

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXXIII, No. 11 Tuesday, November 9, 1971 Price 15 Cents

POLITICAL ACTION WORKS!

See Page 2



Julia Duffy, president of Pilgrim State Hospital chapter, listens as Irving Flaumenbaum, Nassau County chapter president, assails intolerable conditions at the hospital. The two CSEA leaders appeared, together with several hospital employees, at press conference in Garden City, L. I., last Friday.

Deteriorating Conditions At Pilgrim State Hospital Assailed By CSEA Leaders

GARDEN CITY—Long Island Civil Service Employees Assn. officials revealed wholesale deterioration of the physical and mental condition of patients at Pilgrim State Hospital at a press conference here Friday.

Active tubercular patients, they said, have been mixed in wards with physically healthy mental patients. "They are shoving medical patients into buildings that were never intended for more than custodial use," asserted Irving Flaumenbaum, a State CSEA director. "I can assure you that there will be deaths because of this."

Mrs. Julia Duffy, president of the Pilgrim chapter of the CSEA, demanded that the State:

- 1) immediately reopen the Edgewood Division medical hospital at Pilgrim, which has been virtually emptied over the last two months;
- 2) repaint the entire building;
- 3) repair and maintain the four elevators in the 13-story building, and
- 4) dismiss Mental Hygiene Commissioner Dr. Alan D. Miller because he "does not care about the patients."

The officials appeared at a press conference here with Harry Raskin, an attendant, Ben Kosiorowski, a staff attendant, and Gus Menzel, president of the Suffolk State School chapter of CSEA.

Flaumenbaum and Mrs. Duffy also complained that a special State probe of the Mental Hygiene Department had "apparently died" after achieving headlines last Spring.

They challenged Assemblyman Robert Wertz (R-Smithtown) to follow up on the expose that re-

vealed entire hospitals budgeted and staffed although they had no patients, on-duty private practice by the director of Creedmore Hospital and other abuses.

Mrs. Duffy explained that a so-called economy effort ordered by Miller had caused Pilgrim to schedule the closing of the Edgewood Division. Almost 900 patients — suffering active tuberculosis, diabetes, emphysema, and cancer — have been moved to Pilgrim buildings not designed for medical care.



I'M QUITTING 82 — Edward Smith, left, a narcotics correction officer at Ridge Hill Rehabilitation Center in Yonkers and a former delegate representative to Council 82, AFSCME, which is now battling against the Civil Service Employees Assn. for the right to represent employees in the State Security Unit, accepts withdrawal cards from authorized members of Council 82 to cancel their membership. Smith said he is joining CSEA and supporting CSEA in the election. (Ballots will be counted Nov. 18 in Albany.)

In Civil Service

Bond Failure, Strike Right & Arbitration To Have Deep Effects

BY PAUL KYER

Voter rejection of the \$2.5 billion New York State transportation bond issue and two proposals for bringing a greater degree of labor peace in the civil service sector could have a profound effect on public employees throughout the State for years to come.

Of immediate concern to both local and State civil servants is rejection of the bond issue, not in terms of saving current transit fares but in terms of the budgets of the State and New York's major cities.

When the Legislature convenes in January it will be faced with the very critical problem of creating a budget that starts out already being in the red by three quarters of a billion dollars, of which some \$300 million was to have come from the bond issue. The big cities had also been doing some budgetary thinking in terms of aid from the same source of revenue. Spokesmen in all these areas

(Continued on Page 13)

Open Enrollment For Supplemental Insurance Plan

Members of the Civil Service Employees Assn. have until Dec. 31 to obtain additional life insurance coverage at low cost during the open enrollment period of the CSEA supplemental life plan.

In many cases a physical examination will not be needed to gain coverage and applicants are assured the right to purchase a minimum of \$10,000 coverage to supplement insurance they now hold under the regular CSEA group life plan.

Further details on this offering appear on Page 4.

CSEA Denies Troy City Aides Work 30 Hours

TROY — The Civil Service Employees Assn. has refuted recent articles appearing in the Troy Record and Knickerbocker News-Union Star, which claimed that Troy City employees work a 30-hour week.

"The truth of the matter is that Troy City Hall workers have been working 37½ hours a week since March of 1970, as a result of a directive from the City Manager," said Thomas S. Whitney, CSEA field representative.

"CSEA has challenged this directive," he continued, "and the matter is still before the State Courts."

Prior to March 1970, the employees worked 30 hours a week. "We only wish to clarify, for our members and for the public, the report which was apparently issued to newspapers by the State Public Employment Relations Board," Whitney said.

DelVecchio Requests Special Consideration For Laid-Off Workers

WHITE PLAINS—The Civil Service Employees Assn.'s Westchester chapter has gone to bat for those public employees whose jobs have been abolished in recent months because of Statewide government austerity measures.

CSEA chapter president Michael DelVecchio announced last week that he had requested the personnel officer of Westchester County to give special consideration to laid-off public employees when hiring new employees under the Emergency Employment Act of 1971.

"Of course," DelVecchio said, "there are various Federal criteria which must be met in order for these public employees to be considered for the program. But we felt very strongly that these loyal, dedicated employees who have lost their jobs through no fault of their own should be given special consideration if they meet the required standards."

Inside The Leader

- CSEA — Commerce Departmental Agreement — See Page 3
- Martello Discusses Agency Shop — See Page 16
- Metropolitan Conference Dinner-Dance — See Page 16

I & I Installs Officer Slate

COLONIE—Ronald Lindell was returned to office as president of the Albany chapter, Identification and Intelligence Agency, Civil Service Employees Assn., at an installation dinner last Friday at the Northway Inn here.

Installed with Lindell were the following newly elected chapter officers: vice-president Cindy Eagen, secretary Catherine Iacovitti, and treasurer Genevieve Merriman. Donald Blake was named chapter delegate to the Capital District Conference, with Carol Ferguson as alternate.

Representing CSEA Headquarters at the meeting were Rex Trowbridge and John Naughtner.

Don't Repeat This!

Bond Issue Defeat Puts Legislators In The Hot Seat

DEFEAT of the transportation bond issue will engulf the State Administration in a sea of fiscal troubles and will embroil the forth-

(Continued on Page 10)
SUPPORT THE ATTICA FAMILY MEMORIAL FUND
ATTICA, N.Y. 14011

Performance Tests The Key Consider Diploma Adequate For Entrance Typist Jobs

High school graduates who can show a moderate amount of skill on a typing performance test, even if they lack work experience, may apply for typing positions with Uncle Sam. Required is 40 wpm.

Likewise, potential stenographers who can handle transcription at the rate of 80 wpm—job history notwithstanding—may apply directly to the U.S. Civil Service Commission with evidence of having either a high school diploma or the equivalency.

Entry grade salaries currently provide \$5,223-6,202 for Federal agencies within the five boroughs of New York City. A large assortment of fringe benefits—as noted in the exam notice—will also be made available.

GS-3 typist jobs (as well as GS-4 steno spots) insist on a full year of studies beyond high school. For those who choose to submit experience instead, the GS-2 openings ask for six months' worth. A full year will satisfy the qualification for the higher grades.

Saturday, Also

To apply, report at the Fed-

eral Job Information Center, 26 Federal Plaza, Manhattan between 9 a.m. to 3 p.m. Monday through Friday; or 9 a.m. to 1 p.m. Saturdays. Federal Plaza is located two blocks north of City Hall. Appropriate tests will be given immediately, and certification will be made the same day. No written test is required.

At present, a short waiting list exists for jobs in both positions.

For similar jobs outside New York City, application forms may be obtained at the Federal Job Information Center.

Police Anchor Club Plans Annual Mass

The NYC Police Anchor Club has set Saturday, Nov. 27, for the Annual Memorial Mass for deceased members, celebrated by the Reverend John P. Fitzgerald and the Reverend Daniel Gleason, chaplains.

The Mass will be held at noon at St. Raymond's Church, E. Tremont and Castle Hill Aves., in the Bronx. A luncheon will follow the Mass, to which all members and friends are invited.

Want Analyst Jobs

The promotion test given at Hughes HS for management analyst found two candidates taking that written exam.

HIGH SCHOOL DIPLOMA **MONROE BUSINESS INSTITUTE**

- ACCEPTED FOR CIVIL SERVICE
- JOB PROMOTION
- EXCELLENT TEACHERS
- SHORT COURSES-LOW RATES
- VETERAN TRAINING • TEL: 933-6700

115 EAST FORDHAM ROAD
BRONX 10468 933-6700

C.S.E.&R.A.

CIVIL SERVICE EDUCATION & RECREATION ASSN.
THANKSGIVING & CHRISTMAS PROGRAM

K-2191 LISBON (PORTUGAL) (4 Days/3 Nights)

Leaving November 24; Returning November 28 via TWA. Featuring luxurious Estoril Del Sol Hotel, continental breakfast, dinner daily, sightseeing, gratuities, fully escorted. **\$224.00**
Taxes 16.00

K-2219 CURACAO (6 Days/5 Nights)

Leaving November 24; Returning November 29 via KLM. Featuring the luxurious Hotel Hilton, full American breakfast and dinner daily, cocktail party, gratuities and taxes. **\$295.00**

K-2163 ROME/FLORENCE (9 Days/8 Nights)

Leaving December 23; Returning January 1. Featuring twin-bedded room with private bath, continental breakfast daily, sightseeing, service charges and taxes, fully escorted. **\$329.00**
Flight Only **\$222.00**

**K-2236A AIR/SEA CARIBBEAN CRUISE—
SS REGINA**

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

**K-2181 FREEPORT, GRAND BAHAMAS
(9 Days/8 Nights)**

Leaving December 24; Returning January 1. Featuring the luxurious Kings Inn & Golf Club with breakfast and dinner daily and Free Golf. **\$319.00**
Taxes & Gratuities 20.50

INDEX TO TOUR MANAGERS

K-2219: MISS DELORAS FUSSELL, 111 Winthrop Avenue, Albany, New York 12203. Tel. (518) 482-3597 (Aft. 6 P.M.)

K-2236A: MISS EMILY RIORDAN, 1501 Broadway, Suite 711, New York, N.Y. 10036. Tel. (212) 868-2959.

K-2191: MR. IRVING FLAUMENBAUM, 25 Buchanan Street, Freeport, L.I., New York 11520. Tel. (516) 868-7715.

K-2163, K-2181: MR. SAM EMMETT, 1060 E. 28th Street, Brooklyn, N.Y. 11210. Tel. (212) 253-4488. (After 5 P.M.)

For Detailed Information and Brochure Write To:

**CSE&RA, BOX 772, TIMES SQUARE STATION
NEW YORK, N.Y. 10036**

Available only to CSE&RA members and their immediate families.

Statewide Action

Political Action Does Work! CSEA-Backed Candidates Win

ALBANY—Local government employee members of the Civil Service Employee's Assn. were generally successful in their endorsement of or opposition to candidates for political office in this year's election.

While some candidates supported by CSEA members lost, an overwhelming number of those with CSEA backing were swept into office around the State.

Most notable was the election of Edward Regan as Erie County Executive, who swamped Frank Sedita, Democratic mayor of Buffalo. Regan, who won by approximately 70,000 votes, carried the City of Buffalo, a traditionally Democratic stronghold. George Clark, president of the Erie County chapter, although not officially speaking for the chapter personally endorsed Regan and called on all CSEA members and their families to vote for the Republican candidate who ran against Arthur Levitt for State Comptroller last year.

Other major endorsements were in Nassau, Suffolk and Sullivan Counties where CSEA-back-

ed candidates for State Senator, County Executive and Sheriff won handily.

On Long Island

The Nassau County chapter, headed by Irving Flaumenbaum, endorsed the successful candidacy of Republican George Murphy, who was elected to fill the unexpired term of the late Senator Edward Speno.

Also in Nassau County, the Town of North Hempstead, led by president Alex Bozza, endorsed a successful slate of Republican candidates led by Michael J. Tully Jr., who won a term as Town Supervisor.

In Suffolk County, the chapter, headed by Frank Imbolz, president, endorsed the election of John V. N. Klein, Chairman of the Board of Supervisors, as

County Executive. The chapter's Town of Islip unit threw its weight behind Peter Cohalan, who won the Supervisor's post.

The Sullivan County chapter, led by president Jack Namerson and Arthur Bolton, CSEA State Board member, supported Joseph Wasser, who defeated incumbent Sheriff Raymond Dunn; Dennis Greenwald, who ousted V. Kenneth Godfrey, chairman of the County Board of Supervisor's personnel committee, for the Supervisor's post in the Town of Manakating, and Vincent C. Galligan, incumbent supervisor in the Town of Forestburgh.

The Sullivan County employees had sent questionnaires to all candidates asking their positions on civil service status for Deputy Sheriff, the use of patronage appointments rather than creating civil service jobs, and the fight against the pollution of two rivers which are popular recreation spots.

Republican William Ballantine, won the mayor's job in the City of Rome with the endorsement of the Oneida County chapter, according to Louis Sunderhaft, chapter president.

'Most Potent Weapon'

CSEA president Theodore C. Wenzl said: "CSEA, as a State-wide organization, has remained neutral in political elections down through the years, but it has become apparent that this policy will have to be changed. CSEA leaders have come to the realization that political action in elections at all levels is or will soon become our most potent weapon in opposing those who have consistently shown disregard for the welfare of the public employees we represent."

"CSEA realizes, however, that support or opposition of particular candidates in local, State and Federal elections must be based on very complex criteria. We may have a friend who has unwaveringly backed public employees down through the years, but who had voted against a particular pro-CSEA measure for personal or very special reasons. In these cases, we must look long and hard at his reasons before taking a position for or against him."

"Last Spring's drastic budget cuts and resultant layoffs of thousands of State workers changed the thinking of many of our leaders with regard to political action in the future. Already our Board of Directors has directed that the voting records of all State legislators on the bills favoring or against public

(Continued on Page 13)

where do you live?

