

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXXII, No. 16 Tuesday, December 15, 1970 Price Ten Cents

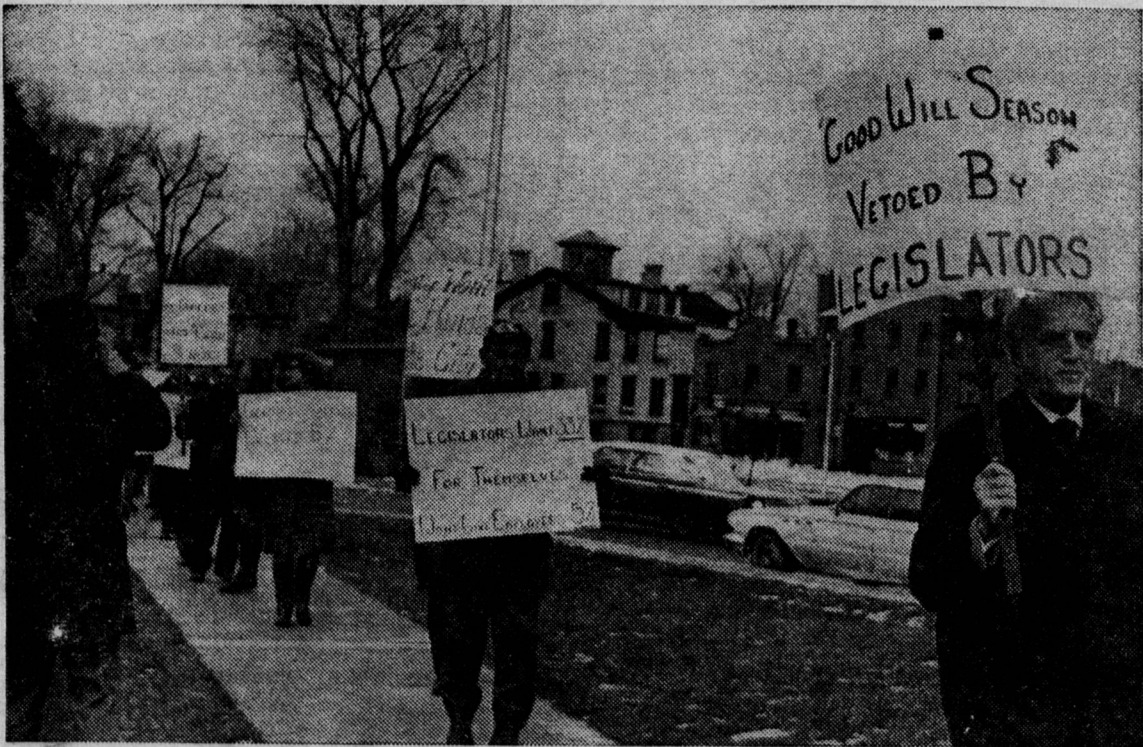
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Westchester Pact Report

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CSEA IN FURY OVER FREEZE



FIRST PICKET — The first picket to take his place in line around Oneida County Office Building last week was Dr. Theodore Wenzl, president of the Statewide Civil Service Employees Assn., right. Some 150 County employees joined the demonstration.

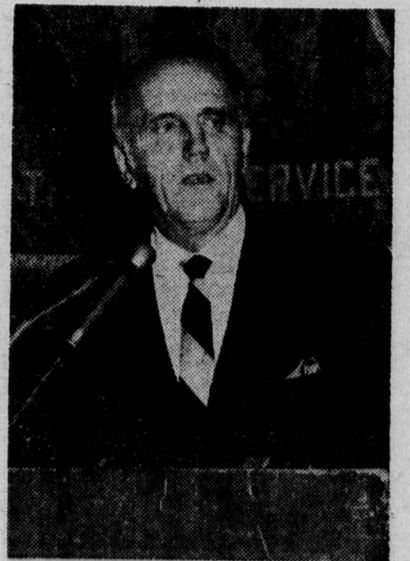
Conference Heads Add To Statewide Blast On Hiring, Promotion Halt

By PAUL KYER

As The Leader went to press, Civil Service Employees Assn. members were in the biggest uproar since this time two years ago when the Rockefeller Administration nearly brought on a strike by breaking off negotiation talks with CSEA in the middle of bargaining for the first State worker contracts. The earthquake tremors among public employees from Buffalo to Montauk Point came as the result last week of a directive from Budget Director T. Norman Hurd putting a freeze on new hirings, promotions and ordering the laying off of provisional and temporary employees along with a severe cutback in overtime work.

tempt to dig itself out of financial difficulty." At Leader press time, he was

The first explosion came from CSEA president Theodore C. Wenzl in Albany last Tuesday afternoon when he charged the State Administration with "sacrificing State employees in an at-



THEODORE C. WENZL
Charges "strangulation," not belt-tightening.

'All CSEA Is Behind You' Wenzl Tells Oneida Chap.; Members Picket Cty. Office

By JOE TIERNO

UTICA—The president of the State Civil Service Employees Assn. has vowed to throw the weight of the entire organization behind the Oneida County, CSEA chapter's effort to get a new contract. Dr. Theodore Wenzl, in addressing a membership meeting of the County chapter last week, said he was prepared to "go all the way" in aiding them in their struggle.

Wenzl described the situation as "serious" and said he could not understand the action by the County Board of Legislators.

He said the raise the Board has offered will be wiped out by the cost-of-living increases expected in the next year. He said further that the offer represented a slipping behind rather

than a motion forward.

The State president stood behind a decision by the County chapter to begin picketing the County Office Building in an effort to bring pressure on the Administration to come across with a new and better offer.

Extreme Provocation Wenzl said, too, that he would

wait and see what a "super conciliation meeting produced next week and if that didn't work then the chapter should go all the way." It was obvious he was hinting a general walk-out and said he thought there was "extreme provocation" on the part of the County in the

(Continued on Page 9)

Don't Repeat This!

Rockefeller, Lindsay Finally Agree—But At Workers' Expense

THE relationship between Gov. Nelson A. Rockefeller and Mayor John V. Lindsay is an enigma compounded out of alternating currents of attraction and repulsion, out of the subtle interplay of passionate fears and admiration that dramatizes the relationship, let us say, between Sherlock

(Continued on Page 2)

demanding a personal meeting with Governor Rockefeller to discuss the whole issue.

Delegates attending a New York City chapter meeting that night were rocked with indignation when the

(Continued on Page 8)

DON'T REPEAT THIS!

(Continued from Page 1)

Holmes and his arch rival, Professor Moriarty. Inevitably, when two such powerful figures travel in tandem, they challenge to the utmost the courage and vigor of those who oppose them.

Governor Rockefeller and Mayor Lindsay are now on a parallel course that makes scapegoats out of civil service employees for their fiscal problems and seeks to use civil service organizations as an escape hatch against taxpayer revolt to steps that may have to be taken to balance budgets. Moving in tandem, Governor Rockefeller and Mayor Lindsay unleashed forces that civil service employee organizations can resist only through unity of purpose and dedication to the needs of the employees they represent. Any chinks in that facade of unity will destroy the hopes and aspirations of public employees throughout the State, whether at the State or local government level.

The parallel course followed at the moment by both Governor Rockefeller and Mayor Lindsay is to freeze employment of new workers to replace those who, for one reason or another, have left civil service employment, to fire provisional and temporary employees, to stop promotional opportunities to those who have earned and deserve them, and to eliminate overtime work. That last bit about eliminating overtime work has a mocking echo. Overtime work persuasively demonstrates the extent to which public service programs are now undermanned and apparently it

is the intent of both Governor Rockefeller and Mayor Lindsay to expose public employees to an inhuman speed-up which has not been seen on our planet since slaves constructed the Egyptian pyramids.

Moreover, both Governor Rockefeller and Mayor Lindsay are counting heavily on the part of taxpayer groups to rally to their support. A case in point is Ralph Gross, president of the prestigious Commerce and Industry Assn., who last week urged Mayor Lindsay to hold fast against demands of the City's police, fire, and sanitation forces. According to Gross, a strike among these three significant employee groups would be preferable to honorable negotiation of their demands. It is difficult to see how Gross can contemplate the triple disaster of a simultaneous strike by the City's police, fire and sanitation employees with the serenity of Aristotle contemplating a bust of Homer. Gross and the taxpayer groups, whom he represents, may sing a completely different tune when insurance companies cancel members' burglary and fire insurance policies, or skyrocket premium rates because of the City's freeze on hiring police and firemen to replace those who leave those departments and when corporate executives find that they can't reach their offices in their chauffeured limousines because of monumental traffic jams resulting from a police strike.

Collision Course

The answer to the ancient conundrum as to what happens

when an irresistible force meets an immovable body may begin to unfold first in New York City in the closing days of December, when the force of municipal employee demands collides with Lindsay Administration budget policies. The second unfolding presumably will take place at the State level and in other local governments that may try to follow the lead of Governor Rockefeller and Mayor Lindsay.

The confrontation between the Governor and the Mayor on the one hand and the civil service employee organizations on the other is likely to be an explosive one. Theodore Wenzl, president of the Civil Service Employees Assn., has made clear the determination of his organization to defend to the utmost the rights of civil service employees against the onslaught on their salary standards, working conditions and promotional opportunities. Clearly, his efforts will have the united support of the City's police, fire and sanitation groups.

Sir Isaac Newton said that every action has a reaction with the force of the reaction always equal to the force of the action. The momentary unity between Governor Rockefeller and Mayor Lindsay with respect to undermining civil service standards will necessarily generate a reaction of unity among various civil service employee groups that will have sufficient power to resist the regressive policies of both Rockefeller and Lindsay.

Your Public Relations IQ

By LEO J. MARGOLIN



Mr. Margolin is Professor of Business Administration at the Borough of Manhattan Community College and Adjunct Professor of Public Administration in New York University's Graduate School of Public Administration.

The Lottery & Legal Obstacles

THIS COLUMN IS against anything or anyone that reflects unfavorably on the public relations of civil service. **WE HAVE MADE** this position clear for all the 10 years this column has appeared in "The Leader."

ONE ITEM THAT continues to bug us is the holier-than-thou attitude of the U.S. Post Office toward State-run lotteries.

THERE ARE ONLY two such lotteries in the U.S. — New York and New Hampshire. Despite the difficulties imposed by the U.S. Post Office, both lotteries have had a fair amount of success.

EVEN THE SUPER - holier - than-thou attitude of Rep. Wright Patman, Chairman of the House Banking Committee, has not stopped the lotteries.

REPRESENTATIVE Patman's very special law banning banks from selling the tickets slowed the lotteries; it certainly didn't stop them.

