (5) The action taken must have meaningful consequences in the election to justify the risks inherent in support for a losing candidate or opposition to a victorious one.

On the latter point, the committees feel that immediate demonstration of serious commitment by the delegates to a viable, aggressive program in this area is necessary to realize immediately a benefit from future proposed activity. We therefore recommend that the delegates instruct the Board of Directors to allocate the sum of \$250,000 for establishment and implementation of a political action program on the basis of an analysis and report to be submitted to the delegates at their annual meeting in September of this year. This fund would provide money to establish a meaningful political program, with all the devices for communication to our membership that are needed and support for committee activities, under the law. The monies for active campaign funds would have to be raised through voluntary contributions.

We move the adoption of the report and its recommendation for abandonment of our role of neutrality of statewide organization and appropriation of \$250,000 for the purposes set forth herein.

The report was then amended from the floor to add:

"CSEA will pick certain legislators who have shown themselves to be opposed to civil service workers and will work in their districts to defeat them in the primaries and in the general election."

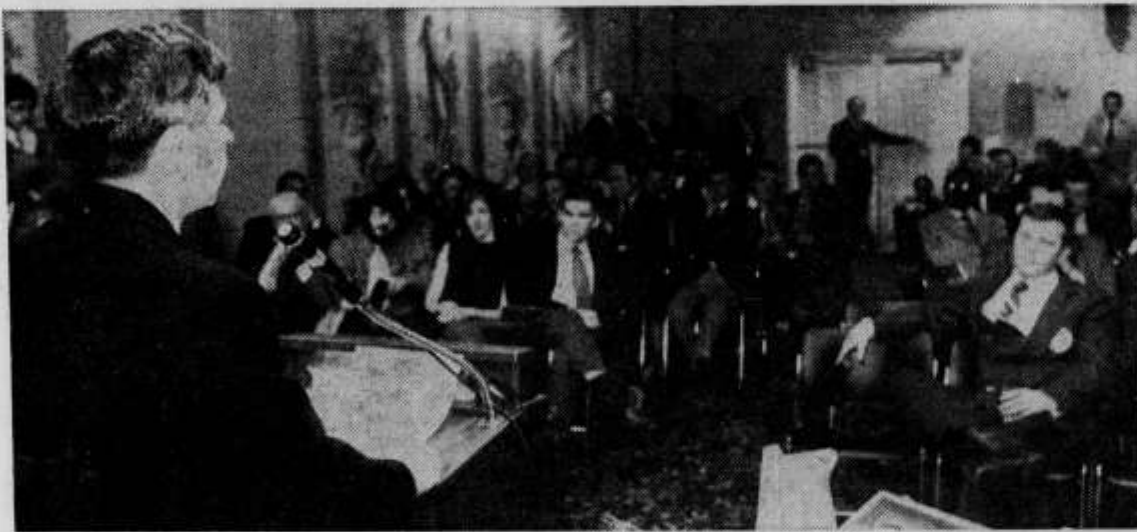


Statewide education committee chairman Celeste Rosenkranz discusses some points that Ter Bush and Powell executive vice-president Roger Anderson brought out when he talked to delegates at Concord about insurance.



New York State Comptroller Arthur Levitt, left, confers with statewide CSEA president Theodore C. Wenzl, center, and SUNY at Buffalo chapter president Edward Dudek before the Thursday evening banquet at which Levitt addressed the delegates.

Meetings—Large And Small— Occupy Delegates at Concord



Timothy J. McNerney, Transportation representative to the CSEA Board of Directors, faces a full room of delegates in a departmental meeting preceding the general session.



"I sure appreciate this," said surprised Joseph Lochner, right, as he sought words to express his gratitude to James Welch, who presented the CSEA executive secretary with a set of mugs from the New York State Police chapter in observance of Lochner's 40 years service as a CSEA staff member.



State Senator
John Flynn



Jesse
Davis



Robert
Carruthers



Jack
Daley



Social committee members are, from left, front; acting chairman Mary McCarthy, Ethel Chapman, Irene Carr, Joyce Beckley, Mary Hart and Joyce Jewell; back: Edward Dudek, John Tanzi, Robert Carruthers, Raymond Hunter and Phil Wexler.



James Gamble, right, Conservation representative to the CSEA Board of Directors, is joined by CSEA staffer Henry Galpin as he conducts departmental meeting.

Eligibles on New York City Examination Lists

CIVIL SERVICE LEADER, Tuesday, April 4, 1972

EXAM NO. 1247 SANITATION TRAINEE MODEL CITIES

(Cont. From Previous Editions)
This list of 680 eligibles was established on March 2 for sanitationman trainee, Exam No. 1247, in the Model Cities program. Filing was accepted from Sept. 22 to Oct. 13, 1971, during which time 2,869 applied. Only 969 appeared for the qualifying written exam on Oct. 30, which 288 candidates failed. Salary on appointment is \$5,700 a year. Names are listed in order of highest score; the list will be continued in coming editions. This week's scores begin at 77.7.

581 Reginald J Mapps, Edward J Goven, Juan A Fumero, Jiles Gray, Raymond I Perez, Philip Callistro, Percy Chisolm, Steven Tafuro, Otis L Freeland, Charles R Gilliam, Gumersindo Gonzalez, Ramon Tirado, Michael Wimberly, Bruce Simmons, William S James, Edward Joshua, William D Aubrey, Robert Gawronski, Henderson Golden, Dennis E Hilliard.

601 Efrain Camacho, Alex Peterkin, Berrios Filiberto, James E Mingo, Juan O Santiago, Wilfredo Benitez, Wesley Chisolm, Thorman Jerry, John Tarrago, William A Medina, John Turner, Jose A Gonzalez, Jose B Diaz, Jimmie L Brown, Leonard W Woodson Jr, Franklin Wessley,

Wilbur Page Jr, Harold Williams, Langston E Jefferson, David Martinez.

621 Angel M Andino, David Torres, Bautista Lopez, Angel L Rodriguez, Willard Wright, Marvin E Walker, Ronald Simmons, Jesus Gonzalez, Eliud Mercado, Richardo R Jones, Richard D Caccavale, Jamie Rivera Jr, Gregory R Dauria, Rickety L Williams, Roland E Martin, Jose L Vigo, William L Muse, Ulyses E Marable, Theodore Fay, William P Torrvellas.

641 Mario B Mercado, Juan J Echevarria, Carmelo Robles, Lee P McCray, Johnnie Richardson, Jerry B Myers, Phillip Rankins, Rafael Adell, Arnold S Wheeler, Edward Chapman, Juan L Pacheco, George W Harvin Jr, John H Pearson, Lloyd Green, Fred Grant, James H Lewis, Derrick Hawkins, Juan E Gonzalez, Modesto Santiago, Dioscoride Aquilar.

661 James Patterson, Wilson Sosa, Nathaniel Jones, Steven K Bell, Charles A Cornier, Louis S Carpena, Leon Holloman, Jerry L Allen, Hilbert Campbell, Ernest Laboy, Edwin Santiago, Nicky Colon, Carl Armor, Warren V Bagby, oJose Alvino, Hector R Rivera, Alfredo Irizarry, Anthony J Falco, Francisco Munoz, Keith N Tabb.