BROOKLYN?	— you pay only —	\$162.00*
QUEENS?	— you pay only —	112.00*
SUB. QUEENS		111.00*
NO. BRONX?	— you pay only —	122.00*
SO. BRONX?	— you pay only —	155.00*
NASSAU?	— you pay only —	
HEMPSTEAD		96.00*
NO. HEMPSTEAD		89.00*
OYSTER BAY		86.00*
SUFFOLK?	— you pay only —	
EAST		83.00*
WEST		88.00*

* FULL YEAR premium for min. requirements of New York State law for eligible 1AO residents.

If you live anywhere in New York or New Jersey

STATE-WIDE SAVES YOU BIG MONEY ON YOUR AUTO LIABILITY INSURANCE

**SAVE
20%**

OFF BUREAU RATES

That means you save \$20 out of every \$100 on your premium!...AND THESE SAVINGS ARE APPLIED IMMEDIATELY!

Compare!

State-Wide Insurance Company

QUEENS — 90-16 Sutphin Blvd., Jamaica 11435 — AX 1-3000
BROOKLYN — 2344 Flatbush Ave. 11234 — CL 8-9100

WHY PAY MORE? Get our low rates on your car NOW

State-Wide Insurance Company
90-16 Sutphin Boulevard, Jamaica, N.Y. 11435 CSL-119
Without obligation rush full information on your money-saving insurance.

Name _____
Address _____
City _____ Zip _____
Phone No. _____



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

Business and Editorial Office:
11 Warren St., N.Y., N.Y. 10007
Entered as Second-class matter and
second-class postage paid, October
3, 1939, at the post office at Stamford,
Conn., under the Act of March
3, 1879. Member of Audit Bureau
of Circulations.
Subscription Price \$7.00 Per Year
Individual Copies, 15c



Members of the negotiating teams of the Civil Service Employees Assn. and the State Department of Commerce sign a Memorandum of Understanding agreement which includes the establishment of a joint committee to resolve labor-management problems in the department. Standing from left to right are: David Caplan, CSEA team member; George W. Cooper, member of the department management negotiating team; Elizabeth M. Klein, management; Henry Kadish, CSEA; Joyce O'Brien, CSEA; Joseph Kutey, CSEA; Justine Cook, CSEA; Merle J. Ross, management, and Anne E. Lowry, management. Seated, from left: Michael F. Woods, chairman of the management team; Neal L. Moylan, commissioner of the Dept. of Commerce, and Emil J. Splak, chairman of the CSEA team. Not present for the photo were J. Bruce MacDonald, management; Herbert Carroll, CSEA, and Bernard J. Ryan, CSEA collective negotiating specialist, who assisted in negotiations.

CSEA-Commerce Signing Sets Up Joint Committee

ALBANY—A Memorandum of Understanding has been signed by the Civil Service Employees Assn. and the State Department of Commerce, which will "provide a basis for working together and improving conditions affecting the interests of the employees of the Department of Commerce."

The main points included in the Memorandum are:

- Establishment of a joint CSEA-Department of Commerce committee to resolve labor-management matters of mutual interest;
- Agreement by the Department to ascertain the availability

of reference materials relating to personnel procedures and placed to be readily accessible to all employees;

- Agreement by the Department to make available to the CSEA Commerce Dept. representative information relating to examinations and personnel transactions;

- Agreement by the Department to provide its supervisory staff with the details required to be familiar with CSEA-State agreements;

- Agreement that all employees have the right to review their personal history folders and to file responses;

- Distribution to all employees of the Memorandum of Understanding and agreements reached by the joint committee.

A spokesman for CSEA said that the first joint committee meeting would focus on attendance rules and procedures.

Members of the CSEA team who negotiated with the Commerce Department on terms of the Memorandum are: Emil J. Splak, chairman; David Caplan; Herbert Carroll; Justine Cook; Henry Kadish; Joseph Kutey; and Joyce O'Brien. Assisting the team was Bernard J. Ryan, CSEA collective negotiating specialist.

CSEA Says 'No Pay' For Albany Parking Lot

ALBANY—The Capital District Parking committee of the Civil Service Employees Assn. has come out in opposition to a State Administration plan to charge Motor Vehicles Dept. employees for parking when they move to new facilities in the South Mall complex.

The committee registered its opposition at a series of six meetings with representatives of the State Office of Employee Relations, the Office of General Services and Division of the Budget.

Boyd Campbell of the State Education Department, chairman of the committee, said that Motor Vehicles employees are currently provided with free parking and that the committee feels this practice should continue when the move is made to the Mall in the near future.

Bargaining Issue

The State has agreed to provide all Motor Vehicles employees with parking at a cost to them, and CSEA will take up this issue with the Administration in coming Statewide negotiations, Campbell said. CSEA delegates, meeting last month in New York, approved a bargaining demand calling for free parking for all State employees.

A member of the committee, CSEA first vice-president Thomas McDonough, who also heads the Albany Motor Vehicles chapter, said he will "fight vigorously in the negotiations to provide free parking to all State workers. It's an important condition of employment which should be given top priority," he said.

The committee also asked that it be allowed to review all proposed assignments of parking places in the Mall before they are finalized.

Other members of the committee are Ernest Wagner of the Employees Retirement System and Alphonse Briere of the Division of Employment at the State Campus. F. Henry Galpin, assistant executive director of CSEA, and John J. Naughton Jr., collective bargaining specialist, assisted the committee during the discussions.

L.I. Conference CSEA Slates Dinner, Dance, Santa For Xmas Party

The Long Island Conference of the Civil Service Employees Assn. has announced that its second annual Christmas party will be held on Dec. 16 at Sunrise Village in Bellmore, L. I.

George Koch, president of the Conference, said he looked forward to a lively party this year, judging by the success of last year's event. Included in the price of the ticket are dinner, dancing, a floor show and all the beer you wish. Koch added that Santa Claus will even be there—with something for everyone.

Tickets cost \$6, and are available through the officers or social chairmen of local CSEA chapters. Final plans for the party will be announced within the next few weeks.

DOT Labor Seminar Scheduled In Dec.

SYRACUSE—A labor seminar for Department of Transportation chapters of the Civil Service Employees Assn. will be held here on Dec. 3, 4 and 5, at the Northway Inn at Exit 36 of the Thruway.

Among subjects to be discussed at this session will be: grievance procedures, Section 75 proceedings, negotiations, and reports of the special CSEA Transportation committee.

A spokesman for CSEA said that information regarding prices and details of the three-day event is being mailed to all DOT chapter presidents. CSEA will pay for one representative from each chapter, according to the spokesman.

— On Her Retirement —

Mrs. Leschander Honored By Rochester CSEA Members

ROCHESTER — Marie Leschander has approved the paychecks for 11 city managers in Rochester and seen their pay rise from \$20,000 to \$39,208 a year. But she's rarely seen any of the managers.

Mrs. Leschander, a member of the Civil Service Employees Assn. for 25 years, retired last month after 34 years in City Hall's payroll department. Her friends threw a retirement party for her Sept. 24.

The earliest city manager she can name is Louis B. Cartwright, who became the City's top administrator in 1940 and served for the longest period—14 years.

But she actually started working under Harold W. Baker, a Democratic city manager who was popular enough among Republicans to stay on as manager when the GOP recaptured City

Hall in 1937.

Helping Hand

That was the year Marie, after two years at East High School, began helping City Hall add water charges to the perennial property tax bills.

Then Marie Van Hooydonk of Mayberry St., she was working for an addressing company in Rochester and the City had asked the company's help in combining the two bills for the first time.

For two years she spent part of her time in City Hall and part at the addressing company.

(Continued on Page 14)



STRATTON AT CSEA — Rep Samuel S. Stratton, standing, of the 29th Congressional District, addresses members of the Civil Service Employees Assn. ad hoc committee on the "New Delivery System" in Social Services, at CSEA Headquarters in Albany. The Upstate Congressman spoke on the effects on local governments of the Federal Welfare Reform Bill (HR-1). Seated

at the head table, from left, are Patrick Monachino, collective negotiating specialist, who assists the committee; Thomas McDonough, first vice-president of CSEA; Joseph J. Dolan, Jr., director of local government affairs for CSEA; Charles Guarino of Erie County, chairman of the committee, and Richard A. Tarmey, third vice-president of CSEA and an employee of the Montgomery County Department of Social Services.

inflation!

Has your family protection kept pace with today's

NOW! Additional Life Insurance At Remarkably Low Cost Available To CSEA Members!

Supplements present group plan.

Up to \$40,000 available.

Optional coverage for family.

Today's rapidly rising prices have made many a man's life insurance portfolio inadequate.

What about yours?

If your wife and children were suddenly deprived of your income, getting along on your present insurance in the face of today's or tomorrow's costs would probably be a tremendous hardship, if not impossible.

What You Can Do

With this in mind, The Civil Service Employees Assn. has arranged to make available to you additional coverage at remarkable low rates. In many instances premiums will be below what you'd have to pay if you arranged for the insurance on your own. The table at right gives you the story at a glance. And low cost is only one advantage. There are many other wonderful features, which make this plan, we sincerely believe, one of the finest ever offered to any group.

Other Important Features

Eligible members may apply for \$5,000 to \$40,000 in multiples of \$5,000. However, the amount, when combined with the Association's Group Life Insurance Plan, may not exceed three times salary.

Optional Coverage For Your Dependents

If you are insured under this program you may also apply for coverage for your spouse and each unmarried child (including legally adopted children and step-children) who has not reached his 18th birthday.

LOOK AT THESE LOW PREMIUM RATES PER \$5,000 OF TERM INSURANCE

	Semi-Monthly*	Bi-Weekly*
Under 30	\$.55	\$.50
30-34	.65	.60
35-39	1.10	1.00
40-44	1.40	1.30
45-49	1.90	1.75
50-54	2.80	2.60
55-59	3.95	3.65
60-64	5.75	5.30
65-69	8.25	7.60

*Convenient payroll deduction of premiums for state employees and most political subdivisions. Premiums increase as insured attains a new age bracket.

AMOUNT AVAILABLE

Spouse	\$5,000
Child age 6 months or more	2,500
Child age 15 days to 6 months	500

LOW BI-WEEKLY COST FOR SPOUSE

Member's Age	Member's Age
Under 30	45-49
30-34	50-54
35-39	55-59
40-44	60-64
	65-69

Premiums increase as the insured attains a new age bracket. A flat additional charge of \$.57 bi-weekly includes all insured children age 15 days to 18 years regardless of number. Also, if you should die before your children become 22, their insurance would continue without further premium payments until they are 22.

There is a special Accidental Death Benefit for members equal to the face amount or equal to twice the face amount if the member's death is due to riding as a passenger in an aircraft or other commercially operated public conveyance. These benefits are payable for loss of life resulting from accidental injury and occurring within 90 days after the accident. Death resulting from war, suicide (sane or insane), certain aviation activities and death attributable wholly or partly to disease, is not covered.

In addition, you get WAIVER OF PREMIUM in certain cases involving total disability, plus broad conversion privileges and liberal renewal agreements.

Rates Guaranteed by MONY

The entire plan is underwritten by MONY (Mutual Of New York), one of the oldest and strongest insurance companies in the world. MONY guarantees the premiums for each age bracket. They cannot be increased as long as your policy remains in force. In fact, dividends, as declared, may further reduce your cost.

Who May Apply

Members of the Association who are under age 70 and regularly and actively at full-time work for at least 30 hours per week, and insured by the CSEA Group Life Plan, may apply.

Special Liberal Rules During Enrollment Period

There are extra advantages for applying during the Enrollment Period. That's why we urge you to send for the pamphlet giving complete details—now. Just use coupon below.

Even if you are undecided, we urge you to send coupon now for full details. You have nothing to lose but an 3c stamp.



For Complete Details, Fill Out And Mail Today

TER BUSH & POWELL, INC.
Civil Service Department
P.O. Box 956
Schenectady, N.Y. 12301
Please send me information about the CSEA Supplementary Life Insurance Program.

Name Age

Home Address

City State Zip

Place of Employment

Employment Address



TER BUSH & POWELL, INC.

REPRESENTATIVES FOR CSEA

SCHENECTADY NEW YORK BUFFALO SYRACUSE

SPECIAL

Jobs In 14 Fields Open For Filing Until Nov. 23

The public has until Nov. 23 to file for the latest group of City open-competitive jobs. Fourteen titles were open this month, most facing this deadline and a few presented on an open-continuous basis.

The newest titles, together with a statement of the basic requirements sought, are as follows:

- **Assistant building custodian** — \$7,650: Require elementary school graduation plus three years pertinent experience. Written test slated for Dec. 11.
- **Assistant chemist/toxicology** — \$10,800: Require baccalaureate with at least 24 credits in chemistry plus one year of pertinent professional experience. No written test will be given.
- **Assistant civil engineer** — \$12,000: Require baccalaureate in an engineering field plus two years of pertinent experience; professional engineer's license may be substituted. This is an open-continuous post with tests conducted on the date of filing.
- **Assistant landscape architect** — \$12,000: Require baccalaureate in landscape architecture plus two years of pertinent experience. Valid State registration may be substituted. Training and experience will receive total weight.
- **Blueprinter** — \$5,600: Require six months of pertinent experience with blueprint ma-
- chines only. Training and experience will receive total weight.
- **Building custodian** — \$8,500: Require elementary school graduation plus four years of pertinent experience, one of them in a supervisory capacity. A tentative Dec. 11 test date has been scheduled.
- **Custodial foreman** — \$6,575: Require graduation from elementary school and three years of pertinent experience. A tentative test date of Feb. 26 has been planned.
- **Housing foreman** — \$6,300: Require six months of recent pertinent experience or one year of related education combining classroom work with practical experience. Both practical-oral and qualifying written tests are set; the date is Jan. 23.
- **Investigator** — \$7,500: Require high school graduation and four years of pertinent experience, two of them in the field. A baccalaureate may be substituted. Training and experience are given total weight.
- **Junior landscape architect**

— \$12,100: Require a baccalaureate in landscape architecture or State registration in this field. Filing opens Nov. 11, continuing Thursdays until further notice. There will be no competitive test.