WHAT IS AMUSING about Patman's efforts is his intent to stop the banks from sales of tickets, not the handling of tickets and money — which the banks continue to do at a profit.

IN OTHER WORDS, banks can profit from the lottery, but they can't sell the tickets.

IT IS CONTRADICTORY nonsense such as Patman's law that really louses up government and civil service public relations.

THE REASONING IS simple: if laws are so ridiculous, then the people enforcing these laws must be equally ridiculous.

NOW ALONG COMES the U.S. Post Office to make more rules that, although sensible, still make the Post Office look silly.

OUR READERS WERE told more than two years ago that we could not see how the Post Office could stop newspapers from printing news about State lotteries when the items, such as lists of winners, are generally news, no matter what the law or the Post Office says to the contrary.

WELL, THE BIG news now that after more than two years of heavy thinking, the Post Office rules that newspapers may print lists of winners — something the newspapers have been doing right along.

THE POST OFFICE held the axe over the newspapers, because copies of these newspapers could not go through the mails.

WE THINK THE TIME has come for government agencies to consider the public relations implications of their actions along with the legalities.

THERE CAN BE no respect for orderly government or for civil service, if the laws or rules violate the basics of public relations — which means the basics of common sense.

Inst. Of Government Execs Hold First Me

SARATOGA SPRINGS — The State Institute for Governmental Executives had its initial meeting here last week to lay the groundwork for future executive development programs. Plans, in large part, will be based on the members' reactions to various panel discussions concerning critical social and government issues. Keynote speakers were State Budget Director Dr. T. Norman Hurd and Institute director Samuel H. Hays.

Vacation Bonanzas!

PORTUGAL — Feb. 11 to 15 at the luxurious Estroril Sol Hotel. Only \$199, plus \$15 gratuities. Includes round trip jet fare, breakfast, gourmet dinner and hotel room. Write to Irving Flaumenbaum, 25 Buchanan St., Freeport, N.Y. 11520. Telephone (516) 868-7715.

PUERTO RICO — Feb. 11 to 15 at the glamorous Raquet Club. Only \$165, plus \$6 tax and tips. Air Fare Only—\$105. Write to Mrs. Julia Duffy, P. O. Box 43, West Brentwood, L.I., New York. Telephone after 5 p.m. (516) 273-8633.

Air/Sea Caribbean Cruise — SS REGINA — Via KLM Royal Dutch Airlines New York/Curacao and sailing from Curacao — leaving Feb. 20 and returning Feb. 27, \$296.00 up. Price Includes: Cruise with all meals at minimum cabin value of \$129.00; Transfers. PORTS VISITED: Curacao, Trinidad, Barbados, Martinique, St. Vincent, La Guaira (Caracas, Venezuela), Curacao. Write to Mrs. Blanche Rueth, 96 Whaley St., Freeport, N. Y. 11520. Tel: Home (516) FR 9-4529; Office (516) 489-1202.

Air/Sea Caribbean Cruise — SS REGINA — Via KLM Royal Dutch Airlines New York/Curacao and sailing from Curacao — leaving March 13 and returning March 20, \$296.00 up. Price Includes: Cruise with all meals at minimum cabin value of \$129.00; Transfers. PORTS VISITED: Curacao, Antigua, Guadeloupe, St. Lucia, Grenada, La Guaira (Caracas, Venezuela), Curacao. Write to Miss Emily Riordan, 1501 Broadway, Suite 709, New York, New York 10036. Tel: (212) 868-3700.

ISRAEL — March 2 to 11. Via KLM and with beautiful weather. Only \$515, plus \$20 gratuities. Visiting Tel Aviv, Jaffa, Haifa, Jerusalem, Bethlehem, Negev, Gaililee, Caesarea. Hotel rooms, breakfast, dinner and sightseeing included. Write Mr. Flaumenbaum (see Portugal trip).

ARUBA — April 24 to May 1. Only \$326 complete, with flight, hotel rooms, deluxe meals, glorious beach and sun. Write Mrs. Grace Smith, R.D. Box 1195, Waterford, N.Y. Phone (518) 371-6729.

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Open only to members of Civil Service Education & Recreation Assn and their immediate family. For Fall and Winter program brochure, write to CSE&RA, P.O. Box 772, Times Square Station, New York, N.Y. 10036.

FROM THE FINEST



By EDWARD J. KIERNAN

Pres., N.Y.C. Patrolmen's Benevolent Assn.

(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.)

Policemen Never Go "Off Duty"

ONE OF THE MOST remarkable things about policemen, to me, is the fact that they are never "off duty." An ordinary citizen who sees trouble brewing is entitled to flee; perhaps that is the only prudent course of action to follow these days. But a policeman takes action whenever he believes a crime is in progress, recognizing no vacations, no time off, no urgent personal business.

WE DON'T KNOW what strong inner motivation impels off-duty policemen, wearing civilian clothes in which they are indistinguishable, to put their lives at risk in behalf of the community they serve. But the record shows that despite the high probability of injury or death, the patrolmen of New York City continually enrich the community

(Continued on Page 5)

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CIVIL SERVICE LEADER
America's Leading Weekly
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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 \$5.00 Per Year
Individual Copies, 10c

Funeral Rites Held For Arnold Moses, CSEA Field Staff Supervisor

Arnold Moses, 50, regional field supervisor of the Civil Service Employees Assn., for the Long Island area, died unexpectedly last Thursday, Dec. 10, at his home on Highview Ave., Poquott.

Mr. Moses had been supervisor of all CSEA field operations serving 50,000 CSEA members on Long Island since July, 1969. Previously, he had served as a field representative since 1965.

He brought to his job a long, successful career as a State employee and an active CSEA member. He was an attendant in the Mental Hygiene Dept. from June to December 1941, became a staff attendant in Brooklyn State Hospital in 1942, and while in that position, he was in charge of an open-ambulatory ward until his appointment as field representative. He served in the U.S. Navy from April 1943, to December 1945.

Mr. Moses, a well-known CSEA member, served at various times as chapter president at Brooklyn State Hospital, official delegate, member of the Statewide special attendance committee, the resolutions committee, the membership committee, the special Mental Hygiene committee, and several committees of the Metropolitan Conference, and of the Brooklyn State chapter. He was also a member of the New York State Mental Hygiene Employees Assn., serving as second vice-president of that group from 1954-64. Before his promotion, Mr. Moses served as president of the CSEA Field Staff Assn.

Among Mr. Moses' personal achievements for CSEA was the successful completion of the split-shift grievance, which he undertook under the first Statewide grievance machinery, and the successful Tax Court decision concerning deductions for uniforms for attendants in Mental Hygiene hospitals, in 1951.

Mr. Moses earned a bachelor's degree in political science from Brooklyn College the hard way—attending school at night for eight years while working during the day. He was a Mason, Loyalty Lodge No. 876, a brother in Valley Scottish Rite of New York City and a noble in Mecca Temple. He was also a member of the New York metropolitan chapter of the Public Personnel Assn. and a member of the American Society for Public Administration.

CSEA President Theodore C. Wenzl expressed shock and sympathy at the sudden passing of Mr. Moses, stating, "Arnold was dedicated to CSEA from the time he entered State service through his career as a CSEA staff employee. He worked diligently to enhance CSEA's image and strengthen our position on

Long Island. He will be sorely missed by all of us."

Irving Flaumenbaum, CSEA first vice-president and head of the Nassau County chapter, said: "I worked closely with Arnold over the last five years and found him to be devoted to everything we believe in. Very little of his time was his own



ARNOLD MOSES

as he spent countless hours tackling the myriad daily problems a union faces. He was truly a dedicated servant to the CSEA cause and his passing has left a big void."

Edward Cleary, president of the CSEA Field Staff Assn., and a co-worker, said: "Arnold was a firm believer in unionism, having served as president of our organization before his promotion. CSEA's problems were his problems, and his genuine interest and dedication filtered down to all who worked under him. He will be missed by all of us on Long Island."

Funeral services were held Sunday, from the O.B. Davis Funeral Home in Port Jefferson Station. Mr. Moses is survived by his wife, Elaine.

Urges Letter Drive To Release POW's

NEWBURGH — George L. Brooks of Newburgh has called upon his fellow members of the Civil Service Employees Assn. to join a letter-writing drive to the Paris Peace Talks to ensure that "all prisoners of war be released immediately and unconditionally." He urged State employees to address airmail letters to: The North Vietnamese Embassy, Paris, France.

Brief letters are preferable, noted Brooks, asking that they not be abusive. He suggested the message say something like: "I am deeply disturbed about the conditions of American POW's held in North Vietnam, Laos and by the Viet Cong and by the failure of your government to adhere to the provisions of the Geneva Convention concerning humane treatment of prisoners. I ask in the name of humanity that you give serious consideration to President Nixon's new peace proposals to release all prisoners of war."

\$1,100 Boost, Improvements In Pensions & Fringe Benefits Included In Westchester Pact

WHITE PLAINS — A ratification vote is under way among Westchester County employees as a result of tentative agreement between the County Administration and the Civil Service Employees Assn. on a new, two-year pact.

The agreement came as a result of a marathon all-night bargaining session which ended at 6 a.m. on Saturday, Dec. 5.

Under terms of the pact, employees would receive a minimum \$1,100 salary increase over the two years, \$600 the first year and \$500 the second. For those employees in grades 1 through 8, a 7½ percent increase will be in effect immediately; in grades 9 through 12, a seven percent increase will be granted, and those in grades 13 through 16, a 6½ percent increase will be effected. All of these increases will be subject to the \$600 minimum.

During the second year of the pact, the raise will be based on the cost-of-living factor, with a \$500 minimum.

Other pact provisions include:

Health Insurance Booklet Available

ALBANY—New York State has issued an 80-page booklet titled "Health Insurance for You and Your Dependents," which explains the health insurance program for State employees.

Every State employee and local government employee who participates in the health insurance program sponsored by the State is slated to receive a copy of the booklet, sources said.

Joseph D. Lochner, executive director for the Civil Service Employees Assn., which represents the majority of State workers, urged State employees to keep the health insurance booklets: "Every employee who participates in the health insurance program should know his benefits and know them well. The bulk of these benefits were negotiated by CSEA and we are proud of them. I urge all participating employees to keep these booklets handy at all times."

Lochner also said that if participating employees do not receive a copy of the booklet, they should contact their local personnel officer or agency administrator.