EXAM NO. 1519 CAPTAIN (MEN) Dept. of Correction

This list of 165 eligibles, established March 23, resulted from written promotional exam No. 1519, held on Nov. 28, 1971. While 1,920 applied for this title, which pays \$12,774 to \$14,235, 1,866 were called to the test and 1,636 appeared; 1,467 candidates failed, and 3 withdrew. Highest score achieved was 88.3.

Highest score this week is 83.25.

41 William C Coressel, Reginald H White, Theodore H Bornstein, Edward J Allen, William Cogdell, Robert R Bach, William T Smith, James N Aldsworth, Edward Smolinski, Stanley H Boyd, Cornelius Lynch, Guerinio E Picciolo, William T Higgs, Stanley J Dyba, Anthony C Darrigo, Samuel E Bentham, Clement Tyson, Otis E Bantum, Edward L Thomas, David M Lee.

61 Alfred E Baird, Thomas W Gonzalez, Michael J O'Shea, Thomas D Dominklewich, Joseph F Minogue, Ronald T Bamberger, Nathaniel Kinard, Wilbur E Durham, James V Noone, Michael F Goonan Jr, Raymond A Casey, Robert O Lange, Edward M Stowe, Arthur A Tenerello Jr, Nicholas M Donnantuono, Gerard P Vorbach, George R Vlerno, Michael J Tougher, John M Dwyer, Michael A Cantwell.

81 James T Garvey Jr, Patrick J McGovern, Joseph F Lauro, Frank G Scharf, oJhn J McDonnell, oseph P Gentlesca, Norman Hochhauser, Mitchell Davis Jr, Arthur E Gilmer, George P Fischer, James L Dunne, Leopold Sorrentino, Robert E Arrington, oJoseph J Karpinski, Lopez, Reginald A Thorne, John J Byrnes, Ramon E Reyes, Bernard W Saunders, Clifford N Decreny.

101 Joseph M Parise, Martin Halpert, Phillip L Estaba, Harvey Haber, Frank J Gallo, Richard M Dyer, Raymond T Vantpel, Evans T Smith, Sebastian Sanchez, Patrick J Dovana Jr, Abram D Rhem, Terrance O'Connell, James J Behret, Anthony F Hand, Clement R High, Joe McHenry, Joseph D Rogers, Gerald W Halfhide, William R Heidenreich, James Rosas.

121 Andrew D Weiss, Julian C Hooper, Elliot L Elmore, Harry L Foy, John F Irving, Ralph H Jones, James P Duff, Henry L Spakoff, Dante R Albertie, James J Ward, Martin Monteiro, James R Mulcahy, Phillip D Horne, Fritz A Fawcett, Nicholas R Menrath, Donald L Wurzbarger, Harold A Marcone, William E Reichling, Patrick J Keane, James J Kelly.

141 Fred English, Kenneth L Kassar, Marvin J Fischer, Frederick Zickuhr, ames W Brown, Lowell F Holmes, Paul J Natale, oJhn Kallas, Harry J Stroub, Clinton Woods, Michael V Macchia, Carnell W Angel, Richard J O'Reilly, Frank J Marchitelli, Henry Altaras, Robert C Hugenin, Bolivar W Filmenas, Lee R Rambo, Quaslim Inham, Hills Leak Jr, Ronald Galletta, Richard L Rhodes, Theodore McQueen, Edward T Franey, David J Hughes.

candidates who filed appeared for the test, and 36 failed. Highest score achieved was 100.0. Salary ranges from \$5,200 to \$6,950 annually.

Highest score this week is 85.0.

41 Abraham Turetsky, Gilda S aLindau, Isidor W Appelbaum, Harold Aptaker, Elliot Neckin, Mollie Form, Dorothy L Johnson, Alan R Leegant, Mabel S Hawkins, Linda R Parrilla, Emily M Roberts, Jacob Cohen, Lewis Stein, Linda A Hanley Roberta A Shelton, William J Sehn, Ruth Weisbrou, Sophie C Jagodzinski, Florence Cohen, Emanuel Blake.

61 Esther Boyer, Frank J Cannizzaro, Frieda Weiss, Sybil I Stabler, Louis Bernstein, Frances R Tzerman, Adelaide R John, Victoria B Wexler, Josephine Ricca, Stella J Bartash, Lynn P Jordan, Grace Frasco, Evelyn U Brooks, Jack Weiss, Lydia O Nedo, Cecilia Farella, Ruth Rein, Edward H Brown Sr, Edwina G Evelyn, Linda C Kelly.

81 Miriam Rosenblum, Margarita Gonzalez, Lena Cavallaro, Jackie L Elfe Jonas Figueroa, William Henry, David A Davis, Miriam Rosenberg, Kalman Kalus, Louis Kaufman, Laura Heckler.

EXAM NO. 0089 SR. COMMUNITY LIAISON WORKER

Highest score this week is 77.7.

(Continued From Last Week)

Of the 1,493 candidates who filed for open competitive exam No. 0089, sr. community liaison worker, 704 were rated eligible on this list established March 9. Applicants filed from March 3 to 31, 1971, and were judged on training and experience. Salary ranges from \$9,600 to \$13,000. Highest score achieved was 110.0.

421 Arnold O Abbott, Dorothy Simmons, Willa A Klein, Joel Shteir, Craig Baumgarten, Allen L Williams, Wendell R Carroll, Doris T Brooks, Samuel M Tille, Minnie Porter, Reeve D Write, Esteban Dejesus, Judith A Frazier, Carmen Allende, William J Townsend, Dennis C Gardner, Lillian Morris, Juan R Rivera, Hector Reyes, Helen L Williams.

441 Dorothy Broady, Wilfredo Ortiz, Warren D Williams, Jodie C Sanford, Hartswell Doughty, Ann Herskowitz, Onel H Irizarry, Ronnie A Smith, Carmen L Lopez, Arlene V McCreery, Robert M Davis, Diane Urban, Gloriann Grayman, Norma H Belkin, Leonard Donnitz, Gloria D Buckley, Randolph Fletcher, Luis R Lozada, Delores A Korokous, Saulo Torres.

461 Muhammad I Aziz, John F Cawley, Howard E Cooper, Scarlett Small, Richard M Reil-

ly, Mary B Wheeler, Marshall B Ware, Jesus Seda, Benita Rosa, Charley M Phillips, Arlen Baden, William R Blume, James C Weal, Govind B Bhakta, James N Zamprelli, Rosa R Soto, Milton Hall, Lauren Wedeles, Howard D Pink, Mary Edwards.

491 Jesse Scott, Ronald A Bailey, Katherine White, Rewell A Claussell, Jane L Hoover, Paul A Dominique, Jose A Rodriguez Jr, Josephine Vega, Ricky K Francis, Ruben Centeno Jr, Ivy A Hernandez, Gladys M Giles, Lydia Y Crosland, Alzada Green, Clare L Hogenauer, Bertha Taylor, Theresa Deormond, Betsy M Babcock, Ira C Nelson, Alan B Fast.

501 Margaret Harris, Marlene C Berkstener, Marin L Erwin, Eugenio C Matta, Dorothy Howard, John F Byrne, Lester B Brotherton, Alyce E Harrington, Vada A Ferguson, Marie T Batchelor, Harold H Pilgrim, William F Wilson, Janet A Baynard, Althea W Nathan, Simon Ramos, Mary Jackson, John A Meyn, Louis J Carbonetti, Carl M Richardson, Christina Walsh.