• **Photographer** — \$8,550: Require three years of pertinent experience or two years within the last ten of experience plus approved trade school training. A practical test will be held on Feb. 5.

• **Psychologist** — \$11,750: Require two years of graduate study in psychology plus two years in supervised clinical psychology; a doctorate plus one year of experience may be substituted. Applications are accepted weekday mornings until further notice.

• **Stationary fireman** — \$5.15 hr.: Require two years of pertinent experience or one year of experience and one of vocational training. Both a practical-oral and written exam are pending for March.

• **Tractor operator** — \$20,300: Require five years of pertinent experience or three such years plus sufficient training in an accredited trade school. A tentative Jan. 22 exam has been slated, which will be supplemented by three physical substests.

Detailed announcements on each of these posts may be found at the City Personnel Dept., 49 Thomas St., Manhattan. Advance information may be learned by calling 566-8700.

Physicians Face State Deadline Pending Shortly

Time is running out for physician candidates, with the deadline set to hit Monday, Nov. 15.

Several-specialty areas are being featured: pediatrics, orthopedic surgery and rheumatology.

Physician II and III positions in pediatrics entail American Board eligibility or certification. A full year of pediatrics exposure is a must for the latter. The two physician titles in orthopedic surgery also demand similar background.

Those vying for physician III, says Exam Notice No.-145, will require eligibility to practice medicine in the State as well. The final post, physician II-rheumatology, needs either American Board eligibility or certification in rheumatology or internal medicine which lists rheumatology as its sub-specialty.

Applications will be taken through Nov. 15. Pay scales for Grade II physicians are \$28,843-30,372, while their Grade III counterparts can earn \$30,930-32,904.

Selection will stem from an evaluation of training and experience. Measured will be appropriateness, breadth and recency. Obtain the exam notice at the State Civil Service Dept. for more complete information.

Personnel Specialties Ask Exper.

Actual personnel experience is a definite prerequisite to hiring people for the personnel specialist series, reports the Eastern Area Headquarters of the Military Management and Traffic Service. Their offices are located in the Bay Ridge section of Brooklyn.

The openings exist at GS-9 and 11 status, offering pay of \$10,470 and \$12,615 at the start.

Position classification and personnel staffing specialties await applicants; here, GS-9 candidates must produce two years of personnel background while three years are needed for GS-11 consideration.

Applicants for both positions must have: A four-year accredited college course leading to a bachelor's; or three years of experience in systems, methods, and administration showing the ability to analyze problems, apply sound judgment, communicate effectively, resolve problems, or a combination of such education and experience.

At least six months of this experience must be at a level equivalent to the next lower grade in the Federal service, or

Plan Promotion Exam To Asst. Architect Post

Promotion to assistant architect, at \$12,100, comes through a written qualifying exam scheduled by the City for Jan. 13. Filing period ends Nov. 23.

The position is open to current junior architects having six consecutive months of service. Persons having a degree in architecture from an accredited school or valid State professional registration will not have to take the written test.

Consult Announcement No. 1573 for full details. You may secure it at the NYC Personnel Dept., 49 Thomas St., Manhattan, or by calling (212) 566-8700.

SUPPORT THE ATTICA FAMILY MEMORIAL FUND ATTICA, N.Y. 14011

one year equivalent to the second lower grade.

Applications may be obtained by calling the Civilian Personnel Division of Headquarters, EAMTMTS at (212) 439-5400, ext. 2194, or by writing to the headquarters, ATTN: Civilian Personnel Division, 1st Avenue and 58th St., Brooklyn, 11250.

WHOLESALE DISTRIBUTOR WANTED NO SELLING . . . KEEP YOUR PRESENT JOB!

Simply service company established, all cash accounts in this area. This is not a coin operated vending route. Our product is sold in locations such as offices, employee lounges in retail stores, financial institutions, small manufacturing plants, warehouses, schools and hospitals. The distributor we select will be responsible for maintaining these locations and restocking inventory. All locations are established by our 10 year old company. We need a dependable distributor, male or female, in this area with \$900 minimum to invest in equipment and inventory, which will turn over about two times monthly. Earnings can grow to \$25,000 annually and up. We will consider part-time applicants. Write for complete information, including phone number and Area Code. All inquiries strictly confidential.

CONSOLIDATED CHEMICAL CORPORATION
Freeze Dried Products Division
3815 Montrose Blvd., Suite 120 Houston, Texas 77008

MAJOR APPLIANCE DISCOUNT OUTLET

WHERE ALL QUOTED PRICES ARE ONLY SLIGHTLY ABOVE WHOLESALE

WASHERS DRYERS REFRIGERATORS FREEZERS RANGES DISHWASHERS COLOR TV BLACK & WHITE TV STEREO COMPONENTS RADIOS VACUUM CLEANERS SAMSONITE LUGGAGE SMITH CORONA TYPEWRITERS

FEATURING: ALL FAMOUS BRAND NAMES & LATEST MODELS

SHOP THEN COME TO US WITH THE MAKE & MODEL NUMBER & WE'LL QUOTE THE LOWEST DISCOUNT PRICES!

NOW AVAILABLE ALL FAMOUS BRAND

FURNITURE CARPETING

CALL HA3-2400

HOME FURNISHINGS & ACCESSORIES

AIR CONDITIONERS

JGE
Jamaica Electric
Not affiliated with any other stores.

215 PLACE & 42nd AVE. BAYSIDE, N.Y. HA 3-2400

HOURS: Daily 10 AM - 9 PM. Wed. & Sat. Til 5:30

(Not affiliated with any other stores.)

The DELEHANTY INSTITUTE

58 years of education to more than a half million students
NEW FALL COURSES

POLICE SERGEANT

Exam Now Scheduled for March '72
Enroll now in promotion course featuring new
Cassette method of preparation.

Classes meet in Manhattan, Yonkers, Jamaica, Melville & Staten Island

FIRE CAPTAIN

Exam Now Scheduled for March '72
Classes meet in Manhattan, Yonkers, Jamaica, Melville & Staten Island

CONDUCTOR

T.A. PROMOTION EXAM TO BE HELD
JAN. 29th, 1972

CLASSES START TUESDAY, NOV. 16th
AT 7 P.M.

126 E. 13th Street, N.Y., N.Y.

Administrative Associate

Examination to be held April 1972
CLASSES MEET MONDAY AT 6 P.M.
126 E. 13th Street, N.Y., N.Y.

SENIOR CLERK

Examination scheduled for June 1972
CLASSES NOW FORMING

The DELEHANTY INSTITUTE

For information on all courses
CALL (212) GR 3-6900
Manhattan: 115 E. 15th Street
Jamaica: 89-25 Merrick Blvd.
Office Open Daily 9 A.M.-5 P.M.

Civil Service LEADER

America's Largest Weekly for Public Employees

Member Audit Bureau of Circulations

Published every Tuesday by
LEADER PUBLICATIONS, INC.

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

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

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

Jerry Finkelstein, Publisher

Paul Kyer, Editor
Marvin Baxley, Associate Editor

Joe Deasy, Jr., City Editor
Barry Lee Coyne, Assistant Editor

N. H. Magor, Business Manager

Advertising Representatives:

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

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

TUESDAY, NOVEMBER 9, 1971

How To Fire The Boss

ONE OF the most cogent observations we have come across to date on the use of the civil service vote was issued recently by Frank Imholz, president of the Suffolk County chapter of the Civil Service Employees Assn.

In a beautifully terse sentence, Imholz declared that "Public employees are in the unique position of having at their disposal the means to terminate their own employer's employment through the ballot box if they feel he is not giving them proper consideration."

We can think of no better line of reasoning for public employee voters—who, with their families, number over a million ballots in New York State—to exercise their muscle at the polls to show what they think of the boss' performance, whether he be a governor or a town clerk.

In addition, we propose that public employees get Mr. Imholz' reminder printed, framed and hung in conspicuous places where the "bosses" are sure to be constantly reminded of the point.

Forget About Yesterday

IN A FOUR-DAY meeting recently, the American Assembly, a panel of 70 top-level government, legal, academic, business and labor leaders, drafted a number of recommendations dealing with labor/management relations for public employees. Among these recommendations was one in particular that we think bears special repeating.

The Assembly recommended the strengthening of the bargaining process and "assuring responsiveness to the public interest rather than wringing hands over strikes, slow-downs and sickouts and yearning for yesteryear."

The point here is that no longer are public employees the mere recipients of whatever crumbs may drop from the laps of management, who in their wisdom make decisions that not only affect the working conditions of the public employees, but also of the public whom they serve.

Public employees today are better educated, more aware and concerned about their jobs and the services they perform than perhaps at any time in history. They are involved in public service because they receive a feeling of gratification by contributing to the general betterment of our society.

It is a fact of life now that involved people want an increased share in the decision-making at all levels. It is time for management personnel at all levels to recognize this fact. Yearning for yesterday, to put it plainly, is a waste of time.

Civil Service Television

Television programs of interest to civil service employees are broadcast daily over WNYC-TV, Channel 31.

Tuesday, Nov. 9

- 12:00 Noon—The Police Commissioner. Report on ongoing Police Dept. activities.
- 12:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.
- 2:30 p.m.—Around the Clock—Reorganization of the Detective Bureau." P.D. training series.
- 5:00 p.m.—Lee Graham Interviews: Abraham Beame, NYC Comptroller, presents new concepts on governmental powers.
- 6:30 p.m.—Return to Nursing—"Post Operative Care." Refresher course for nurses.
- 7:00 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.

Wednesday, Nov. 10

- 12:00 Noon—The Police Commissioner. Report on ongoing Police Dept. activities.
- 12:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.
- 2:30 p.m.—Around the Clock—"Reorganization of the Detective Bureau." Police Dept. training series.
- 6:00 p.m.—Return to Nursing—"Inhalation Therapy." Refresher course for nurses.
- 6:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.
- 7:00 p.m.—On the Job—"Radiation Detection." Fire Dept. training series.

Thursday, Nov. 11

- 12:00 Noon—The Police Commissioner. Report on ongoing Police Dept. activities.
- 12:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.
- 2:30 p.m.—Around the Clock—"Reorganization of the Detective Bureau." Police Dept. training series.
- 6:30 p.m.—Return to Nursing—"Patient with Diabetes." Refresher course for nurses.
- 7:00 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.
- 9:00 p.m.—The Police Commissioner—A report on ongoing Police Dept. activities.

Friday, Nov. 12

- 12:00 Noon—The Police Commissioner. Report on ongoing Police Dept. activities.
- 12:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.
- 2:30 p.m.—Around the Clock—"Reorganization of the Detective Bureau." Police Dept. training series.
- 6:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.
- 7:00 p.m.—On the Job—"Radiation Detection." Fire Dept. training series.

Saturday, Nov. 13

- 7:00 p.m.—On the Job—"Radiation Detection." Fire Dept. training series.

Sunday, Nov. 14

- 10:30 p.m.—Mayor Lindsay: Discussion of issues of the day.

Monday, Nov. 15

- 12:00 Noon—The Police Commissioner. Report on ongoing Police Dept. activities.
- 12:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.
- 2:30 p.m.—Around the Clock—

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.

Resignation Under Duress

AN EMPLOYEE at the Rome State School resigned her position as an attendant, claiming it was forced by threats that she would never be able to obtain another civil service job and that she would be barred from collecting unemployment insurance. The employee commenced a special proceeding in the State Supreme Court seeking reinstatement. The court held there was a triable issue of fact and ordered that a hearing be held before an officer or body having the power to remove the petitioner, pursuant to section 75 of the Civil Service Law.

THE APPELLATE Division, Fourth Department, modified the decision of the Oneida County Supreme Court and directed the issue to be tried by the Supreme Court. The Appellate Court held that the alleged threats, if proved, would constitute duress and the resignation obtained thereby would be invalid. The hearing contemplated by section 75, CSL, is for the sole purpose of trying the issue of incompetence or misconduct on stated charges. *Application of Kinney v. Miller*, App. Div. 4th Dept. 322 NYS 2d 851 (6/25/71).

THE ALBANY Professional Permanent Firefighters Assn. (APPFA) served subpoenas upon the president and members of the Common Council of the City of Albany which required their testimony at a State PERB hearing on a charge by APPFA that the City refused to negotiate in good faith in violation of section 209(a)(1)(d) of the CSL. The City moved in Supreme Court by order to show cause to quash the subpoenas. The court denied the City's motion without prejudice to the individual witnesses claiming any rights available to them to refuse to testify at the hearing. In allowing the subpoenas, the court ruled that even though the persons subpoenaed may not have participated directly in the negotiations with APPFA, they were part of the legislative scheme set forth in section 209 CSL, for resolving impasses under the Taylor Law . . . that as the legislative body of the City of Albany, the chief executive officer was required to report to them regarding findings of fact of the fact-finding board together with his recommendations for settling the dispute. *City of Albany v. APPFA*, Sup. Ct. Albany County, 322 NYS 2d 513 (4/22/71).