MH Bargainers Set Meeting This Week

The eight-member bargaining team representing the employees of the State Department of Mental Hygiene will meet Wednesday at 12:15 p.m. at Albany's Ambassador Restaurant. This luncheon meeting, announced chairman Thomas McDonough, will prepare for a session with Department officials set for Dec. 17 at 9:30 a.m. Persons having further questions were asked to contact John Conopy at Civil Service Employees Assn. Headquarters.

Otisville Post

ALBANY—Mrs. Kenneth R. Smith of Glen Head has been reappointed to the Board of Visitors of the Otisville State Training School for boys.

Health Insurance
 • Increased contributions toward Statewide Plan to 100 percent individual and 75 percent family plant.

Retirement
 • The improved "25 Year Plan" (20 years at 1/50th); Veterans buy-back options; \$20,000 death benefit plan, and

Provision for adding up to 165 days of accumulated unused sick leave to service time at retirement.

Shift Differential
 Shift differential to be increased to 15 cents per hour for all shifts other than the first shift.

Misc. & Local Items
 Exclusive dues deductions; Eighteen days excused time for CSEA officials to attend conventions;

Recognition extended for maximum period; Amended grievance procedure;

Establishment of sergeant title for Correction Dept.;

Paid lunch hour for deputy sheriffs on jury guard during lunch if total hours worked exceeds 35 in week;

Prohibition on manipulation of hours to prevent overtime;

Payroll deduction for credit union when and if same is established, and Civil service legislation for deputy sheriffs.

Emanuele Vitale, CSEA collective bargaining specialist, was spokesman for the unit's negotiating committee. Chairman of the committee was Victor Modugno. Members included three presidents of the unit, Carmine Lamagna, current president; Pat Mascioli, past president and Michael Del Vecchio, also a past president of CSEA group, and now president of the chapter. James Griffin, Diane Crimmins, Arthur Gozmaian and Edward Carafa were other members.

Alternates were Richard Keeler, Alberta McClure, Irene Amarel, Sal Lo Ricco, Charles Littlejohn, Lou Mazzarella, Edward Keer and Pat Burke.

Pilgrim CSEA Chapter Closes Two Grievances

WEST BRENTWOOD—Two second-stage contract grievances filed by the Civil Service Employees Assn. on behalf of employees at Pilgrim State Hospital here have been resolved at the institution level, CSEA reported last week.

In a related matter, institution level negotiations on employee working conditions are expected to begin soon between CSEA and Pilgrim officials.

CSEA field representative Roger Cill explained the two grievances: "One grievance involved a director of nursing service and education at Pilgrim, who had told the supervising nurses there that they must sign in and sign out. She had told them that the rules of the director of Pilgrim supercede the contract for employees in the Professional, Scientific and Technical Services unit, which states that 'no employee in this unit shall be required to punch time clocks or record his attendance with a time keeper.'

"After CSEA's complaint, Director Dr. Henry Brill informed CSEA that he had instructed this nursing service director that she was violating the contract, and told CSEA that supervising nurses would be told they need not sign in or out. Other department heads have also been advised to tell their employees in the PST unit not to sign in or out."

In the second grievance, CSEA complained that the hospital violated Article 15 of the Institutional Services Unit contract when State employees in Building 30, Wards 5 and 6, were performing intensive special program treatments without being properly compensated.

The employees in question had been temporarily placed at grade 8 two years ago by the Depart-

ment of Mental Hygiene when the special treatment program was instituted in the Chronic Intensive units. In the early part of 1970 the temporary grade 8's were reduced back to grade 6 and the program was terminated.

"The program was reinstated in Building 30 and in other buildings recently," said Cill, "but the extra money has not been paid. CSEA protested that the employees should be compensated for this extra work or else not asked to do it."

"This grievance was also resolved at the institution level," Cill continued. "We have now been assured by Director Brill that no grade 6 employee will be required to carry out group therapy or similar group psychotherapeutic procedures alone and without the assistance of a member of the hospital staff at a higher level."

Pilgrim chapter president Julia E. Duffy, who will head the CSEA negotiating team, commented on the grievances: "These are just two of many grievances we have here at Pilgrim, but I am very encouraged to see that the institution director agreed to work these out at the local level. Cooperation between labor and management in this and other areas will go a long way toward building morale."

Mrs. Duffy also called on Pilgrim employees to submit to her their proposals for demands to be presented by the CSEA team in negotiations.

Inside The Leader

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Harpur F.S.A.

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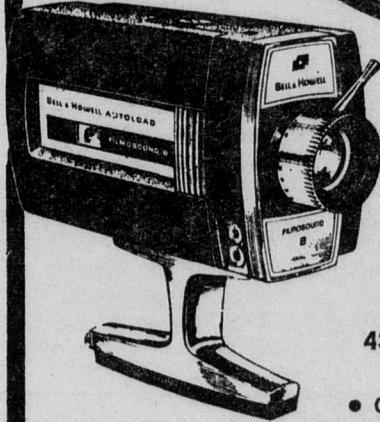
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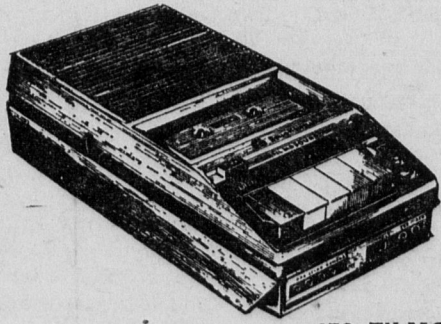
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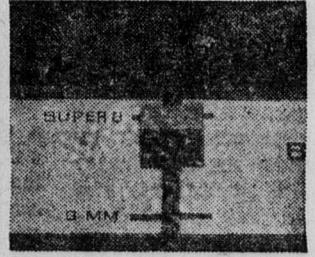
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From The Finest

(Continued from Page 2)

by their unswerving dedication to the most demanding tenets of any profession.

HERE ARE four recent stories that illustrate the point.

MIGUEL SIRVENT grew up in Brooklyn, was graduated from Abraham Lincoln High School, and enrolled in Brooklyn Community College. Shortly thereafter he followed his older brother into the Army, serving in Germany for two years and rising to the rank of staff sergeant. His military service completed, he continued in his brother's footsteps and joined the Police Dept. One evening last May, six weeks out of the Police Academy and 23 years old, Patrolman Miguel Sirvent had a night off. With his young wife, he visited his mother at a Manhattan hospital. Then, on their way home, the couple stopped for a snack at a hamburger stand in Brooklyn. A hold-up man entered the store, pulled a gun and announced a stickup. Patrolman Sirvent drew the revolver that police officers are required to carry at all times, identified himself and ordered the robber to drop his weapon. A concealed accomplice fired two bullets into Sirvent's chest, killing him.

PATROLMAN JAMES DRISCOLL, 29, holds 17 departmental awards for outstanding police duty. Last June, while on vacation, he was walking along an avenue in Queens with his wife when he saw smoke pouring out of a building. From a resident, Patrolman Driscoll learned that a two-year-old child was trapped on the third floor. Through a raging blaze, he fought his way up the steps and rescued the child. He was hospitalized for burns and smoke inhalation.

PATROLMAN KENNETH SUTHERLAND, 23, is an instructor in the Police Dept.'s Narcotics Education Course. During the course of an off-duty evening last July, he became aware that a holdup was in progress in a Manhattan bar. Singlehanded, he confronted the six armed hold-up men and ordered them to drop their weapons. They started firing. In the ensuing gun battle, Patrolman Sutherland sustained multiple gunshot wounds and a fractured collarbone, but he managed to capture one of the assailants before he collapsed. With the same determination, Ken Sutherland had earlier fought his way back from temporary blindness caused by a gas grenade explosion in Korea.

ONE DAY LAST September, off-duty patrolman Broley Halyard was strolling through Crown Heights, where he lives with his wife and three young children. Glancing through the window of the local supermarket, he observed a hold-up in progress. He confronted five stick-up men armed with shotguns. After a gun battle and a chase, Patrolman Halyard captured one of the men and observed the license plate of the getaway car. As a result, another of the men was captured shortly thereafter and the identities of all the perpetrators are now known.

WHAT IMPELS policemen to do it? Nobody knows. But there is no group of men anywhere who make a greater contribution, day in and day out around the clock, to their fellow citizens.

Onondaga Asks For Firefighters

A call to find more firefighters has been issued by the Onondaga County Personnel Dept., in pointing out that candidates may be residents of Cortland, Cayuga, Madison, Onondaga or Oswego Counties for a period of one year prior to the exam. The test date is scheduled for Jan. 23.

Qualifications are very broad, requiring only a high school diploma or equivalency certificate and good moral character and habits. Pay starts at \$6,300. The age stipulation is 20-30 and possession of a driver's license is also needed.

Dec. 23 is the closing date to file for the written exam, which will test for knowledge of mechanical devices, mathematics, general science and the ability to use good judgment in firefighting.

Candidates can also expect a medical and psychiatric exam and a physical agility test. However, these exams will only be given to entrants who score adequately on the written test. Ask for Announcement No. 68463 when you apply; write the Department of Personnel at 204 Public Safety Bldg., Syracuse, for further information.

Columbia Assn. Sets Thurs. Mass Meeting

As mass meeting will be called next Thursday, Dec. 17, for members of the Sanitation Dept. Columbia Assn. It will be held at the group's clubhouse, 543 Union St. in Brooklyn, starting at 8 p.m.

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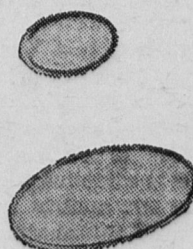
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Civil Service LEADER

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 East 149th Street, Bronx, N.Y. 10455

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ALBANY — Joseph T. Bellew — 303 So. Manning Blvd., IV 2-5474

KINGSTON, N.Y. — Charles Andrews — 239 Wall Street, FEderal 8-8350

10c per copy. Subscription Price \$3.00 to members of the Civil Service Employees Association. \$5.00 to non-members.

TUESDAY, DECEMBER, 15, 1970

The Public Beware

BEFORE taxpayers start applauding Governor Rockefeller and Mayor Lindsay too heartily for their stringent cutbacks in hiring new employees and blocking promotions and slashing expenditures for needed programs, let them beware of the effect it will have on their own quality of living from day to day.

Can the average citizen really cheer the thought of less police and fire protection through failure to expand these forces as the populace grows?

Does anyone feel that hospital care for the mentally and physically ill—already suffering from staff shortages—can continue as it is?

Is the average citizen willing to put up with filthy streets and high garbage piles forever?

Do any of us want to see our recreation areas turned into broken down dumps when the need for "getting away from it all" is even greater today than it has ever been?

Has the need for day care centers, drug control programs, aid for the poor, job training, cancer research, cultural and recreational development suddenly become unimportant?