521 Frances S Volpini, Carol Cahill, Cecil T Sellers, Lucille E Sherwood, Nat Smullison, Bernard L Judge, Henry P McManus, Melvin D Hadley, Anthony E Rouse, Leonard A Finkel, Pedro L Ortiz, Lorraine M Hubbard, Nancy Murray, Michael V Mermey, William R Turner, Hasan Hakim, Nikki B Springer, Jim D Little, Monserrate Matos, Roslyn Washington.

541 Lafese Sheppard, Michele E Cooke, Doris Washington, Anna L Thompson, Emmett J Jones Jr, Maria E Wright, Ralph W Edwards, Armon Felder, Letha J Wright, Ralph Peretto, Olive Burns, M Bruce Mertes, Sammie L Pearson, Daisy Smith, Ann Baldau, Sylvia Williams, Dorothy L Code, Ethel Polack, Paula D Ince, Gladys Feder.

(To Be Continued)

EXAM NO. 0091 PRINCIPAL COMMUNITY LIAISON WORKER

There were 462 applicants rated eligible on open competitive exam No. 0091, principal community liaison worker, out of 1,493 applications received from March 3 to 31, 1971. Salary range is \$10,900 to \$13,500. This list was established on March 9. Highest score attained was 110.0.

Scores begin this week with 78.2

(Continued From Last Week)

261 Jimmy O White, Julio C Elores, William T Shaw, Lavorne Esquillin, Hyacinth E Waterman, Vivian M Torgerson, Rosa M Nival, Jose A Lopez, Melvin Gadson, Marvin Goldfarb, Joseph J Aquino, Allan Jones, Nancy A Porter, Ruby Kitchen.

(Continued on Page 12)

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EXAM NO. 0193 DEPT. LIBRARY AIDE

This list of 91 eligibles was established March 23. The written exam for this open competitive title (Exam No. 0193), was held Feb. 27, 1971; 127 of the 438

NOTICE

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Retiree Committee Initiates Legislation On Pensions; Cites Membership Growth

KIAMESHA LAKE — Improved retirement benefits, recognition of retirees as "public employees" for the purpose of collective bargaining and formation of new retiree chapters throughout the State were among the major topics covered by the report of the Statewide Retirees Committee at the Civil Service Employees Assn. Delegates Meeting at the Concord here.

The report, submitted by chairman Lawrence W. Kerwin and presented to the delegates by statewide fifth vice-president Hazel G. Abrams, was framed after numerous meetings by committee members, who also included: Melba Binn, Raymond G. Castle, Charlotte Clapper, Jack De Lisi, Florence Drew, Emmett J. Durr, Clifton C. Flather, Charles H. Foster, George P. Halbig, Andrew Hritz, John Joyce, Albert C. Killian, Mildred O. Meskil, Michael Murphy, Thomas W. Ranger, Claude E. Rowell, John Van Duzer, Max Weinstein, John E. Whitcraft, Gertrude White, Angelo Donato and John Tonzi.

The full report follows:

THE TEXT

The Retirees Committee wishes to express its thanks to the delegate body for their kind and prompt action at the September 1971 annual meeting dealing with benefits for retirees. At this meeting the delegate body approved requests for:

1. Special legislation regarding retirement law benefits under two separate provisions.
2. Provision for retirees negotiations by the Civil Service Employees Assn. under the Taylor Law.
3. Providing for other benefits to be mandated by administrative provisions through Statewide negotiations pertaining to retirement cost-of-living allowance, re-employment in State or local government services and improvements in dental, medical and health insurance.

As a result of your actions on the above matters, the Committee has initiated the following legislative bills introduced:

- S.8637—To provide that "O" option retirement allowances of all employees who retired with at least 25 years of service be raised to \$4,000 per annum.
- A.9540—To provide that contributions made by employees who retired prior to April 1, 1970, be used to increase their retirement allowance.
- S.8337 A.9160—To provide for amendment to the Taylor Law to include retirees within the definition of "public employee" for the purpose of providing them with the right to collective bargaining.

Legislation is being drawn by counsel to provide permanent cost-of-living increases for retirees who retired prior to April 1, 1970. Finally, the other provisions approved are being negotiated by the Headquarters staff and the Coalition Negotiating Team.

At the time of the September 1971 meeting, we had a retired membership totaling over 3,000. As of this date, this total has risen to 6,104. In addition, there are associate members totaling 2,131. It is the Committee's intention to try to convert this membership total to the regular retirees membership. This membership comes from all segments of the country from Florida to California. A volunteer group of the Albany area re-

tirees have been working diligently with the members of the Headquarters staff issuing membership cards.

In anticipation of a formation of the State retirees chapter district, the State and the Committee, with the assistance of Joseph Lochner, executive director, and Pat Rogers, director of field services, have tentatively divided the State by county groups to establish sixteen (16) areas for retiree chapters of CSEA. The Capital District Retirees chapter has been granted a charter by the Board of Directors. Rochester area chapter is organizing and will be submitting its charter for approval. A chapter is also in the process of organization in Auburn and will probably include the Syracuse area. The Suffolk County area has scheduled an organizational meeting at Central Islip Hospital for March 29, 1972, at 1 p.m. Your statewide committee has been actively cooperating in all of the above organization endeavors.

In cooperation with Headquarters staff, the Committee has arranged to provide the new Auto and Homeowners Insurance for all retired members. Also the Committee is working to provide additional cash indemnity hospitalization insurance. Literature on both these programs will be provided to the retired membership.

A special committee for the Capital District area chapter is working on a housing development for retirees and their families. A canvass of all retirees of the Capital District chapter will be conducted to obtain information needed to determine interest in such project—including type of housing desired, income range of those interested, etc. The Committee is also working on at the present time, a method of providing payroll deduction authorization for membership dues. We are presently working with the Comptroller's Office on this and other types of payroll deduction.

Recipe To Advance

Head dietitian hopefuls in quest of that promotional title will compete on a written exam April 15, the key answers of which will be published in The Leader.



LONG ISLAND MEETING — Civil Service Employees Assn. retirees on Long Island gathered last week at Central Islip Hospital for an exploratory meeting on the advisability of forming a retirees chapter. Statewide CSEA fifth vice-president Hazel Abrams, second from left, was on hand to bring attendees up to date on current benefits available to retirees and to lead discussion on other needs. Here she is joined by Mary Rabbitt and Lawrence Martinsen, both retired from Central Islip State Hospital, and by Mike Murphy, right, who also serves on the statewide retirees committee.

Gowanda's Mary And Harry Spire Retire

GOWANDA — When Mary and Harry Spire refer to themselves as "simple, common, community-minded, church-going people," they underrate themselves, for few people become as actively involved in community, church and union activities as this modest couple.

Together they have devoted 34 years to State service, but a good many more years to serving mankind.

Spire has been a 24-year employee in the maintenance department at Gowanda State Hospital as a carpenter. His wife has been employed there for 10 years as an occupational therapist assistant 1.

On April 1 they retired from their jobs, but not from their active involvement in public affairs.