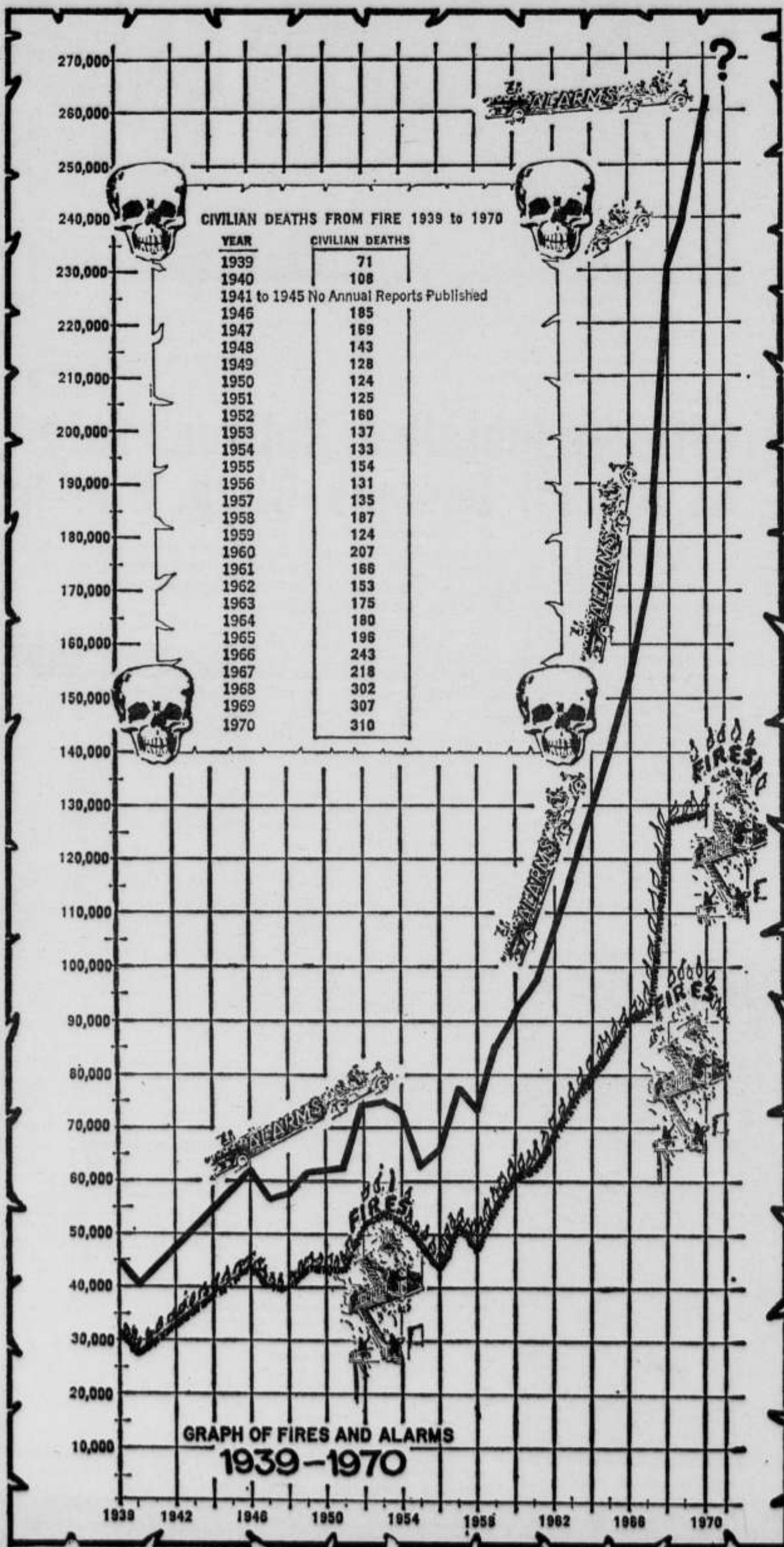
IN THE CITY of New York, some complaints were lodged with the Department of Investigation to the effect that Department of Sanitation employees were collecting waste from commercial enterprises for remuneration in violation of Sanitation Dept. rules and the penal law. While carrying out its investigation of the charges, Sanitation Dept. personnel were required to be photographed for the purpose of exhibiting their pictures to the complainants. The pictures were taken at the Sanitation Dept. premises during the regular work day by a Department photographer.

THE SANITATIONMEN went to court to stop the picture taking, claiming it was a violation of their rights against self-incrimination, their rights of privacy and that it constituted an assault. The court rejected the last argument out of hand. It went on to say that the City could require the photographs. There was no criminal procedure involved. Any danger concerning an improper identification could properly be handled upon the criminal trial by defense counsel. The court also said that the employee whose picture was taken did not have the right to have his attorney present when his picture was being exhibited to a complainant. *DeLury v. Kretchmer*, 322 NYS 2d 517, Special Term N.Y. County (6/16/71).

- "Reorganization of the Detective Bureau." Police Dept. training series.
- 4 p.m.—The Advocates: "Should a State Refuse to Negotiate with Prisoners for the Release of Hostages?"
- 6:00 p.m.—Return to Nursing—"Patient with CVA." Refresher course for nurses.
- 6:30 p.m.—Around the Clock—
- 7:00 p.m.—On the Job—"Radiation Detection." Fire Dept. training series.

YOU HELP YOURSELF WHEN YOU HELP YOUR FIREFIGHTERS

CIVIL SERVICE LEADER, Tuesday, November 9, 1971



American workers are currently being measured against "productivity" charts. Consumers quite rightly are demanding increased value in return for their increased costs.

The New York City Firefighters do not object to this inquiry into their "productivity" statistics. In fact, we want the people of New York City to know the shocking details.

It is difficult to compare us with other workers. We can't show how many automobiles we built. We can't show how many more truckloads of vegetables we were able to grow per acre. But we can show just what we have been doing over the last 30 years, with a manpower quota that has increased only slightly. Here is a chart that shows that our "productivity" has doubled, and then doubled again, and then doubled once more in those 30 years.

The line on top illustrates the number of times firefighters and trucks roll to an alarm. It is skyrocketing. It includes 100,000 false alarms this year, a shameful statistic that is cheating our citizens of actual fire protection while we chase shadows.

The line underneath represents the number of actual fires we extinguish each year. Actual fires in New York City have also risen sharply, and we see no break in the trend. We live in a complicated city of glass skyscrapers and crumbling slums. In the wealthiest city in the world we have large pockets of awful poverty. Our physical plant—the subways, the sewers, the gas lines, the water mains—grows older and maintenance falls behind.

The graph in the center shows what has happened to the people of New York since 1939. That year we lost 71 people in fires. Today we seem to accept as fate the 310 dead last year, another doubling and redoubling of what once was New York. This death chart, incidentally, does not include the 223 firefighters who gave their lives for their fellow citizens since 1939.

We of the Uniformed Fire Officers Association know what these "productivity" figures really mean. They add up to a Fire Department that is stretched too thin, with more and more homes being destroyed each year, and more and more people dying in fires.

You are being told by your public officials that your fire protection is adequate. It is not.

We need your help. We need your support in our constant fight for more good men and modern equipment. We need you to spread the word that a false alarm can be responsible for a fiery death elsewhere. We need you to help prevent fires before they begin.

You help yourself when you help your firefighters.

RAYMOND W. GIMMLER
PRESIDENT
UNIFORMED FIRE OFFICERS ASSOCIATION
I.A.F.F. LOCAL 854 AFL-CIO
CITY OF NEW YORK
217 BROADWAY NEW YORK, N. Y. 10007

Harlem Valley Chapter Hears Guild and Deyo At Installation Dinner

(From Leader Correspondent)

PAWLING — Accusing Gov. Nelson A. Rockefeller of "manipulating around to terminate employment in the State Department of Mental Hygiene," Robert Guild, collective negotiations specialist for the Civil Service Employees Assn., called on members of the Harlem Valley State Hospital chapter to "join and fight together." Guild was the guest speaker at the chapter's installation dinner-dance at Berkshire Lodge.

Said Guild, "The public employee of New York State must never again be put in jeopardy to save tax dollars by cutting care. Patient care is needed and needed badly. CSEA is going to become militant."

Also addressing the group was John Deyo, CSEA field representative, who served as installing officer for new officers of the chapter. Deyo spoke on "how important it is to have each and every employee working together in the cause of CSEA to develop and protect all the rights of the public servant in New York State."

New Officers

Installed to office were Mrs. Anna Bessette, president, who was lauded as "Mrs. Civil Service" and was appointed to the CSEA negotiating team; Alan Murray, first vice-president; Marion Van Keuran, second vice-president; Martha McConchle, third vice-president; Edna Kimball, secretary-treasurer; Francis Lyden, trustee; Alice Boyce, trustee, and Charles Quinlan, trustee.

Visiting officials from the Was-saic State School CSEA chapter included Richard J. Snyder, chapter president; Mrs. Elsie Bush, treasurer, and Carl Gar-rand, Mental Hygiene Employees Assn. representative. Merton Gamble was master of ceremonies

BUY U.S. BONDS

Honor Caruso For Work On United Fund

UTICA — The Greater Utica United Fund is currently winding up its 1971 fund-raising campaign. The agency has set a goal of \$1,080,000 for its 35-member organizations, but is reporting some difficulty in achieving this goal.

United Fund officials are blaming the decline in contributions on the generally depressed state of the Utica-Rome area economy, which has at times seen employment zoom to nearly eight percent of the local work force during the past year.

However, some of the volunteer workers have been able to achieve good results, and one of these is Utica chapter president Philip Caruso, who's put much time and effort into reminding people of the United Fund's slogan — "If you don't do it, it won't get done."

At the second weekly reporting luncheon of the fund, held in the Hotel Utica, Caruso was one of several people who received "Astronauts," this year's award for outstanding contributions to the fund. The award is a small statue of an astronaut.

That wasn't all Caruso received, either. His luncheon ticket stub was picked as winner of one of the door prizes — in Phil's case, it was a case of beer from a local brewery.



Rick Sroka, right, administers the oath of office to the newly elected officers of the Broome County chapter, Civil Service Employees Assn. Left to right are Ed Lubniewski, director; Ida Gialanella, second vice-president; Alfreda Stump, director; Mary Battista, secretary; Jack Herrick, president, and Mary Pompelli, treasurer.

Officers Installed, Retirees Feted At Annual Broome Chap. Dinner

(From Leader Correspondent)

JOHNSON CITY — The Broome County chapter, Civil Service Employees Assn., observed its 24th Annual Dinner-Dance celebration recently at St. John's Church Hall here. Toastmaster Richard Buzzerd, a member of the Broome County Probation Dept. and a CSEA member as well, guided the guests through the evening.

Highlight of the evening was the honoring of 21 retirees who were presented with certificates citing their years of devoted service to the County and the CSEA.

Special recognition was accorded Mrs. Francis Maines, Ass't Social Services Commissioner, who retired recently after some 41 years of public service.

Mrs. Maines was the recipient of letters of appreciation from Broome County Executive Edwin Crawford and County Legislative Chairman Earle Ridley, who praised her selfless devotion to the public.

Chapter second vice-president

Ida Gialanella presented Mrs. Maines with a watch in recognition of her years of service.

Mrs. Maines, in her response hailed the County's retirement program as surpassing anything private industry has to offer.

Mrs. Maines added that while the public employee still has gains to be made, the gains that have already been made through the efforts of the CSEA and the people who make up the organization give the public employees careers of which they can be proud.

Other retirees honored with certificates of appreciation included Roger Hurst, Nevada Ingraham, Mary Katlewski, Dorothy Kelly, Richard Knapp, Ralph Nicholas, Jesse Owens, Rachel Salisbury, James Shedd, Dr. Harvey Smith, Josephine Stanton, Rita Stone, Sally Truex, Romaine Watrous, Sr., Letitia Werts, Maude Wilcox, Warner Wright, Anna Zidek, Pearl Shaw and Marie Thayne.

Sroka Presides

Following the program honoring the retirees, CSEA field representative Rick Sroka presided over a ceremony installing the chapter's newly elected slate of officers.

In his pre-swearing-in remarks, Sroka compared the CSEA to the 747 jet of employee organizations and urged those members signing on as "passengers" to give the "ship's navigators," their chapter and organization officers, a "true course" toward a smooth landing on the airfield of prosperity and future security.

Those taking the oath of office included president Jack Herrick, first vice-president Richard Stethers, second vice-president Ida Gialanella, treasurer Mary Pompelli and secretary Mary Battista. Directors Margaret Cervini, Donald Tripp, Edward Lubniewski, Alfreda Stump



Mrs. Maines as she was honored on her retirement.

and Richard Erickson were also installed.

Special guests for the occasion included Binghamton State Hospital chapter president Leo Weingartner; Binghamton chapter president Stanley Yaney; Mrs. Patricia Gorley, president of the Broome Community College unit; Mrs. Ann Maywalt, president, Binghamton City School unit; Mrs. Dorothy Steers, president of the Susquehanna Valley School District unit.

City Chapter To Meet On Nov. 16

The executive board of the New York City chapter, Civil Service Employees Assn., will meet on Tuesday at 5:15 p.m. in Gasner's Restaurant, Duane St., Solomon Bendet, chapter president, announced last week.

SUPPORT THE ATTICA FAMILY MEMORIAL FUND ATTICA, N.Y. 14011



RETIREES — Recent retirees from Kings Park State Hospital were honored by the Civil Service Employees Assn. chapter at the hospital. Presentations were made to the honorees by Joseph Akello, president of the chapter. Left to right, first

row, are: John Fruitt, Nellie Carey, Mary McWilliams, Margaret Pye and Daniel Donaghy; second row: Edgar Evans, Gene Strader, Morris Evans and Marie Trodden; third row: William Mason, Philip Cooke, Julian Heyward and Felix McErlain.

Arbitrator Upholds CSEA's Seniority To Contract Clause

RIVERHEAD — The Civil Service Employees Assn. has won a contract grievance upholding seniority as the proper basis for promotion when two or more applicants for the job have relatively equal capabilities.

The grievance was brought by CSEA on behalf of two custodians at Suffolk County Community College, who protested the promotion of a third custodian who had less seniority, to the newly created position of custodial foreman for the college.

The decision, handed down by an arbitrator from the Suffolk County Public Employment Relations Board, said that according to Section 15 of the CSEA-employer contract, in cases where qualifications and ability to do the job are judged to be equal, "seniority shall be the governing factor."

"As a result of the arbitrator's decision, the custodian originally promoted to the job was removed; and one of the two protesting custodians, who was judged to have a better work record than the second protestor, was promoted to the title of custodial foreman and received the applicable difference in pay back to the date of the original promotion.

CSEA regional attorney Lester Lipkind handled the case.



SEALS PACT — Present at the signing of the departmental agreement between the Civil Service Employees Assn. and the New York State Identification and Intelligence System are, left to right, Joseph McGraw, executive assistant to the director; Richard Murray, NYSIIS personnel administrator; Walter Slater, administrative officer; Michael Asheroff, director of personnel; Gerald

Griffin, chief of Identification and Intelligence System Development Planning; Frank Madrazo, associate research criminologist; Naomi Henderson, sr. keypunch operator; Ronald Lindell, sr. identification officer and captain of the CSEA team; Eva Sorell, typist; Lucinda Egan, file clerk; Donald Blake, sr. clerk, and John J. Naughter Jr., CSEA collective negotiating specialist.