The quality of public service determines to a great extent the quality of living standards. Dr. Theodore C. Wenzl, president of the 200,000-member Civil Service Employees Assn., has rightly observed that the current freeze order on hiring for promotions and the call for firings and other "economies" are not so much belt-tightening as downright strangulation.

While we do not decry the pleas of the Governor and the Mayor for Federal revenue sharing, we do call upon them to review, in the meantime, the true priority of needs in both the State and City before firing off orders that are so ill-conceived and hastily executed. Daily life depends too much on the quality of public service to tolerate this shotgun approach to so complicated a problem.



You And The Draft

By H. R. KOCH

Eighteen major recommendations of the Selective Service System's youth advisory committees are ready to roll due to what draft director Curtis Tarr calls "... constructive, youthful participation in the change mechanism of the American democratic process."

Tarr's comment is in an introductory letter to a 22-page booklet, "Dialogue plus Action plus Participation equals CHANGE!" It was recently released as a follow-up report to an earlier publication listing results of the National Conference of 109 Selective Service youth advisor delegates in Washington, D. C.

In the report to his Agency's 750 youth advisors across the country, Dr. Tarr noted, "... that of the 36 recommendations submitted, 18 have or are being implemented, thanks to your suggestions and the year-long work of our staff."

He adds, "Six are being studied further. Ten were beyond the jurisdiction of the Selective Service System and were referred to the Executive Branch or the Congress for consideration. Only two have been disapproved." Selective Service spokesmen note that many of the plans approved were sparked by Youth Advisors' recommendations and already-

LETTERS TO THE EDITOR Wants Equal Pension For Disabled Aides

Editor, The Leader:

Although the Civil Service Employees Assn. has worked veritable wonders in improving service retirement benefits under the New York State Employees' Retirement System, I think it has fallen far short with respect to bettering the disability provisions of the State Retirement Law.

Some months ago I wrote to the Retirement System pointing out that under the present law, as I read it, a man forced into retirement because of disability receives a smaller pension than does the regular superannuation retiree with the same number of years of service, even if the suddenly disabled worker has 24 years or more of service to his credit.

In reply, a spokesman for the Retirement System said: "There is no question that a service retirement benefit is generally more beneficial" (than a disability retirement benefit). However, any improvement in the disability benefit must come about as a result of negotiations under the Taylor Law."

To me, it is almost scandalous that the disabled worker with 25 years of service... and not old enough to retire on a regular service pension... should be eligible to receive considerably less money than would the regular service retiree with a similar 25 years of service. How much less money, I do not know, since the Retirement System rather coyly refuses to give out such information in given situations.

At any rate, I think the CSEA, representing as it does tens of thousands of public employees throughout the State, is duty-bound to do something about the poor soul who becomes disabled through no fault of his own and then is handed a pittance for a pension, despite faithful service for up to a quarter century or more. If anything, the disabled worker should receive a pension superior to that of the regular service retiree since the disabled person would, generally speaking, be in more dire need, because of additional medical and other expenses, than would the regular service pensioner.

EDWARD J. VAN ALLEN
Mineola

underway staff projects.

Of the 18 recommendations adopted, a sampling include: increasing the quality and quantity of draft information for registrants, schools and counselors; making local boards more representative of today's young registrants; broadening the conscientious objector work program; computerizing and updating operations and data collection; improving rules to minimize draft evasion, and providing closer supervision of local board actions. A complete listing is found in the new booklet.

PERB Assigns Prof.

Herbert Van Schaack of Oswego, professor of psychology at the State University, will mediate the current impasse between the Red Creek School District and the CSEA. His assignment was made by the Public Employment Relations Board.

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.

Unnecessary Exceptions

WHEN THE Legislature amended the Taylor Law in 1969 to include a specific prohibition against improper practices by public employers and employee organizations (section 209-a Civil Service Law), it also gave the Public Employment Relations Board power and authority to establish procedures for the prevention of such improper practices and the exclusive jurisdiction of those powers of prevention (section 205.5(d) Civil Service Law). The law goes even further and gives PERB a broad grant of power to do whatever is necessary as may be appropriate to effectuate the purposes and provisions of the Taylor Law (section 205.5(1) Civil Service Law).

IN A RECENT decision of the New York State Supreme Court, the question of PERB's power and authority to remedy improper practices of a school board was at issue. In that case, several probationary school teachers who were active in the affairs of their local teachers' association were denied tenure by the Board of Education. The teachers' association filed a charge with PERB alleging an improper practice by the employer on the ground that the employment of the teachers was terminated because of their union activities, in violation of their rights under the Taylor Law. PERB directed the school board to answer the charge. This all took place subsequent to the 1969 amendment which added section 209-a.

THE SCHOOL BOARD contended that it had the absolute authority and discretion to terminate the employment of its probationary teachers and commenced a proceeding in Supreme Court seeking a judgment which would declare that PERB does not have jurisdiction to consider the dismissal of probationary teachers, and enjoining PERB from holding any hearings on the improper practice charges filed by the teachers' association. PERB took the position as set forth in the Taylor Law that it had exclusive jurisdiction to resolve, in the first instance, questions of fact raised by the charge and to fashion an appropriate remedy if a remedy were warranted.

THE COURT decided that PERB did not have the power to hear the improper practice charge and enjoined PERB from holding any such hearing.

IN REACHING its decision, the court reasoned that the grant of exclusive jurisdiction to PERB in section 205.5(d) was limited to the power in that specific paragraph and that PERB had no authority over the Education Law. It is the Education Law that provides a hearing procedure, in section 3020-a, if the probationary teachers felt aggrieved by their dismissal. The court went on to say that in the absence of a clear power delegated to PERB to enforce rights of teachers, the provisions of the Education Law control, and that when read together with applicable provisions of the Taylor Law, a teacher has the same rights under the Taylor Law as any other public employee, and PERB has power to prevent an employer improper practice interfering with his right to organize, "... excluding the discontinuance of services being rendered by a teacher during his probationary period whose rights to redress and appeal are stated in the Education Law (section 3020-a)." Board of Education C.S.D. No. 1, Town of Grand Island v. Helsby, 314 N.Y.S. 2d 944.

THE COURT AGREES that if a probationary teacher is dismissed solely to deny a constitutional or statutory right, a school district may be directed to reinstate a probationary teacher thereby granting him tenure.

THE DECISION on whether there has been an improper practice under the Taylor Law is left, in the first instance, to the Commissioner of Education. Presumably, it is the Commissioner of Education who will fashion the remedy and seek its enforcement in the courts.

WHERE THE LEGISLATURE has expended the time and great effort to provide for a PERB board with the power and authority to protect against improper practices and fashion remedies to insure against their repetition, it appears that the courts have created an unnecessary exception to the jurisdiction of PERB in dealing with violations of the very same law which PERB was created to administer.



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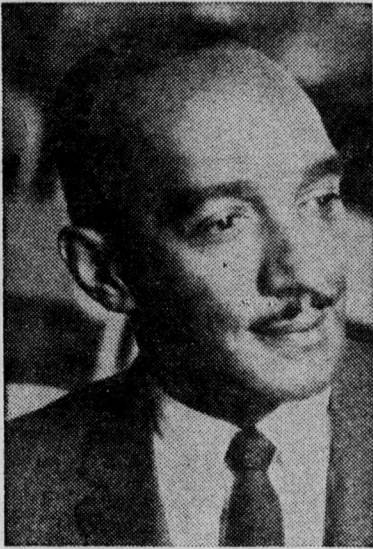
CSEA Job Freeze Uproar

CIVIL SERVICE LEADER, Tuesday, December 15, 1970

(Continued from Page 1)

news broke and Solomon Bendet, chapter president and also CSEA second vice-president, accused the Administration of a "typical meat axe approach" to difficulties.

Conference presidents, representing tens of thousands of workers over six CSEA regions in the State, issued immediate and strong blasts against the order. Randolph C. Jacobs, who is CSEA Salary Committee chairman as well as Metropolitan Conference president, declared that he was "appalled at this unilateral action" by the State. "A blow to Long Island's econ-



RANDOLPH V. JACOBS

He's appalled at this "unilateral action."

omy as well as State employees," charged George Koch, chairman of the Long Island Conference.

Southern Conference president Nicholas Puzziferri, whose area includes many Mental Hygiene Dept. institutions, saw the freeze creating "additional hardships on patients and already overworked employees."

Upstate leadership reaction was bitter, too. Ernest K. Wagner, president of the Capitol District Conference insisted his membership would not tolerate any hardships because of fiscal problems which CSEA members did not create.

"I am afraid of the consequences," said John Adamski, president of the Buffalo Conference, who charged that State workers were already demoralized over heavy work loads.

"We will stand for no violations of our contract with the



ERNEST K. WAGNER

Says Governor should have planned ahead.

State because of fiscal bungling," declared Charles Ecker, president of the Central Conference.

Strong Language

While CSEA was doing a detailed study of possible contract violations, Dr. Wenzl fired off an unusually strongly-worded letter to Governor Rockefeller demanding an immediate meeting.

The letter reads:

"The Civil Service Employees Assn. was shocked to learn from the press of the State Budget Director's December 4 memorandum to your department heads regarding action affecting its State employee members.

"Unilateral announcement of alteration of policies established through your collective bargaining agreements with us is violative of the most basic tenets of the Taylor Law and concepts of collective negotiations for determination of terms and conditions of employment.

"In our agreements and supplemental written memoranda of understanding with your administration, you have committed yourself in writing to establish programs for expansion of appointment and promotional opportunities, career ladders, education and training, improved retirement, health and dental insurance, recognition of inequities in classification and allocation, geographic compensation, overtime, elimination of out-of-title work, elimination of unsafe and otherwise intolerable work location conditions and a guarantee of all existing benefits and privileges.

"The 'belt-tightening' being performed by the Budget Director, at your direction, is more like strangulation for State employees generally. This action in implementing expenditure 'cutbacks' without bilateral employee participation only exacerbates the situation by compounding the unfair and frightening threat to employees and their jobs with violation of the procedural safeguards protecting State employees' terms and conditions of employment established by law and your written agreements.

"We demand, therefore, an immediate meeting with you personally to discuss the Budget Director's recent memorandum and contemplated action after this 'first step' in balancing" the 1970-71 Budget.

"Your failure to respond immediately to the demand of our members for a personal guarantee that no action will be taken by the State contrary to the protections afforded by law and our written agreements with your administration will require me to apprise them of the State's unwillingness to keep its commitments to them, and I shall have to ask them for advice relative to action they propose regarding your administration's breach of our contracts."