Mary, although a State employee for fewer years, was the first to take a leading role in the local Civil Service Employees Assn. chapter, being the occupational therapy representative to the chapter board of directors for the past nine years.

Her enthusiasm carried over to Harry, who has been the maintenance representative to the chapter board for six years and a statewide delegate for the past four years. Both Spires attended the delegates meeting last month at the Concord.

Harry is not a latecomer to community activities, however, since he has participated for the past 30 years with the Boy Scouts at the local, (Erie) county and area levels. Mary has been active with Girl Scouts and the Cattaraugus County Home Extension. He is also president of the Holy Name Society at St. Joseph's Church in Gowanda.

Hobbies have also had their share of attention from this charming couple. Harry's 20-year



HARRY and MARY SPIRE

avocation has been gardening, particularly roses. For a number of years, his garden was used as a test area for a major rose grower. Mary teaches leathercraft.

All this is not to say that they are mere homebodies. The first item on their retirement agenda is a vacation to Hawaii. After 45 years of marriage, two children and four grandchildren, the Spires have a lot of good will to share with the rest of the world.



FLORIDA-BOUND — A Stony Brook University CSEA chapter scroll and a snow shovel were presented recently to Joseph (Pete) Granell, center, who is retiring to Florida. A sendoff party was attended by about 40 friends and co-workers, including chapter president Albert J. Varacchi, right, and CSEA field representative Nicholas Pollicino. Granell had worked at the university for seven years as a carpenter. Among the farewell gifts was a snow shovel bearing the signatures of his friends.

Three Retire From Reg. 10

(From Leader Correspondent)

BABYLON—Three retirees from Region 10, Department of Transportation got the sendoff treatment at Barnacle Bill's restaurant, Lindenhurst, March 16. They were Maximilian Smith, Paul Ringus and Jack Keene. Among the crowd were Walter Liebrock, Ralph Condit and Thomas Gibbons of the executive staff and Joseph Gambino, president of the Region 10 chapter of the Civil Service Employees Assn.

Smith had been a highway maintenance foreman at the Syosset garage. Ringus had been general foreman at the Roslyn garage. Keene was an engineer at the Melville yard.

Eligible Lists

(Continued from Page 10)

Lester C Brown, Mary E Dolan, Andres O Boucugnani, Shirley A Clary, Angel A Pares, James A Hunter.

281 Elsie E Richardson, James E Capel, Eleanor Sheldon, Francis O'Brien, Gertrude A Smith, Adele H Tucker, Ruth Ellis, Marshalline Letcher, Antonia P

Vazquez, tPter W Burke r, Douglas S White, ean A Rezzoogll, George P Fernandez, James L Young, Walter W Swiggett, Frances E Heyward, Richard Stinnett, Chet Wilkins, David Ellis, Curtis B Cosgrave.

301 Richard B Phayer, William W Malone Jr, Lance H Mandelbaum, Maria L Riva, Ber-

tha Simmons, Beulah P Palmer, Gerald D Valentine, Miriam C Modesti, Charles E eJnkns, Norman A Anthony, Harvey I Levin, Joyce C Selig, Vermell B Doncker, Martin Silver, Wendell R Carroll, Willa A Klein, Anita H Best, Roslyn Bank, Clarence A Wilkes Jr, William E Harper.

321 Lucas Olmedo, Herbert A Vail, Jeff Wood, Helen L Williams, Vera L Bryant, Melvin R Stokes, eGraldine Tiernan, Miguel A Erausquin, Mitchell O

Clark, Alexander McRae, Mark G tSeinberg, James H Hayward, Carmen L Torres, Gloriann Grayman, Raymond Ocasio, Elaine Townsend, Juan R Rivera, Barry Wynn, eGrald A Davis, Quincy L Boykin.

341 Gladys V Daniels, Donald R Larsen, Dorothy Broady, Donald J Ellis, Arlen Baden, Govino B Bhakta, Jerome L Bowman, James N Zamprelli, Bennet S Reiss, Annie Edwards, Ger- aid Migliore, Estelle Epstein,

Horace W Mathis, Eva M Smith, Leonard A Kohn, Elois M King, Olga Straka, Allen L Williams, Marshall B Ware, Ramona G Intrigo.

(To Be Continued)

EXAM NO. 0088 COMMUNITY LIAISON WORKER

There were 1,108 eligibles drawn from the 1,493 applicants for community liaison worker, open competitive exam No. 0088. Candidates filed between March 3 and 31, 1971, and were rated on their training and experience. Salary ranges from \$7,650 to \$10,700. This list was established March 9. Highest test score achieved wa. 110.0.

Highest score on this week's installment is 89.9.

(Continued from Last Week

201 Norma J Mercer, Clifford B Holder, John T Hairston, Sydelle Braver, Sylvia H Nosatsky, Dorothy Morrow, Valentina Carmona, Soma Davidovics, Charles Delpozo, Phyllis A Thompson, Elmetta Burwell, Selma Susman, Michael G Rechner, Ramon Navarro, James Roundtree Jr, Pete Aquino, Larrie L Edwards, Willie D Herring, Lavaughn M Donovan, Nancy A Porter.

221 oRse O Crooks, Manuel Jimenez, Vivian Dee, Joseph Mannino, Ronald Welcome, Victor J Browne, Doris Wilson, Gwendolyn Jones, Jacob Still, Mary W Galligan, Vera L Bryant, Jerome L Bowman, Agnes Hanson, Stuart A Sobel, Isidore Markowitz, Barbara E Collins, Elton L Greene, James M Edwards, Beatrice I Simpson, Fredrica Liss.

241 Daniel J Savino, Sallie K Antrum, Lawrence H Johnson, Lois Jones, Carmen L Torres, Ann McCarthy, Audrey C Kagan, Frances Fears, Luis Mercado, Ivan Gottlieb, Adele H Tucker, Ronald V Greene, Elnora Miller, Joseph Salters, Bertha Simmons, Patricia V Douglass, Russell E Washington, Elaine eKith, Richmond Nelson, Laura D Blackburne.

261 Eugene B Watts, Franklin Torre, Patricia Rashkin, Margaret M Dwyer, Hyacinth E Waterman, William H Evans, Sylvia
(Continued on Page 15)

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I am pleased to tell you about one of the most important reorganizational undertakings by HIP since its founding 25 years ago. After many weeks of talks devoted to proposals for the expansion of subscriber benefits and other program developments, HIP and its affiliated medical groups signed a Medical Group Agreement which marks a new era in the delivery of comprehensive health services through our prepaid group practice plan. As part of the reorganization of HIP, expanded subscriber benefits are now available to you.

The following expanded benefits are immediately available to you:

CHOICE OF MEDICAL GROUP. You may now choose any medical group in the HIP system. It is no longer necessary for you to select a medical group that only serves your area of residence. This is a greatly expanded benefit because it makes it possible for members of HIP to select a medical group near their home, place of employment, or any other area of the city that is convenient. However, unless a member resides in his medical group's service area, the medical group will not be required to provide home calls during normal business hours. During the evening hours, weekends, and holidays when the member's medical group is not open, service will be provided through the Emergency Service Program operated by HIP. Please note that, on request, members of a family unit may choose a medical group different from the one chosen by the subscriber.

All requests for change of a medical group are to be referred to the HIP Registrar Department.