Kempsey Re-elected Armory Chap. Pres.

AMITYVILLE — William Kempsey has been re-elected president of the Long Island Armory Employee chapter of the Civil Service Employees Assn.

Serving with him for the forthcoming term will be Al Freeman, first vice-president; G. J. Paront, treasurer, and Harry Donker, recording secretary.

The new officers were sworn in by Roger Cilli, CSEA field representative.

Binghamton Chap. Hears Yaney Describe Services Available To Membership From All Levels

(From Leader Correspondent)

JOHNSON CITY — Some 350 members of the Binghamton chapter, Civil Service Employees Assn., gathered at the Fountain's Pavillion, here recently for the chapter's annual Fall meeting.

During the formal session, presided over by chapter president Stanley Yaney, those present were apprised of the fact that the chapter is basically a close-knit organization at the lower level particularly made up of several divisions, each with its own particular function, depending on the jobs of those employees being represented, in the overall picture of employee representation.

Yaney hammered home this point during a series of reports from various committee chairmen who represent the various departments represented by the Binghamton chapter.

Yaney urged the members to become familiar with the chapter representatives assigned to their particular area and to feel free to approach them whenever they have a problem or an inquiry.

Office Services Available

Yaney also reminded the audience that the regional office, headquartered in Room 606 of the Security Mutual Building in Binghamton, is the area's central distribution point for the dissemination of CSEA-related information and assistance. The regional office, he said, stands ready to provide virtually anything a CSEA member may need from Taylor Law interpretations to meeting space for unit and chapter officers and committees to contact with CSEA representatives out of the Albany headquarters.

Yaney added that the regional office's services have been expanded to include a 24-hour answering service for the convenience of CSEA members served by the Regional office. Yaney urged that anyone with a problem or in need of information, advice or assistance call the 24-hour number (607) 722-0323, and leave their name and telephone number as per taped instructions and they will be contacted as soon as possible.

Other reports during the formal business session included remarks on the progress of the re-writing of the chapter's consti-

tution and by-laws. Committee chairman Boyd Van Tassel advised the membership that the revised document was in the process of being printed for distribution to the members in preparation for a ratification vote in the near future.

SUNY Progress

SUNY - Binghamton chapter representative Eleanor Korchak advised those present that the contract negotiations have begun at the State University's East Vestal campus. The preliminaries are under way, she said, but it was still too early to make a concrete report on what progress had been made.

Mrs. Korchak also reported on the results of a series of grievances won by the CSEA relative to employees at the campus — many of which have been covered by The Leader in recent weeks.

Yaney also announced several changes in the status of chapter officers and representatives. They included resignations of Louis Pesotina as SUNY-Binghamton chapter representative and Joseph Burke as chapter delegate. Dorothy Kelly was named acting social chairman and Donald Hinckley as new chapter representative for the Department of Motor Vehicles section.

Mrs. Mary Joyce was upgraded to the post of delegate. She had previously served as alternate chapter delegate. Charles Eynon was moved up from chapter representative to alternate delegate.

Social Successes

Yaney also hailed the success of the joint Binghamton chapter-Broome County unit clambake at Chenango Valley State Park. Yaney added that the venture

(Continued on Page 14)



TROY CLAMSTEAM — Members of the Civil Service Employees Assn.'s City of Troy unit, pleased with the success of their first unit clamsteam, smile for the camera at Filuta's Grove, site of the event. Left to right are Robert Canfield, ticket chairman; Marianne Downey, unit secretary; Richard Casey, unit president; Alice Mae Hartnett, chairman of the event; and Jack Seabury, unit vice-president.

Westchester Chap. Sets Testimonial For Michael DelVecchio

(From Leader Correspondent)

WHITE PLAINS—Michael DelVecchio, president of the Westchester chapter, Civil Service Employees Assn., will be the guest of honor at a testimonial dinner Jan. 16 marking his retirement from County service.

The dinner will be held in the Post Lodge Restaurant, Post Road, Larchmont, at 7:30 p.m.

Included in the subscription of \$12.50 is a prime ribs of beef dinner, rye and scotch and set ups on each table, a floor show and dancing as well as a con-

tribution towards a momento for DelVecchio.

DelVecchio has been an active member of CSEA for over 25 years, and chapter president for the past five years.

Reservations can be made through Irene Amaral, chairman of the testimonial, at (914) 949-1300, ext. 2371, during working hours or at her home 12 Richard St., White Plains 10603, (914) 949-9427.

Shapiro Sends A 'Thank You'

Seymour Shapiro, of the New York City chapter, Civil Service Employees Assn., is at home and well after a brief illness. He has asked The Leader to extend his thanks to the many persons who sent cards and notes over his recent family bereavement and his hospital confinement.



HONORED — Attorney General Louis J. Lefkowitz recently honored two employees of the Law Department upon their retirement from State service. Alice R. Jacques, with a total of 39 years of service rose from stenographer in 1928 to her present position as head stenographer. Helen Grace, senior telephone operator, since 1943, logged 47 years with the department. Left to right are: Mrs. Grace; Lefkowitz, Miss Jacques and Ruth Kessler Toch, Solicitor General.

DON'T REPEAT THIS!

(Continued from Page 1)
coming session of the Legislature in the most heated and bitter controversy ever in the history of the State. Rejection of the bond proposition by the voters, coupled with State revenues that are falling far short of initial optimistic estimates, will produce a budget imbalance in the neighborhood of \$800 million.

The budget gap can be bridged in only two ways: by increasing taxes or by cutting back in expenditures, or by a combination of both. Since next year is an election year for all members of the Legislature, such draconian proposals will necessarily become entwined in the political needs of each member. The Republican, Democratic and Liberal parties were united in their support for the transportation bond proposal; only the Con-

servative party opposed it so that it becomes the party that most accurately gauged voter sentiment on the issue.

Budget Deficit

Whatever programs may be worked out by the State Administration and the Republican legislative leaders for coping with the budget deficit, the business of steering them through the Legislature will impose a heavy burden on Senate Majority Leader Earl W. Brydges and on Assembly Speaker Perry B. Duryea. In both Houses, a majority of the Republican members were elected with Conservative party endorsement, and these members are likely to oppose any budget balancing plan that involves an increase in taxes. As a practical matter, it is not unlikely that any legislator will vote for any tax increase proposal. The rejection by the voters of the transportation bond issue, the Constitutional amendment to finance sewage disposal plants necessarily lead to the conclusion that the voters are opposed to any increase in public expenditures.

Nor is there any prospect that the Republican leadership can get any help from Democrat members. Assembly Minority Leader Stanley Steingut has made it clear that he will unalterably oppose any and all tax increase plans. Senate Minority Leader Joseph Zaretzki has taken a more flexible position, but whether any Democratic Senators will follow the Zaretzki lead on flexibility remains a highly dubious proposition. Intransigence on the part of the Democrats and the prospect that Republicans may be unable to rally support among their Conservative members for a tax increase will make drastic budget cutting the only viable legislative alter-

native. State programs are already on a strict, austerity budget basis, so that the axe will necessarily fall most heavily on State aid to education and to localities appropriations.

Control of Legislature

Hanging in the balance is control of the Legislature after the 1972 elections. Since the Republicans are now in control of the State Administration and the State Legislature, the Republicans face the more serious challenge to formulate policies that will not seriously offend the voter, either by excessive taxation or by excessive retrenchment in traditional public services provided by the State and its localities. The road ahead is much simpler for the Democrats because they do not carry the burden of leadership. The basic problem facing Zaretzki and Steingut then becomes one of avoiding the charge of irresponsibility.

Democratic hopes for capturing control of the State Legislature in November 1972 are bolstered by the fact that 1972 is a Presidential election year, and Republican candidates have not carried the State since President Dwight D. Eisenhower in the 1956 campaign. Nor will the Republicans have in 1972, a Nelson Rockefeller to head the ticket, whose broad coattails carried through some Republican candidates in marginal legislative districts. With control of the Legislature at stake, the next session will necessarily be rough and prolonged.

Child Health Post Added In Nov. Job List

The post of public health director for child health has been included on the existing list of November deadline positions. For all, the cutoff point will hit Nov. 23.

Appointment stems from being graduated from an accredited medical school. An approved internship must follow; also, a medical license and either eight years of public health administrative experience or an equivalent in training and experience, a minimum of two years in the latter. Pediatrics is an acceptable field.

This is a training and experienced-appraised position; thus, no written test will be slated. Job duties are described fully in Exam Notice No. 1238. The post, which falls under the managerial pay plan, offers \$17,600-\$34,710.

Go to the Personnel Dept. application section to file an entry. Their address is 49 Thomas St., Manhattan. The office closes 5 p.m. on most weekdays and is no longer open Saturdays.

Acc't, Auditor Filing Suspended

In an amendment to Announcement No. 425, the U. S. Civil Service Commission has announced that the receipt of applications for accountants, auditors and internal revenue agents, grades GS-11 and GS-12, all locations, have been suspended until further notice.

TO HELP YOU PASS GET THE ARCO STUDY BOOK

BOOKS	PRICES
Accountant Auditor	5.00
Administrative Assistant Officer	6.00
Assessor Appraiser (Real Estate)	5.00
Attendant	3.00
Attorney	5.00
Auto Machinist	4.00
Auto Mechanic	5.00
Beginning Office Worker	5.00
Beverage Control Invest.	4.00
Bookkeeper Account Clerk	4.00
Bridge & Tunnel Officer	4.00
Bus Maintainer - Group B	4.00
Bus Operator	5.00
Buyer Purchasing Agent	4.00
Captain Fire Dept.	6.00
Captain P.D.	6.00
City Planner	4.00
Civil Engineer	5.00
Civil Service Arith. & Vocabulary	3.00
Civil Service Handbook	1.00
Clerk N.Y. City	4.00
Clerk GS. 4-7	5.00
Complete Guide to C.S. Jobs	1.00
Computer Programmer	5.00
Const. Supv. & Inspec.	5.00
Correction Officer	5.00
Court Officer	5.00
Dietitian	5.00
Electrician	5.00
Electrical Engineer	5.00
Engineering Aide	4.00
Federal Service Ent. Exam	4.00
Fingerprint Technician	4.00
Fireman, F.D.	5.00
Fireman in all State O.P.	4.00
Foreman	5.00
General Entrance Series	4.00
General Test Pract. for 92 U.S. Jobs	4.00
H.S. Diploma Tests	4.00
High School Entrance & Scholarship Test	3.00
H.S. Entrance Examinations	4.00
Homestudy Course for C.S.	5.00
How to get a job Overseas	3.00
Hospital Attendant	4.00
Housing Assistant	5.00
Investigator-Inspector	5.00
Janitor Custodian	5.00
Laboratory Aide	4.00
Lt. Fire Dept.	5.00
Lt. Police Dept.	6.00
Librarian	4.00
Machinists Helper	5.00
Maintenance Man	4.00
Maintainer Helper A & C	4.00
Maintainer Helper Group B	4.00
Maintainer Helper Group D	5.00
Management & Administration Quizzer	5.00
Mechanical Engineer	4.00
Motor Vehicle License Examiner	5.00
Motor Vehicle Operator	4.00
Notary Public	4.00
Nurse (Practical & Public Health)	5.00
Parking Enforcement Agent	4.00
Prob. & Parole Officer	6.00
Patrolman (Police Dept. Trainee)	5.00
Personnel Assistant	4.00
Pharmacists License Test	4.00
Playground Director - Recreation Leader	4.00
Policewoman	4.00
Postmaster	5.00
Post Office Clerk Carrier	4.00
Post Office Motor Vehicle Operator	4.00
Preliminary Practice for the H.S. Equivalency Diploma Test	4.00
Principal Clerk-Steno	5.00
Probation & Parole Officer	6.00
Professional Career Tests N.Y.S.	5.00
Professional Trainee Admin. Aide	5.00
Public Health Sanitarian	5.00
Railroad Clerk	4.00
Real Estate Manager	4.00
Sanitation Man	4.00
School Secretary	4.00
Sergeant P.D.	5.00
Senior Clerical Series	5.00
Social Case Worker	5.00
Staff Attendant & Sr. Attendant	4.00
Stationary Eng. & Fireman	4.00
Storekeeper Stockman	4.00
Supervision Course	5.00
Transit Patrolman	4.00

Contains Previous Questions and Answers and Other Suitable Study Material for Coming Exams

ORDER DIRECT - MAIL COUPON

80c for 24 hours special delivery

LEADER BOOK STORE
11 Warren St., New York, N.Y. 10007

Please send me _____ copies of books checked above.
I enclose check or money order for \$ _____

Name

Address

City State

Be sure to include 7% Sales Tax

Do You Need A

High School Equivalency Diploma

for civil service
for personal satisfaction
6 Weeks Courses Approved by
N.Y. State Education Dept.
Write or Phone for
Information

Eastern School AL 4-5029
721 Broadway, NY 3 (at 8 St)
Please write me free about the
High School Equivalency class.

Name

Address

BozoLI

High School Equiv. Diploma 5 Week Course -- \$60.

Complete by HOME STUDY or
in EVENING CLASSES. State ap-
proved course. Call or write for
free booklet.

PL 7-0300
Roberts Schools, Dept. L,
517 West 57th St.
New York, N.Y. 10019

HIGH SCHOOL Equiv. Diploma DIPLOMA

This N.Y. State diploma is the legal equivalent of graduation from a 4-year High School. It is valuable to non-graduates of High School for:

- ★ Employment ★ Promotion
 - ★ Advanced Education Training
 - ★ Personal Satisfaction
- Our Special Intensive 5-Week Course prepares for official exams conducted at regular intervals by N.Y. State Dept. of Education.

ENROLL NOW! Classes Meet
IN MANHATTAN,
Mon. & Wed., 5:30 or 7:30 P.M.
IN JAMAICA,
Tues. & Thurs., 5:45 or 7:45 P.M.