KOCH: "First the State foisted temporary help on us when we demanded new positions to be filled to take care of increased work loads. Now we are being told that, in addition to no new positions, we are to lose the temporary help and overtime as well. So, public employees are now being told to work twice as hard and, worse, without proper compensation. I

want to point out that this hurts an already hard-pressed economy on Long Island. Recreation is big business here, for example, and Summer facilities are nearly all staffed by temporary help. Mental Hygiene Institutions on the Island may have to turn away new patients, thus burdening the families of other citizens. This reduction in the quality of State services certainly wasn't mentioned during the Governor's recent race for re-election. The Long Island Conference demands an immediate meeting with the Governor on this issue."

JACOBS: The Civil Service Employees Assn., as bargaining representative for State employees, has an existing con-



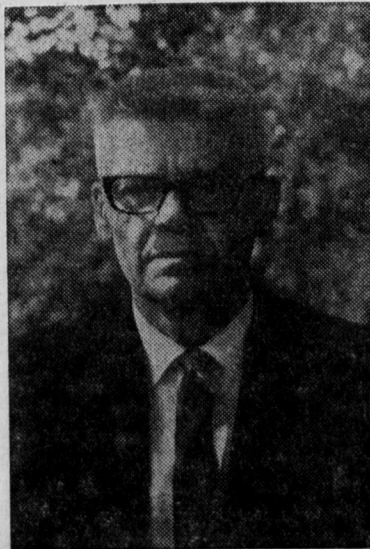
SOLOMON BENDET

Hits "typical meat axe approach."



NICHOLAS PUZZIFERRI

Sees hardship on patients as well as employees.



CHARLES ECKER

Won't stand for contract violations.

tract and I am appalled that the Governor should unilaterally take an action which tends to breach such contract.

"Governor Rockefeller has been ill-advised and I call upon him to meet immediately with CSEA officials before implementing this directive.

"State agencies and institutions, for the most part, are currently operating with minimum personnel and to suffer cutbacks at this time will definitely affect essential services needed by the citizens of this State.

"Further, if this is an attempt by the Governor to create a scare atmosphere prior to negotiations next year, then let the Governor be assured that tactics of this kind will be futile and will not deter CSEA from demanding what is right for State employees."

ADAMSKI: "Without a doubt this affair is a demoralizing thing for employees of New York State. Our institutions and agencies are understaffed as it is and the public as well as the employees are going to suffer. We cannot provide enough service now due to unfilled items. "We have been asked to put in extra effort, and we have been doing so but there's no more to give. We don't want overtime. We are already fatigued. Because of new scheduling, employees are not able to take full advantage of their lunch period and with constant pressure caused by understaffing, our members are going to fall short of their potential. We can be pushed only so far before collapse and I am afraid of the consequences."

PUZZIFERRI: "Many of our members in this area are dedicated to the care of sick people—both mentally and physically—and we are already understaffed in our institutions. This freeze will just create additional hardships on patients and overworked employees.

"The ploy of pleading hardship could be a tactic to stop our fire next year when we plan on negotiating for just rewards for our membership, both in the field of salary and fringe benefits.

"There will be trouble unless the State lives up to the letter of our contracts. The State has created high paying jobs on a non-competitive basis and these jobs are certainly unnecessary on the priority level. Let the \$40,000 people go and fill five \$8,000 jobs instead. It is time that the Administration stopped badgering the dedicated career, competitive employees who give the most service with the least drain on the budget and strike out the unnecessary programs which will not be missed.

"I call upon all members in the Southern Conference to notify me forthwith of any injustices or hardships caused by violations of our written contracts with the State. We will not tolerate the least violation and we serve notice on the State Administration of this fact."

WAGNER: "The Governor should have paid more attention to what is going on at "Rockefeller Center North—the Mall project—than he did, so that this type of action would not have been necessary.

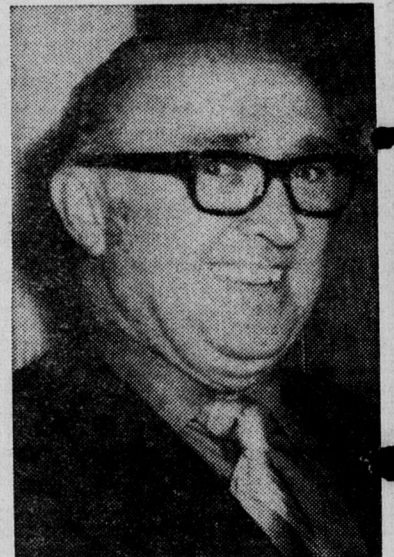
"I am alerting all members of

the Capital District Conference to keep me informed of any contract violations so that they can be compiled and filed immediately through CSEA headquarters.

"We will not tolerate any reduction in service to the public or any hardship on the part of our membership because of a problem which we did not have any part in causing."

ECKER: "We have been informed that overtime work would be cut back and officials have admitted that they cannot see how proper service can be provided with any less manpower hours or job items than we have at present.

"If we have any reports of contract violations—including but not necessarily limited to demotions or suspensions—we have vowed the complete support of the entire CSEA to remove these violations."



JOHN ADAMSKI

Predicts further lowering of employee morale.



GEORGE KOCH

Charges freeze hurts L. I. economy, too.

Forget The Mall And Remember Us, Says City Chapter

"Forget the Mall and Remember Us" was the heavy reaction from the New York City chapter of the Civil Service Employees Assn. when a State freeze on new hirings and promotions was announced.

Chapter delegates were meeting last week when the news was announced from the office of State Budget Director T. Norman Hurd. The immediate reaction was that expensive building projects such as the Albany Mall should be shelved if the

(Continued on Page 9)

What's At Stake

EDITOR'S NOTE: In addition to the demand for the meeting with the Governor, Civil Service Employees Assn. representatives have delivered a written protest to Abe Levine, director of the State Office of Employee Relations, enumerating what CSEA considers to be violations of the contracts. The violations involve promotions, geographical differentials, out-of-title work, dental and health insurance, education and training programs, safety and other items covered in the four contracts.

The CSEA-State collective bargaining contracts for 135,000 employees in the Administrative, Institutional, Operational and Professional units contain myriad provisions involving fiscal appropriations and/or mutual agreement to develop new programs or expand existing programs in various areas of employee benefits.

The Budget Director's memorandum to all department heads ordering expenditure cutbacks contains provisions that will result in violations of these collective bargaining agreements. Some of the contractual provisions affected by the Budget Director's orders are as follows:

Health Insurance

- \$4,000,000 to establish a non-contributory dental plan.
- 25 percent reduction in employee contributions for dependent coverage.
- removal of income limitations for paid-in-full benefits under Blue Shield.
- CSEA-State agreement to study feasibility of a welfare fund.

Employee Education and Training Programs

- \$2,000,000 — Institutional Unit
- \$ 600,000 — Operational Unit
- \$ 500,000 — Administrative Unit
- \$ 400,000 — Professional Unit

Career Ladders

Establish a patient care career ladder, involving more than 26,000 institution employees, which will include:

- an adequate job series which will include proper salary for each level in the new series.
- an implementation plan within the two-year contract period.
- training opportunities for present employees which will prepare them for promotion to higher positions.

CSEA-State commitment to develop a career ladder for employees in maintenance positions.

CSEA-State agreement to bilateral development of any career ladder involving professional unit employees. A nursing service career ladder is in the process of being developed.

CSEA-Department of Mental Hygiene agreement to seek establishment of a career ladder for food service workers.

Terms and Conditions of Employment

All four major contracts provide for negotiations at the departmental level on terms and conditions of employment within the scope and authority of department heads. Agreements reached at this level involving expenditure of funds or development of new programs are placed in jeopardy.

Retirement Age

CSEA-State agreement to study the issue of a minimum retirement age. The findings of this study will be the basis for reopening contract negotiations on this issue.

Safety Conditions

CSEA-State agreement to develop corrective measures and recommend priorities in expenditure of available funds for correction of deficiencies in area of safety and sanitary conditions for Institutional and Operational Unit employees.

Out-of-Title Work

Out-of-title work prohibited.

Employee Comfort

CSEA-State agreement to purchase and install the following:

- \$190,000 for spot cooling devices for institution laundries in Department of Mental Hygiene.
- \$100,000 for six additional lunchrooms per institution under the Department of Mental Hygiene.
- An additional 2,500 lockers to be installed for institution employees of the Department of Mental Hygiene.

Travel Allowances

\$25,000 to implement extended travel allowances (for Professional unit employees) to be mutually established by CSEA and the State.

Property Damage

CSEA-State agreement to develop and jointly administer rules for reimbursement to employees for personal property damage.

Uniforms

CSEA-State Committee to consider need for uniforms for certain Professional unit employees.

Recall

Five percent of daily rate of compensation to be paid to employees required to be available for immediate recall.

Car Allowances

Mileage allowance of 11 cents per mile to be paid as of April 1, 1971, to employees who use their own cars in the course of official business.

Sick Leave

Guarantee of sick leave at half-pay for all Administrative unit employees who have exhausted all leave accruals for a personal illness.



SAFETY COMMITTEE MEETS —

The Committee on Safety and Sanitation of the Civil Service Employees Assn., which will discuss safety and sanitary standards for State employees in both the Institutional and Operational units, meets with State representatives to air employees' gripes. Left to right are: Daniel E. Connelly, of the Department of Transportation; Richard Higgins, Office of General Services and chairman of

the State team; CSEA collective bargaining specialist Joseph P. Reedy; Thomas McShane, Jr.; Edward Cleary; Chester Palega, DOT; Edward McGreevy; Robert Minyard; Marge Doolin of the Division of the Budget; James Cwakile, Budget; James A. Forde, and Donald Lambert. Missing from the photo are CSEA team members Helen Underwood, Frances Rue, Mrs. Barbara Waller and James Miller.

Impasse In Four Groups

Binghamton Library Only One Of Five Broome Cty. CSEA Units Still Talking

By WALT ADAMS

BINGHAMTON—The City of Binghamton is once again faced with labor problems with four out of five City employee representative organizations now at impasse in negotiations for a 1971 work contract.

Of the five, only the members of the Binghamton Library unit of the Broome County CSEA are still actively negotiating, according to the City's chief negotiator, mayoral executive assistant Peter Capani, Jr.

The president of the Binghamton Social Services Dept. unit, George Tomaras, said his unit is currently awaiting word from the Public Employment Relations Board mediator assigned to the negotiations, Thomas Wells of Elmira, as to when mediation efforts are to begin.