EMERGENCY VISITS. A subscriber may, without referral, elect to seek an emergency visit from any HIP medical group for treatment of illness or accident.

SECOND SPECIALIST OPINION. This new benefit provides for a second opinion specialist consultation from an HIP medical group other than one's own medical group. The consultation will be arranged by the medical group at the request of the subscriber.

LABORATORY PROCEDURES. Laboratory procedures, especially fasting blood workups, which are ordered by the member's medical group of record, may be arranged at any HIP group. This important benefit makes it possible for a subscriber to select a group center that is convenient and readily accessible when tests are required.

The Subscriber Service Department of HIP will answer any questions you may have in regard to the expanded benefits.

Sincerely yours,

James Brindle
James Brindle
President

P.S. City and State H.I.P. members now enjoy these new Benefits.

LEGAL NOTICE

File No. 1641, 1972.—CITATION — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God Free and Independent. — To Myrtle Berg, Mable Cohn, Dorothy Marans, Waldo Steinhauer, Arthur W. Steinhauer, Wanda Peck Jack Redmond, John Redmond, Royal Redmond, David Redmond, Elnore Fischer, Joan Kingsland, David Gribben, Lyle Kingsland, Rachel Hertel, Willard Kingsland, if living and if dead to his heirs at law, next of kin and distributees whose names and places of residence are unknown, and if he died subsequent to the decedent herein, to his executors, administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown, to Howard Kingsland, if living and if dead to his heirs at law, next of kin and distributees whose names and places of residence are unknown, and if he died subsequent to the decedent herein, to his executors, administrators, legatees, devisees, assignees and successors in interest whose names and places of residence are unknown, and to all other heirs at law next of kin and distributees of Marie E. Brown, the decedent herein, whose names and places of residence are unknown and cannot, after diligent inquiry, be ascertained. YOU ARE HEREBY CITED TO SHOW CAUSE before the Surrogate's Court, New York County, at Room 504 in the Hall of Records in the County of New York, New York, on May 5, 1972, at 10 A.M. why a certain writing dated April 14, 1967, which has been offered for probate by R. Stanley Berg, residing at 1653 Highland Avenue, New Hyde Park, N. Y. 11040, should not be probated as the last Will and Testament, relating to real and personal property, of Marie E. Brown, Deceased, who was at the time of her death a resident of 639 West End Ave., New York, in the County of New York, New York, in the State of New York, Dated, Attested and Sealed, March 15, 1972, (L.S.) Hon. Millard L. Midonick, Surrogate, New York County, Philip Kunkis, Deputy Clerk. Name of Attorney: John J. Reynolds, Tel. No. 516-488-1887, Address of Attorney: 119 Franklin Avenue, Franklin Square, N.Y. 11010. This citation is served upon you as required by law. You are not obliged to appear in person. If you fail to appear it will be assumed that you do not object to the relief requested. You have a right to have an attorney-at-law appear for you.

CIVIL SERVICE LEADER, Tuesday, April 4, 1972

FIRE FLIES.

Paul Thayer

On March 24th around 7:45 a.m., my sister who lives in Valley Cottage, N. Y., phoned 17-year-old Richard Macaylo, a neighbor, and asked him to drop over after school to perform a few chores. He said he would. Fifteen minutes later he was dead, killed in the tragic bus crash. His father, Nicholas Macaylo, is a firefighter in Engine 63, the Bronx. Our hearts go out to you and your wife Nick. Awfully sorry! Another son, Clifford, was injured but will live.

The tragic irony of this whole affair is the fact that the driver of the bus was Fireman Joseph Larkin of Engine Company 84. When his name is mentioned, everyone seems either to lapse into embarrassed silence or instantly to cry out for his blood, playing the part of prosecutor, judge and jury as people these days seem wont to do.

No matter what the findings of the investigations prove to be, there is one fact which stands out and should cause a lot of unthinking people to hang their heads in shame.

The job of a professional firefighter is the most harrowing, heartbreaking and tension-filled job on earth. Men don't embrace the job because they love fire. They do so because they wish to protect other human beings from its ravages. For a firefighter to work as anything but a firefighter is demeaning. Nevertheless, no man in this day and age can possibly support his family on a firefighter's salary. The penny wisdom and the pound-foolishness of the present administration of the City of New York is the culprit that placed Fireman Joseph Larkin behind the wheel of that bus. If his services to the people of the City of New York were properly compensated for, neither he nor any other of the myriad City employees who do so would have to hold down two jobs to exist.

A mistake may or may not have been made. However, let the self-righteous breast-pounding phonies among us look at the whys as well as the wherefores before crying out for the blood of a fellow human being. Good luck, Joe Larkin. I'm sorry for you, too! The Gethsemane which you face is by no means entirely of your own making.

Try to get the March 24 edition of LIPE. On page 45 it carries a photograph by Co Rentmeester that hits you right in the puss. Fantastic! It's in connection with a story about the dangers of the firefighter's life by freelance writer Dan Greenburg. He did a beautiful job of writing. When Dennis Smith invited him to look at a "roast," however, it was more than he could take and he declined. I'm sorry he did, because to see such a thing with one's own eyes is to remember all of one's life how really awful a firefighter's job can be. No matter how many subjects Greenburg goes on to explore, I have a hunch we have gained a true friend for the cause of the firefighter.

Congratulations to Lieut. Anthony Parlati of 203 Engine who burned the skin from his hands sliding the rope into the hold

of a Brooklyn freighter to rescue Lieut. William Harold of Engine 202 who had fallen 25 feet to the bottom of the hold. Lieutenant Parlati was joined by Fireman Price Harvill of Ladder 131 and together they rigged a "stokes basket" for the injured fellow officer. Lieutenant Harold sustained a broken elbow and pelvis and will be in Long Island College Hospital, Brooklyn, for at least a month. Send him plenty of cards to cheer him up!

To Lieutenant Parlati and Fireman Harvill . . . terrific! 'See you at Medal Day 1973!

Congratulations to Ken Fisher, Bronx Dispatcher No. 96, who has just been notified by UFA prexy Mike Maye that he will receive a special award for his photo showing Fireman Croce of Rescue 3 rendering mouth-to-mouth to a dead boy while being lowered in Ladder 44's tower basket. It was published in this column as well as Bronx Press Review and WNYF. (Ed Note: Mr. Thayer also received a similar award. See pg. 1.)

Congratulations to Pat McCormick, an up-and-coming freelance photog with a great love of the firefighter and his work. His shot of a firefighter in a state of collapse, graces the front cover of WNYF this issue.

Ladder Companies listed to receive new trucks: 11, 12, 17, 22, 46, 114, 120, 124, 127, 161.

Speaking of new ladder trucks, a word to the wise about accepting the rear mount type at company level. As we know, somebody in the uniformed end of things downtown has "gone ape" over rear mounts. The same people have been warned that in some areas they are lousy, because without a tiller a truck simply cannot get through narrow streets with double parked cars on both sides of the street. The warning, just like so many other warnings before has gone unheeded. When these trucks show up at your quarters for delivery, check the hell out of the levers

37 Police Probies Named Patrolmen

The New York City Police Department last week announced the appointment of 37 probationary patrolmen to the rank of patrolman.