**SPECIAL SAT. MORNING
CLASSES NOW FORMING**
Phone or Write for Information

Phone: GR 3-6900
DELEHANTY INSTITUTE
115 E. 15th St., Manhattan
91-01 Merrick Blvd., Jamaica

**T
Y
P
E
W
R
I
T
E
R
S**



**A
D
D
E
R
S**

MIMEOS ADDRESSERS,
STENOTYPES
STENOGRAPHS for sale
and rent. 1,000 others.

Low-Low Prices
ALL LANGUAGES
TYPEWRITER CO., Inc.
119 W. 23 St. (W. of 6th Ave.) NY, NY
CHelsea 3-8086

SCHOOL DIRECTORY

MONROE INSTITUTE - IBM COURSES Computer Programming, Key punch, IBM-360, Special PREPARATION FOR CIVIL SERVICE TESTS, Switchboard, NCR Bookkeeping machine, H.S. EQUIVALENCY, Day & Eve Classes, EAST TREMONT AVE. & BOSTON RD., BRONX - KI 2-5600, 115 EAST FORDHAM ROAD, BRONX - 933-6700, Approved for Vets and Foreign Students, Accred. N.Y. State Dept. of Education.

GOURMET'S GUIDE

PERSIAN • ITALIAN • AMERICAN

TEHRAN 45 W. 44TH ST., NEW YORK'S No. 1 COCKTAIL LOUNGE

Spend your health care dollar as carefully as you spend your food dollar.

more
It's ~~just~~ as important

A smart food shopper compares sizes, quality and price. You buy the food that your family enjoys,

but if you have a choice, and all things are equal, you'll take the lowest priced item.

In health care protection you should compare too. While price is important — a few pennies one way or another for the best buy is not important. A serious illness can cost thousands of dollars. If you choose the Statewide Plan, you're not only getting the most for your dollar, you're getting peace of mind by the carload. The combination of Blue Cross, Blue Shield, with Metropolitan Major Medical adds up to your best buy in health care protection — no matter what little goodies or frills you might be offered by the options available by other plans.

Remember — a bad buy at the market only costs you a few pennies. A bad buy in health care protection could be disastrous. Choose the STATE-WIDE PLAN.

THE STATEWIDE PLAN BLUE CROSS/BLUE SHIELD

Albany • Buffalo • Jamestown • New York • Rochester • Syracuse • Utica • Watertown
THE STATEWIDE PLAN — COORDINATING OFFICE — P. O. Box 8550, Albany, New York 12208
• American Hospital Association • National Association of Blue Shield Plans

Provided through



BLUE CROSS® PLANS OF NEW YORK STATE



BLUE SHIELD® PLANS OF NEW YORK STATE



METROPOLITAN LIFE

An equal opportunity employer



Worth St. Address Supplied For Stenographer Walk-In

Room M-10, at 40 Worth St. in Manhattan, is a beehive of activity each weekday, Mondays through Fridays.

Gathered there are dozens of candidates with the desire to become stenographers with the City of New York. Each person—male and female—is a walk-in contestant.

They are vying for positions which begin at \$5,600 and feature a diversified package of fringes. If hired, the steno can climb in pay to the \$7,550 mark.

Beside that route is the chance for promotion with accumulated seniority. The promotional goal is senior steno; wages for that post are \$6,000-8,500.

New duties have recently been inserted into the steno job description. Most relate to secretarial chores, such as the operation of office machines.

The other major change involves citizenship. Formerly, an applicant needed only to pledge the desire for American citizenship, but now must be a U.S. citizen prior to taking the exam.

Few Qualifications

Aside from citizenship, few other standards have been erected. Neither age, experience nor education will be invoked in screening candidates. The major factor, of course, is the ability to take transcription—in English—swiftly and accurately.

The following changes have been made from the last exam notice for stenographer, dated April 27, 1971:

1. In the Examples of Typical Tasks, the statements "acts as receptionist" and "may operate simple machines" have been included, since the job duties involve some public contact and the operation of various office machines.

2. The examination will no longer be given on a rapid referral basis. Candidates will be summoned to certification pools for hiring.

3. Candidates may no longer take the examination for stenographer at the State Employment Service.

4. The eligible lists will be made available to the New York City Health and Hospitals Corp.

Vying For Sr. Title

The City reported that 40 applicants recently took the promotion exam to senior methods analyst. Tests were administered at Manhattan and Bronx test centers.

There are job openings in the commercial field—for example, Accounting Clerks with a knowledge of typing. Some college accounting credits are preferred for these jobs paying from \$115 to \$150 a week. . . . There are openings for Monitor Board Operators experienced in No. 507 board with a knowledge of typing for jobs paying \$100 to \$110 a week and Plugboard Operators can get jobs paying \$100 to \$125 a week.

Law firms are looking for Legal Stenographers and Secretaries with skills of 100 wpm and 50 wpm in typing on electric typewriter. These jobs call for heavy stenography from one or more lawyers and can be filled by those with or without legal experience. The pay range is \$135 to \$185 a week depending on ability. . . . Biller Typists who are good at figures and can type 35 wpm with accuracy are needed in all industries and locations. The pay range is from \$110 to \$125 a week. . . . Apply at the Office Personnel Placement Center, 575 Lexington Ave., Manhattan.

There are jobs in hotels for experienced Room Clerks to rent rooms, check in guests and handle cash. Must be able to operate NCR 2000 or 4200. The job pays \$105 to \$115 a week including night work shifts and weekends from 12 midnight to 8:00 a.m. . . . Also Hotel Night Auditors to work nights and weekends from 12 midnight to 8:00 a.m., are needed. The jobs pay \$115 to \$130 a week. . . . There are openings for Hotel Telephone Operators to handle all incoming and outgoing calls. Must be good at figures and able to compute charges and willing to work nights and weekends at \$106 to \$108 per week. . . . Apply at the Hotel & Restaurant Placement

Center, 247 West 54th St., Manhattan.

In Brooklyn, apparel manufacturers are in need of Sewing Machine Operators to sew buttons and buttonholes using specialized machines. The pay range is from \$65 to \$85 a week, mostly week work but there is also some piece work. . . . Knitting Machine Operators are wanted to operate flat or circular type knitting machines to knit fabric. May also be required to set up machines. The pay range for these jobs is from \$2.50 to \$3.50 per hour. . . . There are openings for both Hand and Machine Pressers to work on men's, women's and children's garments. Hand Pressers using a dry or steam iron can earn \$65 to \$125 per week; week work or piece work and Machine Pressers experienced in using a Hoffman press machine can earn from \$70 to \$150 a week. . . . Apply at the Brooklyn Apparel Industries Office, 58 Bond St.

Young men 18 through 21 have a fine opportunity to learn to be Electricians. A large training program is opening up for 500 trainees. Approximately 250 will start in January 1972 and the other 250 will start in June 1972. Under this four-year apprenticeship training program, trainees will learn all job duties connected with becoming a Journeyman Electrician.

Applicants must have a high school or equivalency diploma and also be residents of the metropolitan area for the past two years. An aptitude test will be required as well as a physical examination to insure ability to perform the required work. The starting wage rate for apprentices is \$2.50 per hour. Proof of citizenship or intention to become a citizen is also required. Applications must be filed no later than Nov. 11, 1971. Applicants interested in this apprentice program should apply at any one of the Industrial Offices of the State Employment Service Youth Opportunity Centers.

The addresses for the Industrial Offices are: Manhattan, go to 255 West 54th St.; in Brooklyn, go to 250 Schermerhorn St.; in Queens go to 42-15 Crescent St., Long Island City, and in Staten Is., to 25 Hyatt St., St. George. The addresses for the Youth Opportunity Centers are: Manhattan, go to 330 West 34th St.; in Brooklyn, go to 394 Bridge St.; in the Bronx, go to 558 Southern Blvd. and Queens, go to 91-44 Merrick Blvd., Jamaica.

Air Pollution Control Engr. Jobs Available

Air pollution control engineers are needed to supervise and check complex plans accompanying air pollution control applications to build combustion equipment. Pay rate starts at \$14,000. Minimum requirements state you will need a bachelor's in a related engineering field and four years of generalized experience. Check Announcement No. 1107 for full details.

Filing is conducted each Thursday at 9 a.m. until further notice. Applicants should appear at Room M-9, 40 Worth St., Manhattan.

The Job Market

By BARRY LEE COYNE

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



MATERNITY CARE

Q. What does an OBSTETRICIAN charge for his services?

A. We don't know exactly because fees vary considerably but it can be expensive.

If you are a member of H.I.P. your H.I.P. Obstetrician will provide all necessary maternity services and you never worry about extra charges.

Most other health insurance programs place strict limitations on maternity care. This often comes as a surprise to families who forget to read their health insurance policies.

H.I.P. places no limitation on maternity care provided during pregnancy, delivery and following delivery.

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

OFFICIAL DISCOUNT

Approved By Many Civil Service Organizations

- **NEW CARS** — Official car purchase plan . . . exactly \$100 above dealers actual cost!
- **CARPETING** — Specially negotiated discount prices on almost all national brands.
- **STEREO AND HI-FI** — Stereo consoles, stereo cabinets and stereo components including amplifiers, preamplifiers, tuners, turn tables, speakers and speaker systems and tape recorders.
- **DIAMONDS** — Uncontested value at lowest possible price!
- **PIANOS** — Direct factory arrangement for special discount prices. Factory showroom located in New York.
- **CAMERAS AND PHOTOGRAPHIC EQUIPMENT** — Cameras and accessories, movie cameras, still and movie projectors, editing, copying and developing equipment, lenses and film.

ADDITIONAL SERVICES

- **MAJOR APPLIANCES** — Televisions, air-conditioners, refrigerators, freezers, dishwashers, washing machines, dryers, disposals, ranges, radios, humidifiers, dehumidifiers, tape recorders and vacuum cleaners available at slightly above wholesale.
- **FURNITURE** — Complete lines of furniture as slightly above dealers actual cost.
- **CUSTOM DRAPERIES, UPHOLSTERY AND SLIP COVERS** — Exclusive service group only through United Buying Service. 13 locations throughout the metropolitan area.
- **FURS** — A prominent fur manufacturer and supplier to major department stores is now contracted to offer their products at discounts exclusive to United Buying Service. Fur available include Mink, Beaver, Leopard, Muskrat, Broadtail, Alaskan Seal, Persian Lamb and a variety of Fun Furs.
- **LUGGAGE** — Products of all leading manufacturers at special discount prices.

United Buying Service Corporation



1855 Broadway, New York, N.Y. 10023
 New York: (212) LT 1-9494, PL 7-0007
 New Jersey: (201) 434-6788
 Long Island: (516) 488-3268

The Greatest Buying Power in Greater New York

Civil Service Facing Budget Battles, New Labor Relations Act

(Continued from Page 1)
 have already issued dire warnings of deep ranging economies in government, which will affect civil servants not only in terms of bargaining for wage increases and fringe benefits but also on the day-to-day job in terms of increased personnel shortages.

Compulsory Arbitration
 New York City made a major move in labor relations last week when City Council spokesmen asserted that a law requiring compulsory arbitration in civil service union disputes would be passed. The bill had been requested by Mayor John V. Lindsay a year ago.

On the other hand, the American Assembly—a panel of 70 top-level government, legal, academic, business and labor leaders—proposed at their annual meeting in Harriman, N.Y., that civil servants be given a limited right to strike rather than being forced into compulsory arbitration.

Union leaders throughout the State responded immediately to all three of these developments.

Theodore C. Wenzl, president of the 200,000-member State-wide Civil Service Employees Assn., said the "the State can

Special Leader Report

take notice right now that public employees do not intend again to suffer the blood-letting caused by this year's budgetary problems. Difficult and onerous as the solution to finding increased revenues may be, New York State has a moral and legal responsibility to provide the citizens of this State with the services they need and must provide adequately paid personnel to serve them."

Conceding that the budget squeeze and the uncertain future of President Nixon's wage and price freeze pose some tough problems to public employees, Wenzl said that "nevertheless, we are at the bargaining table with fair and reasonable demands that the State must meet. Don't let anyone doubt it for a

minute—our membership has closed ranks and is united 100 percent in CSEA's fight to keep public employees from again becoming the victims of budget battles and inflation."

As to the arbitration law, Wenzl took a "wait and see" attitude. "I'm not the least bit anxious to impose anything compulsory on public employees without knowing just what the full affect of such legislation will be," he said.

New York City
 Going back to budget problems, New York City is now negotiating with police, fire and sanitation unions, all of whose leaders have stated publicly that fiscal crises are not going to affect the degree of their demands.

As for the bill on compulsory arbitration, many union leaders are stating formal opposition to the measure, but it is conceded in private they feel the law may be the answer to handling rebellious members who force rejections of pacts negotiated by their leadership. No one is going to say that in public, however.

If the City action should be copied by the State and other units of government, the whole course of labor relations in the public sector could take a very profound turn that, while not completely stopping strike actions, could reduce usage of the strike as the final weapon at the bargaining table.

Because of the uncertain effect binding arbitration might have on negotiations, two major union leaders—Michael Maye of the Uniformed Firefighters Assn. and John DeLury of the Uniformed Sanitationmen's Assn.—did announce publicly that they oppose any kind of compulsory bargaining legislation.

Under the legislation, a deadlocked dispute would be referred to an impasse panel selected from lists, provided by the City's Office of Collective Bargaining, which consists of two City and two labor representatives and three impartial members. The impasse panel could consist of a single person or three persons.

If the parties to the dispute

failed to agree on the panel, the City's Office of Collective Bargaining would appoint the panel.

The panel would then make its recommendations, subject to review by the OCB, which could modify the recommendation by a majority vote. The OCB's failure to take any action would make the panel's recommendation binding. This is not so under present procedures.