Tomaras said the City's position has been based on the following items: A two-year contract with each employee group, with a flat 7½ percent pay increase above the 1970 salary schedule for all employees on the payroll as of Dec. 31. Pay raises in the second year would vary between a minimum of four percent and a maximum of seven percent with the actual

resulting in one percent over the increase in the cost-of-living index between July 1, 1970, and July 1, 1971, within the aforementioned limits. The City's offer also included the addition of the disability insurance benefit on a cost-sharing basis with employees, the elimination of the increment system. No other changes would be made with the exceptions of mileage and Fire Department scheduling.

Unique Needs

Tomaras said the City's position is irrelevant in that the City does not take into consideration the unique needs of each department but instead talks in sweeping generalities. The Social Services Dept. unit is, meanwhile, seeking retention of the increment system plus a 7½ percent across-the-board pay hike based on a one-year agreement, the granting of disability insurance through NYSES to persons who would normally be eligible after having used up other benefits, a change in the City's residency law eliminating residency restrictions for Social Service Dept. employees and the removal of the necessity to secure approval of travel expenditures within 48 hours prior to the travel for the purpose of routine business such as child placement.

Amendments to the current contract sought by the Social Service Dept. unit include provisions that holidays shall be granted according to Federal Laws enacted for 1971. When Christmas and New Years fall on a weekend, the Friday before shall be granted as a holiday. The unit is also seeking to have the vacation plan structure amended to permit the carrying over of ten days vacation time into the following year with one

day of personal leave time being carried over if so desired. The full cost of premiums for Blue Cross and Blue Shield would be borne by the employer according to another Social Services demand.

Proposals Are Realistic

In commenting on the attitude of the City in negotiations with the Social Services Dept., Tomaras said that in presenting the 1971 contract proposals, the department feels that the proposals are realistic and reasonable.

(Continued on Page 14)

Oneida Picketing

(Continued from Page 1)

negotiations thus far. Wenzl said if any retaliatory measures were taken, he would come back to the County and fight the cases personally.

When picketing of the County Office Building started at 8 a.m. Thursday, Dr. Wenzl led the delegation.

The chapter and the County have been going around in circles on the contract since last July with no apparent progress in the discussions.

Could Be Court Test

The picketing will continue until the "super conciliation" session takes place on Dec. 17. If "PERB" cannot settle the dispute in a relatively short time, it may lead to the first State test of the so-called "extreme provocation" clause in the Taylor Law.

The meeting at Hotel Utica turned up all of the State chapter presidents as well as the presidents of all the local hospital chapters. All of the delegates pledged complete support for the County chapter's cause.

The Job Market

By BARRY LEE COYNE

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

A State Government agency in New York City needs Stenographers. Applicants will be tested at 80 words a minute. These jobs offer good fringe benefits, sick leave and vacation with pay. The beginning salary is \$5,654 a year. There are some temporary openings for those applicants who fall slightly below the minimum test requirements. . . . Also needed are Typists to work in a State Government agency in New York City. Applicants will be tested at 35 words per minute and must pass a spelling test. These jobs also have good fringe benefits, sick leave and vacation with pay. The present starting pay is \$5,161 a year. . . . Apply at the Office Personnel Placement Center, 575 Lexington Ave., Manhattan.

In Queens there is a demand for Taxi Drivers with one year of experience for night shift work. The salary range is \$140 to \$150 a week depending on

experience. . . . A highly experienced Fitter is wanted to fit together fabricated parts of structural steel. He must also be able to lay-out, position and align. The pay is \$4.30 an hour. . . . Truck Mechanics with a Class III license and experienced in driving gas and diesel trucks can get jobs paying \$4.50 an hour. . . . Fully experienced Foreign Car Mechanics are wanted to work on Mercedes Benz and Volvo cars at \$4 an hour. . . . There are also jobs for Construction Inspectors with five years' experience in general construction and the ability to inspect and write reports. The annual salary is \$8,300 a year. . . . Apply at the Queens Industrial Office, 42-15 Crescent St., Long Island City.

Restaurant Counterworkers able to prepare short orders, serve customers and handle cash are wanted. Must have experience. The pay is \$1.15 an hour plus tips and meals. . . . There are openings in hotels as follows: Clerk Typists are needed. Must be able to type between 35 and 50 words per minute on a manual or electric typewriter. The pay range is from \$100 to \$110 a week. . . . Hotel Secretaries with good stenography and typing ability are wanted at \$115 to \$125 a week for a 35-hour work week.

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4681 Manuel E Meade, Raphael W Worksbey, Louis E

Thomas, Robert J Dawson, Earl E Francis, Paul R Schiffman, Radames Morales, Nathan Jones, Calvin Galney, Mariano Rivera, Bonniell Harrison, Henry Efferson, Johnny L Thompson, Ervin Cole, Ruben Ocasio, Julio V Cortes, William S Swinton, Eugenio Colon, Curtis D Johnson, Leemon Lawyer, Juan S Rodriguez, Donald L Brown, Benjamin F Story, James M Vauters, George Williams, Nevil L John, Hector L Nieves, Owens Horne, Marvin E Ricks Jr, Sylvester Smith, Anthony Vincenti, Willie Holsey, Stephen Castella, Abraham Sansolo, Syrus L Clark, Rufus Mitchell, Dallas Sellers Jr, George Lewis, Richard C Ashby, Samuel Torres.

4721 Lidlberto Vargas, Ernest E Johnson, Nicholas P Venditto, Luis Boneta, Arnold Jackson, Fred Stuger, Walter L McIntyre, Thomas Penn, Terriel Childers, Ulysses Brantley, Henry Toney, Dennis J Mellett, Ronald Harper, William J Edwards, Angelo Rodriguez, James Lucas, Joseph N Ranere, Elder Harrison, Louis M Santini, Daniel M Mullan, Edward Genco, Joseph E Hill Jr, Samuel Mangun, Roderster T Timmons Jr, Anthony J Pesca, Howard Hart, Nathaniel Johnson, Woodrow Motley, William N Taylor 3rd, Howard J Corbett, Nicholas J Scelliano, Henry Smalls, Leroy C Devaughn, Conwell L Butcher, Steven L Russell, Victor F Senack, Jeffrey Marshall, Michael L McGowan, Raymond Perez, George E Lewis.

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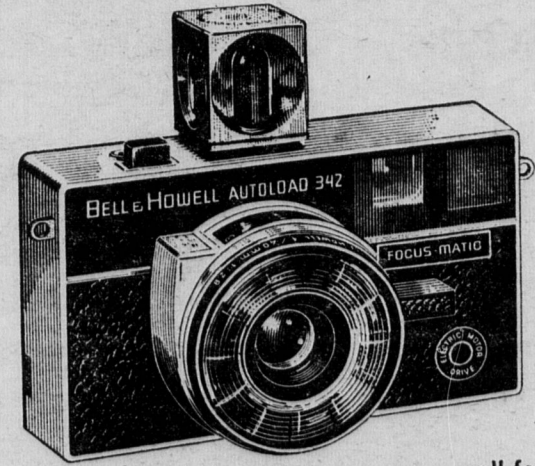
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428 Palmer H Silver Creek	78.3	712 Klein S Albany	74.6
429 McLean W Bronx	78.3	713 Keleshian V Albany	74.5
430 Carr L Albany	78.3		
431 Jennette R Dannemora	78.3	SR UNDERWRITING CLERK	
432 Bornheimer G Syracuse	78.3	1 Byfield M Hollis	100.1
433 Tobey J Otego	78.3	2 Gairy J W New York	89.0
434 Bannan A Massapequa	78.3	3 Sulzberger L Flushing	88.0
435 Carlstrom M Albany	78.3	4 Malarky R New York	87.7
436 Anderson M Newark	78.3	5 Linesky J New York	86.6
437 Hanson M Rochester	78.3	6 Powell D Hollis	84.7
438 Cady M Vestal	78.2	7 Ginty E Brooklyn	82.7
439 Graham R Coxsackie	78.2	8 Kikoler F Brooklyn	81.1
440 Wechsler H Albany	78.2	9 Feliciano L New York	81.0
441 Karl D Limerick	78.2	10 Houlihan M F Flushing	80.6
442 Laigier L Hopewell Jet	78.2	11 Gibbs R M Brooklyn	79.9
443 Fried F Bronx	78.2	12 Mason G New York	78.6
444 Deep M Cohoes	78.2	13 Sauer E A Maspeth	77.2
445 Williams G Binghamton	78.1	14 Harris P H Brooklyn	76.7
446 Furnkranz J Buffalo	78.1	15 Cullen A H Arverne	75.3
447 Jacobsen E Troy	78.1	16 Linzey M E New York	75.0
448 Wickham C Albany	78.1	17 Brohel F E Richmond H L	74.4
449 Gecewicz M Albany	78.1	18 Ganci A S Ozone Park	74.2
450 Nowak E Latham	78.1	19 Hammond C L Brooklyn	74.0
451 Woodard J Albany	78.1	20 Bucca J A Kew Gardens	73.9
452 Mazurowski B Buffalo	78.1	21 Krumrey L M Staten Is	73.8
453 Nead T Troy	78.0	22 Solimine I M Bronx	73.7
454 Partridge R Dansville	78.0	23 Grant J E Bronx	73.6
455 Grounds D Uniondale	78.0	24 Stocki F E Lackawanna	73.5
456 Jackson A Troy	77.9	25 Clarke F E New York	73.3
457 Palczewski I Buffalo	77.9	26 Samuels A New York	73.1
458 Kerbel E Blimington	77.9	27 Heath M L Baisley Park	73.0
459 McClellan D Watervliet	77.9	28 Linzer A R Bronx	72.7
460 Congel A Syracuse	77.9	29 Flemming G R New York	72.6
461 Myers H Rensselaer	77.9	30 Austin S Hollis	71.7
462 Dabbiero A Middleisland	77.9		
463 Franze E Hamburg	77.9	SR PERSONNEL EXMR	
464 Mastrimarchi M Albany	77.9	1 Adamski M M Schenectady	99.1
465 Maturi G Staten Is	77.8	2 Carmello R D Albany	87.1
466 Scarchilli E Mechanicvil	77.8	3 Reynolds K D Mechanicvil	78.3
467 Toomey E Schenectady	77.8		
468 Balavram H Brooklyn	77.8	MOTOR VEHICLE INVESTIG	
469 Boni N Albany	77.8	1 Barnett L M N Babylon	84.6
470 Mohlenhoff E Hauppauge	77.8	2 Walker R W Camillus	84.0
471 Gunther H N Syracuse	77.8	3 Kennedy J E Altamont	83.8
472 Johnson D Mechanicvil	77.8	4 O'Connor F J Utica	83.7
473 Swith E Troy	77.8	5 Pogorzala A V Cheektowaga	83.3
474 Jornston D Albany	77.8	6 Quenzer C F E Setauket	82.7
475 Pierce F Ravena	77.8	7 Dirks J E Greenlawn	82.6
476 Gonski E Rensselaer	77.7	8 Hynes J J W Sand Lake	82.5
477 Ryer S Cohoes	77.7	9 O'Shaughnessy N M Syracuse	82.0
478 Sciafani G E Nodthport	77.7	10 Enscoe C R Rochester	81.8
479 Patrick L Leicester	77.7	11 Blas J P Elmhurst	80.7
480 Guild A Troy	77.7	12 Berg J J Hempstead	80.6
481 Negri C Albany	77.7	13 Meerbott J A Woodhaven	80.4
482 Campion A Hyde Park	77.7	14 Stenezl H Buffalo	79.7
483 Margiotta A Pattersonvil	77.7	15 D'wyer J P Troy	79.3
484 Janowitz S Belle Harbor	77.6	16 Fass M M West Islip	78.7
485 Kinnicuti J Brookport	77.6	17 Ditzer T P Syracuse	78.5
486 Langer B Brooklyn	77.6	18 Blaber W P Ronkonkoma	78.4
487 McCormick M Albany	77.6	19 Walsh C C New York	78.1
488 Putnam L Elbridge	77.6	20 Merola A L Staten Is	77.7
489 Murphy I Rensselaer	77.6	21 McManus F R Brooklyn	77.6
490 Schoenheit B Camillus	77.6	22 Nelson R C Apalachin	77.5
491 Benn R Guiderland	77.6	23 Ullrich A P Rosedale	76.7
492 Stevenson J Binghamton	77.5	24 Grote R Stony Brook	76.6
493 Pacelli R Schenectady	77.5	25 Logan F T Brooklyn	76.1
494 Moore L Genesee	77.5	26 Luccks N Whitestone	75.7
495 Carey V Albany	77.5	27 Saul S G Flushing	75.7
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498 Hahn B Rochester	77.5	1 Weinberg Arthur Brooklyn	89.0
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519 Boel P Albany	77.2		
520 Lawrence M Albany	77.2		
521 McGrath F N Babylon	77.2		
522 Ast E Memphis	77.2		
523 Nazarko M Cohoes	77.2		
524 Reilly J Troy	77.2		
525 Haas A Stony Brook	77.2		
526 Wiseman B Jamaica	77.2		
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562 Cassenti M Tonawanda	76.8		
563 Sulas C Meridale	76.8		
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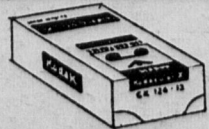
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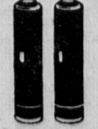
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Roswell Getting Grant