These appointments were made, effective March 30: John J. Lanigan, Joseph T. Mazur, Joseph J. Nicolosi, Stephen R. Powers, Vincent A. Pozzolano, John J. Ward.

Appointed patrolman effective March 14 were: Eugene P. Grasso, Gerard F. Fox, Frank A. Salt, James F. Filgate, Raymond M. Damiano, Christopher J. Gravius, Thomas P. Carney, Daniel J. Collins, Charles B. Schultz, Thomas J. Stracuzza, Thomas Zino, Jr., John P. Agnelli, Lawrence E. Gierum, Karl C. Stigell, Marcus A. Charles.

James R. D'Alesandro, Robert J. Puglia, John R. Curran, Jr., Dominick F. Forte, John C. Paolino, Robert S. Segrto, Joseph P. Coursey, Gerald M. Holly, Ronald J. Jablonski, Carlos E. Mendez, Richard J. Simeone, Robert Marchand, Carlo A. Spada, Daniel J. Lunt, Thomas R. McGoldrick, Robert S. Doherty.

on the turntable raising mechanism. The units have been driven in from the point of manufacture through all kinds of winter weather and some have salt spray caked in the mechanism, rendering them kaput. For the first week after delivery, one I have in mind was out of service more than it was in service and broke down as recently as a few days ago.

Until you have the thing really shaken down and broken in, do not let your company "jack of all trades" do any special work such as fancy numbers, bronze eagles, compartment work, etc. It is a waste of effort because if anything goes wrong with your new unit, they plan to just take it away and send you another new one to break in and practically assemble.

More congrats to Fireman Val Morretti of 33 Truck for bringing down eight people at Popham and 175th St., the Bronx. One woman, intent on jumping, was physically prevented from doing so by his masterful use of the aerial ladder at which he is an artist. Well don, Val!

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Judicial Conference Adopts Rule Changes For Court Employees

The Administrative Board of the New York State Judicial Conference has adopted a series of changes in the Career Service Rules, effective April 1, modifying regulations governing court and court agency employees. These changes represent the updating of Judicial Conference rules to keep pace with changes in State Civil Service Law.

Scholarship Offer Nears Deadline

April 14 marks the last chance for City employees to apply for getting a graduate scholarship in professional management, offered by Pace College. The scholarships pay half of tuition, or \$35 a credit. Application blanks can be obtained from the City Personnel Department's Career Development Bureau, 220 Church St., Manhattan. Additional information can be received by phoning 566-8815.

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CONFERENCES PREPARE FOR WORST.

By mandate of the delegate body of the Civil Service Employees Assn. all six CSEA conferences met on Monday, March 27 to prepare for the possibility of a job action in the event that the Association contract remained unsettled.

Although Ernest Wagner's Capital District Conference had already scheduled its regular bi-

monthly meeting for that date, the other five conference presidents had to call emergency sessions for the sole purpose of discussing the crisis.

Essentially, the conferences set up their own chains of command to keep members informed. For example, Nicholas Puzziferri's Southern Con-

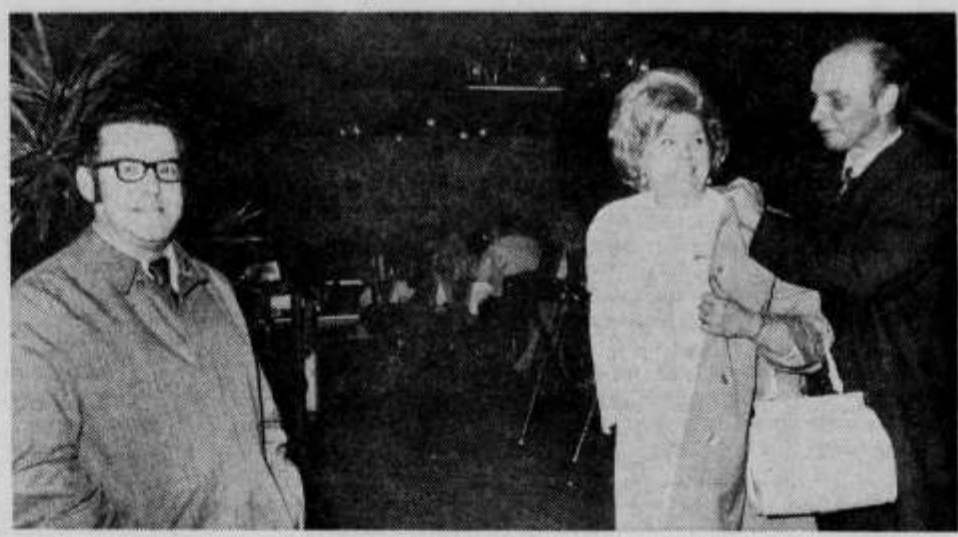
ference established the Holiday Inn in Middletown as its command headquarters, with regional field supervisor Thomas Luposello taking charge during the crisis. George Koch's Long Island Conference designated CSEA headquarters in Smithtown as its control center, commanded by regional field supervisor Edwin Cleary.

Metropolitan



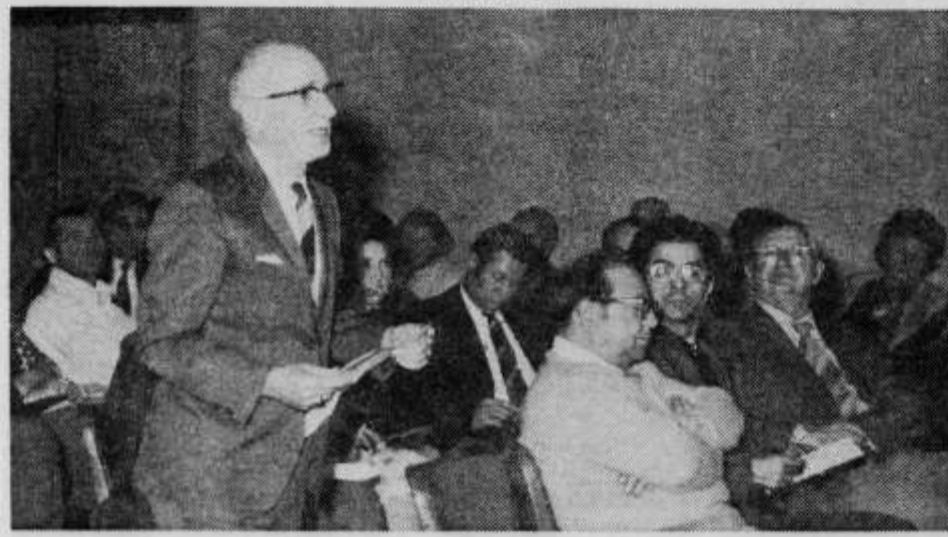
New York City regional field supervisor William Farrell outlines procedures to be followed in event State fails to settle contract with CSEA. From left are Metropolitan Conference treasurer Michael Sewek, regional attorney Stanley Mailman, Conference first vice-president Jack Weisz (partially hidden), Conference president Randolph V. Jacobs, Conference secretary Edna Percoco and second vice-president Phillip Wexler.

Capital District



James Welch, Executive Department representative to the Board of Directors, helps Santa Orsino, secretary of the Tax and Finance chapter, on with her coat as Capital District Conference first vice-president Jack Dougherty waits. The threesome had to leave the meeting early in order to return to Unit negotiations which were slated to resume during the evening. Other delegates, in background, continue discussion on contract.