Right To Strike

In proposing that public employees have a limited right to strike, the American Assembly report noted that the right to strike, while an integral part of labor-management relations in the private sector, had been generally prohibited in the public sector by statutes and court decisions. But participants in the four-day forum at Arden House here agreed generally that governments should not set either unrealistic or unfair prohibitions against its employees or countenance situations in which employees of government violate laws that they have been sworn to uphold.

The Assembly's concluding statement on impasses and their resolution said:

"The Assembly does not sup-

RETIRING CIVIL SERVICE EMPLOYEE
 DON'T SELECT AN OPTION BEFORE YOU TALK TO US. Contact Personalized Pensions, Inc. 42 W. 39th St., NY, NY 10018. Sam Spass or Irv. Mechanic. Tel 816-3365. No Charge for Consultation

INFANT HOMES NEEDED
 Can you take a baby in your family? Infants and toddlers, especially black and interracial children need foster parents. Please call or write: THE CHILDREN'S AID SOCIETY, 150 East 45th St., N.Y.C., 10017. Tel: 682-9040, Ext 329

Mdse For Sale
 BUY JEWELRY at low prices for yourself or sell for profit! J. Martino, 28 Marine Ave., Bklyn, N.Y. 11209.

Help Wanted M/F
Attention RETIREES NO EXPERIENCE!
 We'll teach you to become a real estate salesman for investment properties; car not necessary; active midtown Manhattan office. Attractive comm's. PHILIP FOGEL CO. 889-4400

port a total prohibition on strikes for several reasons: such a ban gives rise to unequal treatment of public and private workers doing similar tasks. It relies on the mistaken view that every strike by governmental workers affects public health and safety. It does not recognize the realities of public employment labor relations in that a strike may often result in lost wages and no real discomfort for public employers whose revenues continue unimpaired.

"Therefore if all public workers are prohibited from striking, disrespect for law is encouraged and a feeling of lesser status is unnecessarily fostered. Finally, a ban on strikes does not guarantee there will be no strikes." The majority agreed with the position on the limited right to strike, but a number of participants said they felt that all public-employee strikes should be prohibited, and others supported the unlimited right to strike.

(Continued on Page 15)

REAL ESTATE VALUES

CAMBRIA HTS \$31,990
SOLID BRICK DUPLEX
 6 tremendous rms, formal dining rm, 3 lg bedrooms, ultra mo kit & bath. Garage. Air-cond. Carpeting and many other extras.

LAURELTON \$34,990
4 BR BRICK CAPE
 7 lg rms; on a lg landscaped lot. Patio, carport. Mod & immaculate. Finishable basement. Loads of extras.

LAURELTON \$39,990
LEGAL 2-FAMILY
 8 yrs young with two 5-rm apts. plus an rental bsmt apt. Exclnt value. Terrific income. CALL AT ANY TIME FOR APPT.

QUEENS HOMES
 170-13 Hillside Ave.-Jamaica
 OL 8-7510

BUILDERS SPECIAL TO BE BUILT
 Hempstead, Rosedale, Uniondale, Freeport
 Ultra modern room hi ranches, in superb residential area. 5 bedrooms, 2 full baths, 1 with ceramic tile with double vanity. . . Huge 10x14 kitchen with wall oven. Loads of birch cabinets, formica tops. Can be converted to mother & daughter or rentable apartment. 1 car garage, landscaped, from \$29,990 includes closing costs.
NATLEN HOMES (516) IV 5-1100

CAMBRIA HEIGHTS \$29,500
 Sacrifice. Exquisite all brick 6 1/2 rm, 3 bedrm Colonial res. Like new. Huge 22' livrm, full dinrm, 2-tone cool tile bath, modern Fanny Farmer eat-in kitch, lux. nite club finished basement with bar. Garage. Patio. Beautiful landscaped garden plot on tree-lined st. W-W carpeting, all major appliances included. Low down payment. GI-FHA mortgage arranged. Exclusive with:
LONG ISLAND HOMES
 168-12 Hillside Ave., Jam.
 RE 9-7300

Real Estate For Sale - Long Island
LIVETTOWN VIC. — 3 BEDROOMS
 \$26,990 — NO DN. — GI's
 McNeely Realty 516 735-8540

For Sale - Saranac Lake Area HUNTING & FISHING
 25 ACRES — furnished camp — 5 Rms. Tiled Bath — 2 Bdrms. — K., Lm. Over sized garage — concrete fl. 5 mi. buck pond — Conservation Dept. Swimming. Write: BELLEW, 303 So. Manning Blvd., Albany, N.Y. 12208

Real Estate For Sale
HANDYMAN'S SPECIAL
 10 ACRES, large house needs work. 3500 ft. road frontage. Good view. Nice area. \$7,500, half down.
DAHL REALTY, INC.
 140 E. Main St. Cobleskill 7, N.Y.
 518-234-3583

Enjoy Your Golden Days in Florida

JOBS
 FLORIDA JOBS? Federal, State, County, City, Florida Civil Service Bulletin. Subscription \$3 year - 8 issues.
 P.O. Box 846 L,
 N. Miami, Fla. 33161.

VENICE FLA. — INTERESTED?
 SEE H N WIMMERS, REALTOR
 ZIP CODE 33595
FIREFIGHTERS FIGHT FIRES NOT PEOPLE!

LAURELTON \$32,990
CALIFORNIA ARCHITECTURE
 Well-proportioned living room, full sized dining room, modern eat-in kitchen plus main floor powder room — 3 large bedrooms, colored tile bathroom, finished basement and just listen to the extras: freezer, 2 air-conditioners, wall-to-wall carpeting, refrigerator, dishwasher & washing machine! Neat-as-a-pin . . . Detached on approx 40x100 landscaped grounds . . . Near transportation. Low down payment for everyone. Ask for Mr. Alex.

HILLSIDE AVE VIC \$29,500
COLONIAL
 Corner brick . . . exclusive area near huge shopping centers, bus transportation and 10 minutes to subway. 6 rooms, 3 bedrooms, 1 1/2 baths, beautiful bsmt, garage, automatic gas heat. Ask for Mr. Soto.

LAURELTON PROPER \$27,990
CORNER BRICK
 Beautiful brick house only 19 years old. Consisting of 3 large bedrooms, main floor powder room, huge dining room, well-proportioned living room, plus modern streamlined kitchen and dinette. Automatic gas heat. Wall-to-wall carpeting, refrigerator, air-conditioner and loads of other extras. Don't wait . . . call immediately. GI & FHA low down payment terms available. Ask for Mr. Rogers.

BUTTERLY & GREEN
 168-25 Hillside Ave.
 JA 6-6300

BRONX SPECIAL FORDHAM RD VICINITY
 Semi-attached brk, 8 rm Duplex with bsmt, over looking the water on tree-lined street. Veterans-low, low down payment. No Closing Fee.
FIRST-MET REALTY
 4375 WHITE PLAIN RD, BRONX
 324-7200

Farms & Country Homes, New York State
 NEW FALL Catalog and Hundreds of Real Estate & Business Bargains. All Types, Sizes & Prices. Dahl Realty, Cobleskill, N.Y.

Farms & Country Homes, Orange County
 Bulk Acreage — Retirement Home Business in the Tri-State Area
GOLDMAN AGENCY REALTORS
 88 Pike Post Jervis, NY (914) 858-5228

BUY U.S. BONDS

SAVE ON YOUR MOVE TO FLORIDA
 Compare our cost per 4,000 lbs to St. Petersburg from New York City, \$438; Philadelphia, \$412.80; Albany, \$469.20. For an estimate to any destination in Florida
 Write
SOUTHERN TRANSFER and STORAGE CO. INC.
 DEPT. C, BOX 10217

Free Home Delivery.

1010 WINS TV
 All News. All The Time.

PUBLIC AUCTION
 OF SURPLUS CITY-OWNED PROPERTIES
 UPSET PRICES FROM \$2500
 185 PARCELS
 RESIDENTIAL COMMERCIAL INDUSTRIAL PROPERTIES
 LOCATIONS IN ALL 5 BOROUGHS
 Tuesday, November 30, 1971
 9:30 A.M. SESSION PARCELS 1-95
 2:00 P.M. SESSION PARCELS 96-185
HOTEL ROOSEVELT
 Madison Avenue at 45th Street, Manhattan
 AUCTIONEER: Edward A. Elerbe
 200 W. 72nd St.
 New York, N.Y. 10023
 EN 2-0702
 FOR INFORMATION: Write or Call
 Department of Real Estate Sales Division
 2 Lafayette Street, Room 2006
 New York, New York 10007, 846-7550
 DEPARTMENT OF REAL ESTATE
 THE CITY OF NEW YORK
IRA DUCHAN, Commissioner

Flaumenbaum Urges Participation In Long Island Fund

(From Leader Correspondent)
MINEOLA—Irving Flaumenbaum governmental chairman of the Long Island Fund, this week urged civil servants to maintain their record of participation in the charity fund drive.

"The high percentage of participation among civil servants has traditionally been a reflection of their public-spirited concern," Flaumenbaum said, "and is in keeping with the Civil Service Employee's Assn. slogan, 'We Serve.'" Payroll deduction cards are to be distributed this week in governmental agencies throughout Nassau and Suffolk. The governmental division has a goal of \$142,835 of the Fund's \$4 million total. Flaumenbaum is a State director of the CSEA and a veteran president of the 20,000-member Nassau chapter.



Calling for restorations of facilities and halt to deteriorating conditions at Pilgrim State Hospital are these CSEA leaders at press conference last

Friday: from left, Ben Koslorowski, Betty Duffy, Irving Flaumenbaum, Harry Rashkin and Gus Menzel. (See story on Page 1.)

Stewart Named To Field Staff

ALBANY—James C. Stewart of Niagara Falls, former president of the Civil Service Employees Assn. chapter at the Masten Park Narcotics Addiction Control Commission Center in Buffalo, has been appointed field representative for CSEA in the Niagara-Erie County area.

In announcing the appointment, Patrick G. Rogers, CSEA director of field services, said that Stewart will service State and local government chapters in the western New York area formerly covered by Mike Norys.

Stewart comes to CSEA from the Masten Park NACC facility, where he has been an institution teacher. Stewart also was a member of the CSEA negotiating team for NACC employees.

New School Assn. Chief

Kenneth E. Buhmaster, of Scotia, has been elected president of the National School Boards Assn. at the annual meeting of that body in Philadelphia. He served as president of the State School Boards Assn. in 1961, and currently heads the N. Y. State Teachers Retirement System.



FIRST TIME AROUND — Employees of the Homer Folks Tuberculosis Hospital, represented by the Oneonta chapter of the Civil Service Employees' Assn., recently reached agreement with New York State officials in a one-day negotiating session. Present at the union meeting were, left to right, George Shumway, Operational Unit; Mrs.

Mary Tenace, Administrative Unit; Robert Harder, Institutional Unit; Mrs. Ruth Downey, Professional and Scientific Unit, who all represented the employees, and Frank Conway, Institution Steward of the hospital, who represented management. James Somers, also representing Institutional Unit, was not present for the picture.

Yule Party Scheduled By Buffalo SUNY Chap.

Members of the Civil Service Employees Assn. at the State University of Buffalo believe in planning ahead.

The chapter this week announced plans for the annual

Christmas party Dec. 4 at the Whistle Stop in Alden.

Mrs. Dorothy Haney, chapter social committee chairman, is head of the party. Her co-chairman is Bruce Seltzman and Mrs.

Sylvia Frank, at 831-2021, is ticket chairman.

Tickets for refreshments and a buffet dinner that start at 7 p.m. are \$1. The chapter has 2,000 members, but the Whistle Stop can only accommodate 300 persons and tickets will be sold on a first-come, first-serve basis.

Binghamton

(Continued from Page 9)

marked the first time such a project had been undertaken jointly by the two CSEA organizations locally.

Yaney also reminded the audience that the annual "Toys for Tots Dinner-Dance" was in the planning stage.

Speakers at the meeting included Gino Canale, dean of continuing education at Broome Community College, and Aaron Wagner of Albany, a member of the CSEA research division.

A special guest of honor for the occasion was Central Conference president Charles Ecker of the Syracuse State School.

Retirement

(Continued from Page 3)

In 1939, she left the company to join the City payroll staff.

Comparing the old days with today, Mrs. Leschander says, "It was much simpler then. We had pension plans but no other fringe benefits to worry about. Now the system is much more complicated."

Only Computers Err

Did she ever make mistakes in those days when everything was done by hand? "Oh no," she chuckles. "Only the computers do that."

In her 34 years at City Hall, Mrs. Leschander was one of "the little, hidden people who make government run," said Ross S. Ritto, City personnel director.

She finally got a new desk in January, eight months before her retirement. "Before that," she laughed, "I always had left-overs."

After three weeks away from the job, she says she misses it. "Not the work so much, but the people."

The retirement party was one that Mrs. Leschander didn't work on. She recalls her years as a CSEA member, when "I always worked on the parties."

One of the guests at the party, City budget director George W. Wagner, said: "You've heard of some people who are the salt of the earth. Well, that's Marie. We could use a helluva lot more like her."

District 2 Transportation Retirees



Retiring members of the District 2 Department of Transportation chapter of the CSEA honored at the Fall Frolic are, left to right, Nick Serio, Leah Norton, Jay Curreross, Edyth Hazard, Ed Johnson, Peter Talarico, Cyril Reece and George Sierson.



Also honored at the Frolic were nine members who had each served 25 years with the Department of Transportation. In the front row, left to right, are Eugene Excell, Patricia Harrica, Ed Roser and Alex Smith. Standing behind them are, left to right, George Hozard, William Plete, Spencer Roberts, Russell Harris and Cyril Reece. (See story, Page 16.)

Deep Effects

(Continued from Page 13)

To cope with impasses, the Assembly recommended the statutory establishment of an impartial independent board with the power to use an "arsenal of alternatives" to resolve disputes in the public sector. Those alternatives would include but not be limited to: further mediation; fact-finding with or without recommendations; a public hearing on the impasse or on a fact-finder's recommendations; advisory arbitration; cooling-off periods.

The Assembly report said that the growth of unionization in the public sphere had been "spectacular," but that its effect had been unsettling. The reports said many public employers were inadequately prepared to understand or to deal with the new relationships.