ALBANY—Roswell Park Memorial Institute in Buffalo has received a \$32,858 Federal grant for continuing research into the birth control pill. The project is headed by Dr. Rashad Y. Kir-dani.

Negro Benevolent Unit Slates Thurs. Session

The next session of the Negro Benevolent Society, Sanitation Dept., is mapped for Thursday, Dec. 17 at 8 p.m. Its meeting place is 220-13 Merrick Blvd., Hollis, Queens.

Cite 877 Long-Term D Of E Aides.

The State Labor Dept.'s Div. of Employment recently presented service awards to 877 employees in cere-

monies here at the Hotel New Yorker. An additional 1,000 service awards will be given to employees Upstate before the end of the year.

Alfred L. Green, executive director, presented each gift to workers who had completed 20 or more years of service with the Division.

"We have an esprit de corps which we have forged together. We have served millions of people over the years and given them great service," Green said

Dental Asst. Post Open In Onondaga; Cutoff Set Jan. 6

Five vacancies for dental assistant now exist with the Onondaga County Health Dept. and will remain open through the Jan. 6 deadline date. Required of entrants: high school graduation plus a year of dental office experience or the equivalent.

An exam has been slated for Feb. 6, set to include areas such as arithmetic, interpreting written material and clerical accuracy. An eligible list will be established on the basis of exam scores.

For further information, write: Onondaga County Personnel Dept., 204 Public Safety Bldg., Syracuse.

Advance Ast To Assistant Health Comm.

ALBANY—Dr. David B. Ast of Albany has been promoted to assistant commissioner for medical care services and evaluation in the State Health Department.

Dr. Ast joined the Department in 1938 as assistant director of oral hygiene. He has pioneered in fluoridation research and initiated and supervised the Newburgh-Kingston fluoridation study that showed that fluoridation helps prevent tooth decay.

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To ATTORNEY GENERAL OF THE STATE OF NEW YORK and All heirs at law, next of kin, devisees, legatees, distributees, grantees, assignees, creditors, lienors, trustees, executors, administrators and successors in interest of EILEEN KATZ, deceased, and the respective heirs at law, next of kin, devisees, legatees, distributees, grantees, assignees, creditors, lienors, trustees, executors, administrators and successors in interest of aforesaid person, and if they or any if them be dead, their, respective husbands, wives, widowers or widows, if any, all of whom and whose names and places of residence are unknown to petitioner.

And to all persons interested as creditors, distributees or otherwise, in the Estate of Eileen Katz, deceased, who at the time of her death resided at 1721 Hobart Avenue, Bronx, New York.

SEND GREETING: Upon the petition of ABRAHAM D. LEVY, Public Administrator of the County of Bronx, residing at 1020 Grand Concourse, Borough and County of Bronx, City of New York.

You and each of you are hereby cited to show cause before the Surrogate's Court of the County of Bronx, held at the Bronx County Building, No. 851 Grand Concourse, at 161st Street, in the Borough of The Bronx, City of New York, on the 6th day of January, 1971, at 9:30 o'clock in the forenoon of that day, why the Account of ABRAHAM D. LEVY, Public Administrator of the County of Bronx, as Administrator of the Goods, Chattels and Credits of said deceased, should not be judicially settled and allowed.

In Testimony Whereof, We have caused the Seal of the Surrogate's Court of the said County of Bronx to be hereunto affixed.

(L.S.) WITNESS, HON. CHRISTOPHER C. McGRATH, Surrogate of the said County of Bronx, at the County of Bronx, the 12th day of November, in the year of our Lord one thousand nine hundred and seventy.

John J. Sullivan, Clerk of the Surrogate's Court
Attorney ALBERT W. CORNACHIO, ESQ. Tel. No. (212) 293-7660. Address of Attorney 851 Grand Concourse, Bronx, New York 10451. This Citation is served upon you as required by law. You are not obliged to appear in person. If you fail to appear it will be assumed that you do not object to the relief requested. You have a right to have an attorney-at-law appear for you.

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at each of the four ceremonies.

The eight women and eight men who have completed more than 35 years with the Division of Employment each received a silver bowl inscribed with the name of the recipient. They were:

Dorothy Benham, Sidney Gold, Eleanor Gorham, Carolyn Green, Phillip Hecht, Robert Himelfar, Rose Kaplowitz, George Koff, Thomas G. LoRe, Augusta Rosenbluth, David Sanders, Isidore Siegel, Dorothy C. Spaulding, Frances Stahlberg, Laura Valdes, Martin Wallach.

The other awards, all in 14-carat gold, were as follows: for 30 years of service, a charm bracelet to 71 women, cuff links to 192 men; for 25 or more years, a brooch to 106 women, a tie clasp to 107 men; for 20 or more years, a pin for 121 women, a tictack to 264 men.

Sanitary And Safety Codes Being Set Up

ALBANY—A special committee set up under contracts negotiated for State workers by the Civil Service Employees Assn. last year has begun meeting with the State officials to air employee complaints and suggestions for improvement in safety and sanitation standards in State-operated facilities.

The CSEA committee will attempt to reach agreement on new standards to benefit State employees in both the Institutional Services and Operational Services collective bargaining units and any agreements reached are also expected to affect employees in the other units.

"Some of the safety and sanitary standards at some facilities drastically need improvement," said CSEA collective bargaining specialist Joseph P. Reedy, who is assisting the CSEA team in its talks with State officials. "We expect that our dialogue with the State will produce a workable safety and sanitary code that will protect employees on the job. Nothing less than this will be satisfactory to CSEA."

Reedy also called on State workers in the two units to contact CSEA committee members with their suggestions and their problems concerning safety and sanitation on the job. "It is very important to the success of our talks that we know exactly where the problems lie and what employees want done about those problems," Reedy said.

Employees who wish to forward suggestions or point out individual safety and sanitation problems to the team should contact a team member in their area, their chapter president, or else send their suggestions in writing to Reedy, care of the Safety and Sanitation Standards Committee, CSEA Headquarters, 33 Elk St., Albany, N.Y. 12207.

CSEA committee members include: Thomas McShane, Jr., Edward Cleary, Chester Palega, Edward McGreevy, Robert Minyard, Helen Underwood, Frances Rue, Mrs. Barbara Waller and James Miller.

RR Stock Asst. Eligibles

GROUP 8
 1 Walter J Chevalier, Henry A Matson, Henry White, Charles Marcus, Walter Denis, Joseph G Guadagnino, Henry Freeman, Louis Burris, William J Gilmore, Phillip L Castora, James F Lehoe, Leonard Sobel, Joseph F Cappiello, Robert J Beyer, Samuel Morris, Salvatore Eugenio, Ronald J Hardy, Vito M Fierro, Ernest L Wellows, Joseph Cialdella.

21 Raymond Torres, George Sanmiguel, Randolph Rivera, Robert D Pittman, John J Jackson, Jerome W Jarvis, Michael J Marro, John L Halpin, Bruce Kopet, Louis Kaufman, Kenneth Metty, Henry Sper, Edward Yaros, Martin A Terrizzi, Joseph N Zuccaro, Jack Ovental, Sinclair Babb, Tommie G Sawyer, Crescenzo Izzo, William Sushon.

41 James J Vento, Gilberto Vazquez, Jervis E Roberts, Charles A Vogeli, John P Gray, Charles E Dawkins, Bert J Polittoski, Donald McLean, Joseph E Lewaskiewicz, Kevin Barry.

GROUP 9
 Harold J Christie, Fred J Russo, Belton J Matthews Jr, Henry W Janiszewski, Eugene J Groom, Eugene F McKeever, Norman F James Jr, Michael Spolarich, Harry F Moehring, Bernard Simoes, Barney Goldstein, Henry Ordag, Imre J Otto, Leander White, Henry L Markiewicz Jr, Harold R Gerdin, Walter J Chevalier, Paul Shk-lanko, Gerald W Linekin, Ronald A Dellavalle.