Central



Central Conference first vice-president Floyd Peashey answers one of the many questions asked by members attending the meeting in Syracuse. Questions at meeting dealt with many topics, particularly status of negotiations, "job action" plans and procedures. Charles Ecker considered meeting "excellent," adding "we accomplished a lot." One official said "county workers are fully supporting State employees."

Long Island



Fieldman Nick Pellicino, right, is surrounded during break in Long Island Conference meeting to answer questions by, from left, Betty Dow, Vic Ruggi and Al Castaldi, all of SUNY at Stony Brook. The emergency meeting, held at Bethpage State Park Clubhouse, was called to enable Conference member chapters to coordinate their efforts in the event a showdown with the State became necessary in the current State contract negotiations.

Southern



Regional field supervisor Thomas Luposello, Southern Conference president Nicholas Puzziferri and Conference vice-president James Lennon get together to go over plans formulated at Conference meeting in Frischkill. Meeting, attended by some 90 people representing 24 chapters, set up command post at Holiday Inn in Middletown with a hot line for communications to keep Conference members abreast of developments.

Western



In foreground, someone holds up brochure entitled "You Have a Lot to Lose," as Western Conference leaders and fieldmen crowd doorway in emergency meeting of Western Conference. Seated at desk is regional field supervisor James Powers and, to his immediate right, Conference president John Adamski. The brochure features material that CSEA has been running in newspaper ads in order to alert the membership of the crisis.

CITY ELIGIBLES

(Continued from Page 12)

Barge, Velma Buckley, Nicholas Quiles, Allen W Hessel, James E Capel, Jose A Lopez, Antonia P Vazquez, Vivi L Perkins, Arthur D Phillips, Carrie Goodwyn, Louis C Cosentino, Frances E Heyward, Beulah P Palmer, James Williams.

281 Winston H Powell, Gita Gulbinowicz, David Smith Jr, Thomas M Derosa, Elsie E Richardson, Norman A Anthony, Sunder Devaprasad, Margaret L Brown, Michele L Cohn, Florence A Lugovina, Ruth Ellis, Leopold A Lohr, Gerald D Valentine, Letty H Simon, William E Wallace, William E Harper, Charles E Jenkins, Walter E Puryear Jr, Carrie B McNally, Mercedes Santana.

301 Della Quintana, Shirley Jenkins, Bertha Heckstall, Miguel A Erausquin, Chet Wilkins, Maria L Riva, Rosa M Nival, Ruby Kichen, Miriam C Modestl, Jose Cabrera, William W Malone Jr, Richard Barry, Charles L Harris, Noella Cruz, Gertrude A Smith, Eliezer Baez, Curtis B Cosgrave, Quincy L Boykin, Richard Jones, Alexander Mrae.

321 Donald R Larsen, Dorothea Cruz, Annie Edwards, William E Davis, June E Margolin, Velma A Bremer, Sean AJ Rezzogoli, Anthony Cordero Jr, Cassie Cunningham, Jeff Wood, Lester C Brown, Elaine A Patterson, Karen M Prince, Eva M Smith, Geraldine Tiernan, James A Hunter, Roger C Spencer, Roberta A Glascoe, Fannie Taylor, Matilde Figueroa.

341 Walter G Pietsch, Julio C Flores, James H Hayward, Horace W Mathis, Frankie B Davis, Beatrice Robinson, Jimmy O White, Melvin H Ferguson, William J Covington, Delores Stewart, James W Peebles, Edith S Mejia, Joyce D Bingham, Vermell B Doncker, Laverne Esquillon, Perry M Braswell, Douglas S White, Melvin Gadsden, Richard E Reynolds, Helen S Jones.

361 Leroy Colter, Patricia A Stitt, Nathaniel Brunson, Ruby Hardnett, Alma E Nichols, Zoltan Ruttner, Mark G Steinberg, Gladys V Daniels, Joseph J Aquino, Ramona G Intrigo, Margaret A Kerry, Mary E Dolan, Allan Jones, Barrey P Ranger, Raymond Ocasio, Guadalupe Rodriguez, Jessie A McThay, Wilfredo Ortiz, Althea Goldberg.

381 Richard W Turer, Erma D Alleyne, Joseph L Burnett, Patricia A Smith, James R Landru, Eliane Townsend, James L Young, Margarete Pagan, Marie M Olmedo, Gladys F Davis, Carmen Nieves, Victor Aponte, Otley Brownbill, Herbert Salas, Estelle Epstein, Elops M King, David Ellis, Gerald A Davis, Melvin R Stokes, Gloria W Mills.

(To Be Continued)

EXAM NO. 1056 RAILROAD WATCHMAN NYC TRANSIT AUTHORITY

On Feb. 10 this list of 888 eligibles for the title of railroad watchman was established; the list will be valid for at least one year from that date. Candidates competed on open competitive exam No. 1056 on a written exam held Nov. 21, 1971, after a filing period of Sept. 2 through 22.

The Leader has previously printed the first 240 names on the list. The percentage grades for the following names begin with 86.3.

(Cont. from Previous Editions)

421 Andrew J Lambert, Steven G Mertens, Emmitt C Davies, Cornelius Walsh, Robert J Short Sr, Robert A Hunter, William Brown Jr, Joseph A Fratianni, John J Gill, Steven B Zimmerman, Edward Treilib, James F Mahanna, Bernard H Zeisel, Irving Salador, John A Ragan, William J Roller, Robert N Chico, Frank J Marchiano, Daniel A Rosenthal, Allan J Leventhal.

441 Millard L Barrett Jr, Irving Biller, Paul Galdzls, Terence J Keenan, Francisco Hall, Louis Purpura, Anthony J Ruocco, James L Shannon, Ralph R Gonzalez, Melvin E Reid, Patrick J Culhane, Laurence Taylor, Larry Liedy, Clifford Wren, Morris Friedman, Curtis L Barco, Felix P Catapano, Walter A Piliplak, John Florio, Albert C Diorio.

461 Lee R Baker, William G Hart, Bruno A Erspamer, George Staley, Thomas J Carroll, Sam Wolfson, Hubert Copland, Bernard F Butler, Joe C Tooley, Douglas R Kennedy, Angel E Mendez, Lee P Weaver, John M Difalco, Carl R McCalvier, Edward D Minor, Edward J Gans, Anthony Larosa, Dennis Devitt, Michael R Stewart, Thomas A Dangelis.

481 Anthony C Dilandro, Eugene P Malholt, Criggs S Harris Jr, Chester Satow, Lloyd Smiley Jr, Patrick Palmer, Raymond J Flament, Hugh Gilroy, Charles F Rosenthal, Cornelius Fanelli, Larry Cox, Michael A Ello, Albert R Desando, Martin L Isseks, John D Kuhl, Ruben E Acosta, Thomas Hughes, Salvatore Marra, Alan Pinhas, Kenneth M Kutney.