The Assembly recommended the strengthening of the bargaining process and "assuring responsiveness to the public interest, rather than wringing hands over strikes, slowdowns and sickouts and yearning for yesteryear."

The report continued that unions had "a reciprocal obligation" to recognize "their responsibility for fostering attitudes conducive to increased harmony and efficiency in the execution of public services."

Other recommendations included the following:

- Public employees should have the right to join unions, without reprisals.

- To ensure and administer bargaining rights, states should enact comprehensive legislation.

- Public employee unions and their employers have an obligation to change the racial composition of forces so that the number of minority employees on all levels will more adequately reflect the racial balance of residents in the governmental unit.

Beckon Diploma Holders

Offer Three Entry Levels For Potential Key Punchers

Three entry levels of hiring have assumed the spotlight for potential key punch operators—GS-2, 3 and 4. Doing the hiring are various agencies of the U.S. Government.

If you're a high school grad or someone with six months of work history—three involving key punch operations—in your background, bank on appointment to a GS-2 vacancy. Also eligible are persons completing an approved training course in key punch techniques.

Fortified with a full year of work history and at least half of that in key punch operation, you may opt for GS-3 level jobs. So you may do so if you've finished at least one year of schooling above high school.

According to the Commission, one additional year of key punch experience will pave your way to GS-4. All appointments, excepting those listed below, will result from ratings on written and typing tests—given Wednesdays and Saturdays.

The written exam consists of verbal and reading ability questions and a keyboard performance test. As to typing, the speed for GS-2 is 25 wpm; for GS-3, 30 wpm. Manhattan testings take place in Room 2900, 26 Federal Plaza, near City Hall, on the days mentioned at 9 a.m. The test takes approximately 1½ hours.

With three months of key punch operation behind you, however, you can bypass both written and typing tests. Your experience and training will be rated instead. In either case, file Forms 171 and 5001ABC at the Federal Job Information Center.

Current salary levels place

GS-2 at \$4,897 and GS-3 at \$5,524. Those attaining GS-4 rank will get \$6,202 per year. The pertinent notice, No. NY-9-30, says that Federal agencies have vacancies in New York City, Nassau, Suffolk, Dutchess, Orange, Putnam and Westchester. Direct contact should be made to the U. C. Civil Service Commission at 26 Federal Plaza, Manhattan, for further information.



SPECIALIST CARE

How much does an Orthopedist charge for each visit?

How much does a Gynecologist charge for each visit?

How much does a Skin Specialist charge for each visit?

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

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

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

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

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

Navy Has Need For Engineers

Become a civil engineer at starting salary of \$8,582 per annum, at the U.S. Naval Station, Public Works Dept., Brooklyn, New York: 11251.

To be eligible, applicants must have a bachelor's or higher degree in civil engineering from an accredited college or university and at least one year of technical experience in civil engineering.

The duties of the position include assisting in the preparation of contract specifications for informal, short and long form contracts, developing and preparing design contract drawings for contracts to both short and long form type contracts, and coordinating the preparation of Military Construction projects and special projects.

For further information contact John Crowley, U.S. Naval Station, 136 Flushing Ave., Brooklyn, N.Y. 11251. Telephone MAin 5-4500, ext. 598.

Sr. Analyst Contestants

There were 257 candidates taking the written test for senior methods analyst recently. The exam was conducted in Charles Evans Hughes HS in Manhattan and Taft HS in the Bronx.

IN
ALBANY
IT'S
JACK'S
LUNCH — DINNER
and BANQUETS
42 STATE STREET

GOVERNORS
MOTOR INN
STATE AND GOVERNMENT
EMPLOYEE RATES
RESTAURANT - COCKTAIL
LOUNGE OPEN DAILY FOR
LUNCHEON AND DINNER.
LARGE BANQUET HALL
SEATS UP TO 175. DINNERS
AND BUFFETS SERVED.
FINEST FOOD ALWAYS.
DANCING TO A FINE TRIO
FRIDAY - SATURDAY NITES
9:30-1:30
FOR RESERVATIONS
CALL 438-6686
4 Miles West of Albany on Rt. 20
P.O. BOX 387,
GUILDERLAND, N.Y. 12084

JOHNSON LAKE RESORT
& MOTEL
IDEAL PLACE FOR HUNTERS
269 acres of land at disposal.
Comfortable rooms, private bath,
T.V. and courtesy coffee.
Good home cooked meals. Breakfast, lunch box and dinner. Cocktail lounge and snacks. Game room.
Bring your thermos and we'll supply the coffee. Skiers: 10 miles to Scotch Valley. Weekend rates for room and food, combined. Special rates for groups. For information and reservations call Summit, N.Y. Opr., Area 518 for No.49.
Write: Rt. 10, Summit, N.Y. 12175

ALL NEW EDISON
MOTOR INN
RT. 55 POUGHKEEPSIE, N.Y.
YOU'LL LIKE IT!
Air cond. Deluxe Rooms, T.V., Rest. & Lounge on premises, 24 Hr. phone serv. Golf & Fishing nearby. For individuals, families, groups—business or pleasure!
STATE RATES HONORED
For Info Write or Call (914) 454-3080
MEETING ROOMS AVAILABLE

'Fire The Boss'

(Continued from Page 2)

employees in last year's session and the upcoming session be reviewed and reported to our members for future action.

"Because of the changing attitudes, next year may very well see a different and more vocal CSEA with regard to political action at all levels of government."

Flaumenbaum, long an advocate of political action by CSEA members, said he was "encouraged by the political activity in various CSEA chapters and units this year" and expressed the hope that "next year will see even more endorsements, as well as opposition to candidates who do not have the best interests of public employees at heart."

Suffolk County chapter president Imhoiz said, "Public employees are in the unique position of having at their disposal the means to terminate their own employer's employment through the ballot box if they feel he is not giving them proper consideration."

ROCKLAND RESIDENTS

Need a second car—or a good first car? Guaranteed top shape used cars wholesale prices, retail value. Civil service employees only, show your identification and get 10% discount. Call 914-352-8219 — ask for Charlie Smyth.

20% OFF TO STATE WORKERS
ON ALL MUSICAL INSTRUMENTS
HILTON MUSIC CENTER
346 CENTRAL AVE. Opp. State Bank
ALBANY HO 2-0945

ALBANY
BRANCH OFFICE
FOR INFORMATION regarding advertisement. Please write or call:
JOSEPH T. BELLEW
303 SO. MANNING BLVD.
ALBANY, N.Y. Phone IV 2-5474

ARCO
CIVIL SERVICE BOOKS
and all tests
PLAZA BOOK SHOP
380 Broadway
Albany, N. Y.
Mail & Phone Orders Filled

MAYFLOWER - ROYAL COURT
APARTMENTS—Furnished, Unfurnished, and Rooms. Phone HE 4-1994. (Albany).

SPECIAL RATES
for Civil Service Employees
IN THE CENTER OF ALBANY
HOTEL
Wellington
DRIVE-IN GARAGE
AIR CONDITIONING • TV
No parking problems at Albany's largest hotel... with Albany's only drive-in garage. You'll like the comfort and convenience, too! Family rates. Cocktail lounge.
180 STATE STREET
OPPOSITE STATE CAPITOL
See your friendly travel agent.
SPECIAL WEEKLY RATES
FOR EXTENDED STAYS

We don't just cover stories. We uncover them.

GROUP
1010 WINS
All News. All The Time.



TROY'S FAMOUS
FACTORY STORE

Men's & Young Men's
Fine Clothes

SPORT COAT SALE NOW ON
OUR 40th ANNIVERSARY YEAR!

621 RIVER STREET, TROY Tel. AS 2-2022
OPEN TUES., THURS. & FRI. NITES UNTIL 9 • CLOSED MONDAYS.

Martello Outlines CSEA Goals At Retirement Dinner

(From Leader Correspondent)

UTICA—Sixteen members of the District 2 Department of Transportation chapter of the CSEA were honored at the chapter's annual Fall Frolic, held at Massoud's Lounge in Washington Mills near Utica. The occasion marked the retirement of eight members, and also commemorated the 25th year with the Department for nine others. The awards were presented by Utica region director Bernard Evans. (See pictures on Page 14.)

The main speaker of the evening was CSEA district field supervisor Frank Martello, who discussed some of the goals the union has set when negotiations with the State start within a few weeks.

Martello said the Association plans to ask for a 4-day work-week for its workers, and for improved sick leave, pension and travel benefits.

Two big items the CSEA plans to work for in its negotiations this year, according to Mar-

tello, will be an agency shop clause, and the right for public employees to go out on strike. Both of these will require legislative action to modify the present Taylor Law, which governs public employees and unions which represent them.

Agency Shop Clause

Under the agency shop clause being proposed by the CSEA, those workers not belonging to the collective bargaining unit in a given facility would be required to pay a service charge for the services performed by the union. The service charge would be equal to the amount paid annually by a member in dues. But the big difference would be, that paying the service charge still would not make that particular employee a member of the organization. He would not be allowed to serve as an officer nor would he have the right to vote on proposed contracts.

Martello felt that this would tend to increase voluntary membership in the CSEA, if it were to be adopted as part of the contract with the State.

The second major demand which would require legislative approval would be a provision allowing strikes by public employees. As the CSEA proposes this, strikes would be authorized only after all other procedures for arriving at a contract settlement under the present Taylor Law had been exhausted.

Finally, Martello said that the CSEA was suggesting that representatives of the Legislature, which must ultimately approve the contract worked out with the State, be made a part of the State's bargaining team. CSEA leaders apparently feel this will make the Legislature more likely to accept the contract as it leaves the negotiating table.

Nassau CSEA Calls Impasse in Contract Talks With County

MINEOLA—The 15-member negotiating team of the Nassau chapter, Civil Service Employees' Assn., voted unanimously last week to declare an impasse in talks for a 1972 contract.

Chapter president Irving Flaumenbaum said that County negotiators in more than 25 meetings since July 2 had refused to budge from a demand for elimination of the graded salary plan.

In addition, it was not until last Thursday that the County came up with any salary offer. It was "very little," Flaumenbaum said.

Flaumenbaum said that the negotiating committee had been prepared to receive the pay offer as a starting point for negotia-

tions, but that talks could not continue without withdrawal of the proposal to abandon the graded salary plan.

Shocked members of the negotiating committee said that the salary plan had been in effect for as long as any member of the committee had been in the County service—up to 30 years.

Flaumenbaum said that the long negotiations had produced agreement on a small number of non-monetary questions.

Seek Mediation

CSEA and County Executive Ralph G. Caso were to agree this week on an impartial mediator who will attempt to get the talks rolling before the deadlock would be submitted to a fact-finder.

Flaumenbaum said the negotiating committee was unanimous in rejecting the County's position. "The graded salary plan is a part of the job and has been for as long as anyone can remember," he said. It is customary in public employment throughout the State.

The chapter, the largest County in the State, had submitted a 99-point package topped by a bid for a 20 percent pay increase. Officials said later, however, that the pay issue was academic because the amount of increase would be controlled by the Federal wage-price freeze.

CSEA Insists: Price Changes In Mental Hygiene Must Be Negotiated

ALBANY — The Civil Service Employee's Assn. has demanded that the State Office of Employee Relations negotiate with the union on proposed changes in the maintenance charge schedule for the Department of Mental Hygiene.

The changes, according to a CSEA official, would hike the meal prices paid by institutional employees who eat at building cafeterias, and abolish the privilege now held by some employees to buy food from State stores.

"We have protested this arbitrary move under Article 27 of our collective bargaining agreements," said the CSEA spokesman, "which says very clearly that 'the State will not seek to diminish or impair during the term of this agreement any benefit or privilege provided by law, rule or regulation for employees without prior notice to CSEA; and, when appropriate, without negotiations with CSEA; . . ."

"We have demanded that the State negotiate with us on the proposed changes in the maintenance charge schedule at once."

Metropolitan Conf. Hosts Dinner-Dance



Social committee members of the Metropolitan Conference, Civil Service Employees Assn., pose on stairway at Glen Chateau in Brooklyn, where the Conference held its annual dinner-dance on Oct. 29. The evening featured (besides the dancing and dining and numerous door prizes) the presence of Ersa Poston, chairman of the State Civil Service Commission, as guest of honor. Committee members were, from left, Sam Emmet, Irene Hillis, Miriam Levy, chairman Philip Wexler, Helen Murphy, Cleo P. Ransom and Mary Warner.



Conference president Randolph V. Jacobs, left, and second vice-president Philip Wexler greet two of the guests at the dinner-dance: Dians Hoover, left, and Rhonda Jacobs.



Statewide treasurer Jack Gallagher is flanked here by Conference secretary Edna Percoco, left, and Betty Wexler. Sam Emmet was toastmaster for the evening's festivities.

Buffalo Woman Backed By CSEA In Pay Dispute

BUFFALO—The disputed pay of a Buffalo City employee has touched off a grievance from the CSEA unit that represents City white-collar workers.

At contention is the salary of Mrs. Angeline Kasprzak of Buffalo, an account clerk appointed in September to research aide in the City division of planning.

Mrs. Kasprzak was earning \$7,350 in her former position and the CSEA contends that provisions of a recently negoti-

ated pact with the City stipulate that she make \$9,425, the top pay for a research aide.

Corporation Counsel Anthony Manguso has ruled otherwise. He claims Mrs. Kasprzak is entitled to only the starting salary of a

research aide, \$7,785.

The contract provision under dispute reads:

"The maximum salary will be paid to an employee upon his promotion to a new position if he is at the maximum (or third level) of his present grade."

Manguso feels Mrs. Kasprzak's appointment was not a promotion based on the fact that the civil service exam she took for the job was an "open competi-

itive" test, not classified professional, and research aide is not in the "line of promotion" for an account clerk.

Joseph C. Malore, president of the CSEA Buffalo unit, has argued that the contract provision applies anytime an employee goes to a job that carries more pay. Mrs. Kasprzak was at the top level for account clerk, thus she must receive the top level for research aide, he contends.