501 Eduardo Rivera, Samuel Watkins Sr, Fred Burns Sr, Linwood P McCoy, Samuel Southerland, Andres Rodriguez, Alex

Siretz, James A Jones, Michael J Cerio, Vincent A Lmandri, Joseph P Silletto, Linda R Parrilla, Thomas E Wilson, Leonard A Patterson, Goldia Freeman, Ronald Thomas, Albert E Moore, John A Cossa, Ronald P Marozzi, James F Brennensen.

521 Israel Rivera John J Cooney, Lawrence A Manning Jr, Leroy J Wilson, Charles Danckert, Jack Livingston, Ernest R Barese, Freddie E Taylor Jr, Maurice Anthony, Horace E Bell, James Miller, Edward A Prokopiak, Robert J Castelli, James Albano, Louis Silver, Joaquin Franco Jr, Cornell Young, Donald C Weber, Bruno M Glowacki, Henry Urff.

541 Freddy Vega, Robert G Schoeller, Samuel Hellams, Thomas P O'Connor, Robert E Patterson, Franklyn Boyd, John Johnson, Carlton Lee, Irving Benjamin, Louis Anucci, Allen Collier, Joseph Barget Jr, Leo Beaulieu, Patrick Weber, Joseph Dagostino, Julius Works, Fred O Griffith, Alton Ford, Joel Cooper, Charles P Eck.

561 Leroy Jones, Patrick J Geraghty, Harold Charles Vincent Villani, Joseph Katz, Richard F Williams, Hubert Malloy, Franklin O Robson, Samuel E Solomon, Richard M Brown, Thomas J Baumann, Leon J Hechler, John A Cooper, Valentine Charles, Edward W Quinn, Richard Reid, Carlos F Budet Jr, Luke S Albano, Stanley W Wagner, Leroy M Wallace.

581 Salvatore Pescina, Richard L Staten, Gary J Lloyd, Martin F Mulderigg, Thomas M Haugh, Kilbert Jackson, Lewis R Napolitano, Lawrence B Logomarsino, William E Kaufman, John Golem, Charles M Shanley, Richard T Braumbach, Richard Hicks, Robert L Prince, Frank Guidice, Darnell M Eley, John T Hamill, Andrew L Trager, Luis A Lausell, Alan J Benjamin.

601 Lawrence Henry, Alfred Pena, David L Perry, Theodore E Bristow, Roy E Osmundsen, Harold Schnabolk, Benpamin H Gilmore, Richard Davis, George Shapiro, Forrest Chestnut, Lawrence E Fahey, John L Pacheco, Roger Hurley, Andrew J Kerrigan, James A Leach, Richard A Pope, John H Carter, Kenneth Malczynski, Richard Larsen, Reginald M Garcia.

(To Be Continued)

Stony Brook Chapter Breaks Off Negotiations Over Work Conditions

STONY BROOK — After 11 months of trying, the Stony Brook University chapter of the Civil Service Employees Assn. has been forced to break off negotiations over local working conditions.

The negotiating team cited an "arrogant, almost insulting" conduct by the administration throughout the talks, its destruction of a tentative agreement by the hostile wording of a proposed draft and refusal to accede to demands for a "buddy system" for the protection of employees

and for a voice in campus committees which bear on employment conditions.

The local negotiating team had been meeting with management since May 1971 to try to improve working conditions and communication with the administration. The negotiating team consists of: Varacchi, Elizabeth Greenfield of administration, Gerald Lenox of operational, John White of institutional and Alfred Castaldi of PS&T, assisted by field representative Nicholas Pollicino.

Varacchi Hits Negative Attitude

STONY BROOK—In a letter to Jurgen Krause, chairman of the Stony Brook University management negotiating team, the Stony Brook CSEA negotiating team said:

"It is with great dismay and disappointment that we must notify you that the discussions . . . have now been terminated.

"We had thought, foolishly, that some good might have occurred through out mutual discussions, but the negative attitude displayed during the entire negotiations by the administration leaves us no recourse. . . .

The action taken by the management team once again demonstrates the feeling and the attitude that the management has for the workers. . . . Months of negotiations and countless hours were totally wasted. . . .

"Our letter may seem quite dismal, but a ray of hope might be in view. The volumes of papers that we have accumulated may be salvaged and stuffed into the recycling process. But, knowing your reactions to our suggestions, I am sure that you would not agree with us. So, please use your discretion and stuff them wherever you see fit."

The letter was signed by Albert J. Varacchi, president of the chapter, Gerald Lenox, John White and Alfred Castaldi.

Negative Attitude
The essentially negative attitude of management became more pronounced with each meeting, Varacchi said, but the team felt that the problems were of such import that the talks had to be continued.

On Oct. 12 a tentative agreement was reached, but on Dec. 13 the administration presented a document supposedly representing the language of the agreement that caused one of the team to comment, "It looks like a peace treaty between two hostile nations."

The local negotiating team immediately objected that the spirit and language of the document was not what had been agreed to by the team.

The team spent two additional months discussing 12 items in the agreement, which the administration had modified.

The dispute boiled down to two questions:

- Institute a "buddy system."
- CSEA representation on committees pertaining to labor.

The administration insisted these items were solely management prerogatives and instead that they be deleted.

The team said it was not improper to ask that two employees be assigned to one building, particularly after hours when the campus is deserted, or to anticipate a voice on campus committees which bear directly on employees.

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CSEA \$UPER \$IGN-UP '72 \$EASON

MEMBERSHIP DRIVE

April 3-June 23

Cash in quick! For every new CSEA Member you sign up, we'll send you a check for \$2.00 — instantly. We'll also enter your name, and the new member's name in the drawing for our \$15,000 jackpot of prizes. There will be *three* drawings. The sooner you get your names in — the more chances you'll have to win. The 1972 Monte Carlo will be given away at the final drawing.



GRAND PRIZE
1972 Chevrolet
Monte Carlo



Travel arrangements by CSERA and Knickerbocker Travel Service

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for two abroad
(One each drawing)



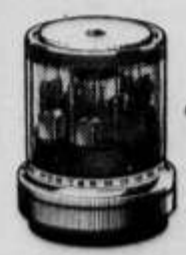
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**Rules for CSEA Super Sign-Up/72
Membership Drive**

- (1) Only CSEA members in good standing as of April 1 are eligible to sign up new members.
- (2) For each new member signed up during the period of April 3, 1972 through June 23, 1972, the person recruiting receives a special award check worth \$2.00 in cash.
- (3) For each new member signed up during the eligible period, the recruiter also has his name entered in the prize jackpot. (Thus, if a person signs up 10 members — he has 10 chances to win a jackpot prize).
- (4) The new member's name also goes into the jackpot drawing.
- (5) There will be three drawings. One each month. 57 prizes will be given away during the first drawing. 74 prizes will be given away during the second drawing. 109 prizes will be given away at the final drawing, approximately July 1. The Monte Carlo will be given away at the final drawing. All names received in time for the first drawing will be carried over to the second drawing . . . and so on. All winners in the first and second drawings will also be eligible for prizes in the third drawing.
- (6) To be eligible for cash awards and jackpot prizes, the recruiter must sign up new members on special Super Sign-Up/72 application forms (PDA cards) supplied to each chapter and unit prior to this drive. These cards must be filled in properly and transmitted to CSEA through the designated membership chairman in your unit or chapter.
- (7) Members of the board of directors and the State membership committee are eligible for cash awards for signing up new members — but not for jackpot prizes.