21 Herbert H Hecht, Albert F Blalock, Jerry J Bove, John E Hoffmann, Joseph G Fergus, Paul H Murray, Seymour Hurwitz, Ernest E Horton, Paul L Sorin, Herman T Kessler, Charles K White, Anthony T Genna, Anthony Alloggio, Jay L Nevilleneil, Samuel M Thomas, Howard Mulligan, John J McLaughlin, Roberto L Varela,

Paul Lombardo, Roderick J Russell.
 41 Julius J Deak, Edward C Smith, Felix Hernandez, Jeffrey B Miller, Robert Melendez, Thomas Palladino, Robert M Johnson, John L English, Dominick Alvarado, Clyde W Hicks, Iline, Robert Battista.

GROUP 10
 1 Albert J Ensalata, Nathan Feinstein, Phillip Digrolamo, Eugene P Bottner, Charles J Schneider, John Hession, Albert L Zeidel, Frederick Meditz, Rufus J Hauser, Laughfiel Nicholson, Salvatore Barrese, Michael Grimaldi, Sam Calabro, Eugene McGovern, Vincent L Digillo, Paul Sherman, Vernon D Green, Michael H Draheim, Peter B Mazzei, John W Wagner.

21 Aaron Mazer, Edwin R Ransom, Joseph Daskalakis, Phillip R Smith, Peter P Garbincius, Marvin T Jankee, Walter Selja, Arthur A Passione, John M Smimmo Jr, Carl Fuller, James Manning, Michael Horn, Bernard Fortune, Demetri Morabito, William Lodato, Edward R Dolinski, Louis Hoskins, Milton Katz, William J Harvey, Arthur W Murray.

41 Richard Scott, William Shepard, Richard Tine, Vasil Stegun, Donald K Collier, Edward Butchen, Joseph J Giacalone, Robert Jones, Frederic E Walker Jr, Howard L Price, James T Gerald, Edward Harper, Ronald D Pope.

Correction Team To Confer This Week
 Thomas J. Linden, collective bargaining specialist for the Civil Service Employees Assn., will head up the Correctional Services negotiating team when it meets today with management at 1 p.m. The session will take place at the Division of Parole offices, 2 University Place, Albany, next to Blue Cross headquarters.

Plaques Presented At Bethpage CSEA Installation Affair

MINEOLA — The Bethpage School District unit of the Nassau chapter, Civil Service Employees Assn., recently held its third annual installation dinner-dance at Zeigle's Restaurant in Massapequa.

Armand Rosati, unit president, presented special service plaques to Frank Jaquinto, CSEA field representative, and John Bonogiuso, chairman of the negotiating team.

Guests included Nassau chapter president Irving Flaumenbaum, School Superintendent Dr. Roper Larsen, school attorney Louis Orfan, superintendent of buildings and grounds William Ellinger and school board member Charles Coyle.

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Two Career Aides Honored By SIF

LOUDONVILLE—Two veteran employees of the State Insurance Fund's Albany office have retired.

William Gundlach, administrative assistant, and Edgar A. Stephens, senior claims examiner, were honored at a retirement dinner at the Shaker Ridge Country Club here.

Some 130 guests joined in the tribute to the two em-

ployees, each with 33 years of State service behind them. All phases of the Workmen's Compensation insurance field were represented.

Launched For Orals
 The City Personnel Dept. has revealed that 15 marine engineer entrants have embarked on taking their oral competitive examination.

REAL ESTATE VALUES

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<p>CAMBRIA HTS \$24,500 DETACHED HOME This house is completely redecorated and it has 6 large rooms, 3 bedrooms, new Hollywood color tile bath, first floor new wall-to-wall carpeting. And this is not all by any means! Loads of other extras—garage, oil heat, beautiful basement. \$23,000 FHA mortgage for 25 years approved. Quiet top-notch location. Near schools, shopping center, and only minutes to subway. Ask for Mr. Cantor.</p>	<p>BUTTERLY & GREEN 168-25 Hillside Ave. Jamaica 6-6300 (PARKING FACILITIES AVAILABLE)</p>

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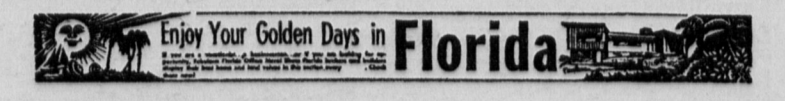
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Toy Drive Winding Up



Binghamton State chapter president Stanley Yaney and Mrs. Purdy look over array of toys contributed by chapter members during Toys for Tots dinner last week in Binghamton.

(From Leader Correspondent)
BINGHAMTON—Some 250 members of the Binghamton State chapter of the Civil Service Employees Assn. gathered at Danceland in Kirkwood last week to hold the unit's annual Toys for Tots party. All those attending were required to bring a new toy as part of the admission price. Several hundred dollars worth of toys were collected by the unit. The toys will be turned over to the Police Benevolent Assn. in Binghamton, which each year coordinates the Binghamton area Toys for Tots campaign. The Toys on Christmas morning will adorn the stockings of needy children throughout the Broome County area . . . children who otherwise would be forgotten by Santa. This marked the 18th year of

Binghamton Negotiations

(Continued from Page 9)
"With," he said, "the expectations of a merger or consolidation of welfare departments, whether done by local agreement or in the State Legislature, salaries and benefits will probably increase. It is time that the groups concerned take a serious look at the near future and plan with some prudence and discretion."
Tomaras said the image of public welfare leaves much to be desired. "As a political football," he said, "welfare is criticized by administration, public and clients alike. Medicaid, for example, is often pointed to as the cause for deficit spending and one of the main reasons for the City's current fiscal problems. However, the employee carrying out the program does not enact the legislation, but is caught up in being 'part of welfare.'"
Tomaras said that work in the poverty area has "many abusive effects on the employee" and characterized the work as "a very difficult job with very little reward."

"It is," he said, "ironic that this grass roots worker is pointed to as one of the causes of the financial problem because of the high cost of the administration in welfare. The truth is," he added, "that the administration of welfare is less than 10 percent of the total cost of public assistance. This fraction seems to bear the brunt of criticism."
Tomaras cited these reasons for the high rate of turnover and the loss of highly trained and skilled personnel within the Social Services Dept. "Until the job can pay well enough with benefits to retain its competent staff," he said, "not only will the turnover continue, but everyone affected will lose in the long run."

Ameliorate Problems
Tomaras said that this year's contract proposals are designed to try to bring about needed changes in personnel to ameliorate some of the problems and improve conditions in general.

"After presenting a modest proposal to City Council," Tomaras charged, "it was not only inappropriately dealt with, but the return offer had little to do with the requests of the Social Services Dept. The decision to go to impasse was really forced upon us," he said, "by the unreasonable of the City's offer. This," he continued, "is not the time to ignore the Social Services Dept., since the next several months may bring sweeping changes."

In conclusion, Tomaras said that he felt it is time for Council to "Face facts in welfare and stop treating Social Services Dept. employees as unwanted step-children."

Wanted: Fact Finder To Solve Pact Mess In Onondaga County

(From Leader Correspondent)
SYRACUSE—The Civil Service Employees Assn.'s Onondaga chapter has notified Onondaga County that it wants a fact-finder called into its County unit's dispute with the County over a 1971 contract.

The decision to seek appointment of a fact-finder was agreed upon last week by the unit's negotiating committee, following defeat of a proposed contract by the County employees.

Andrew H. Placito Sr., chapter president, said Edward Gusty, the County's labor relations director, has been notified of the committee's decision.

The County unit's members turned down the contract by a vote of 260-182.

The proposed two-year contract would have provided wage and salary increases of eight percent the first year and 10 percent the second, and additional fringe benefits.

Defeat of the contract means that County employees may find themselves working without a labor agreement after Jan. 1, 1971. Negotiators had worked

more than four months to come up with the two-year pact.

CSEA field representative Lee Frank, who headed the unit's negotiators, said that "the whole package was defeated. We have to renegotiate the whole thing."

He said he does not believe that the County and CSEA unit could get together on another contract agreement before January.

"It will take at least a week to get a fact-finder," he said. "Then we get into the holidays."

One of the factors in the defeat, it was learned, was that it eliminated the shorter Summer hours that permitted many employees to leave the offices at 4 p.m.—instead of 5—during July and August.

Another factor was the report in The Leader that Broome County employees had won a 14 percent wage increase during the first year of their new contract. Some workers, it was reported (newsmen were excluded from the meeting in the County War Memorial), wanted to know why they could not receive an equally large boost.

Other contract sections would have reduced the cost of health insurance to employees by about \$120 annually, would have allowed the workers to accumulate up to 20 days of holiday time, expanded grievance procedures, overtime pay and time-and-one-half for holiday work.

Nassau Probation Aide Honored At Retirement Fete

MINEOLA—Florence Clarke, a long-time employee of the Nassau County Probation Dept., was recently honored on her retirement with a surprise dinner-dance held at Ziegler's Restaurant in Massapequa. Her many years of devoted service were saluted at the affair by Irving Flaumenbaum, who heads the Nassau chapter of the Civil Service Employees Assn.



Binghamton orthodontist Dr. Donald Bronsky speaks to Binghamton State chapter members.

the campaign by the Binghamton State chapter.

Also in attendance was Binghamton orthodontist Dr. Donald Bronsky. Dr. Bronsky, commenting on the recent dental benefits secured for CSEA members to go into effect April 1, urged those present to take advantage of the plan without taking advantage of their dentist. Dr. Bronsky advocated using the dental plan benefits to supplement the costs of dental care rather than "shopping around" for lower prices while forsaking possibly better care.

Freeman Is Chosen Watertown Auditor

WATERTOWN — Glen A. Freeman, Adams Center, has been appointed Watertown city auditor by City Manager Ronald G. Forbes. He assumed his duties Dec. 4, succeeding Edward W. Lalone, who retired as of Nov. 1 after 43 years of municipal service.

Niagara Standstill

Donald Goodman, a professor at Niagara University, will serve as mediator in the dispute between Niagara County and the Niagara chapter, Civil Service Employees Assn.

Ironical Comparison

"On a national level," he asserted, "this kind of work is portrayed rather glamorously in advertisements to join VISTA or the Peace Corps for a rewarding career." "Here, on the local level, this work is carried out daily without fanfare by 'drummers' who make their rounds and complete the avalanche of bureaucratic paperwork. Seldom recognized for their humanitarian efforts, but often criticized for giving out dole," Tomaras continued, "these workers generally are trying hard to do their best within the existing system."

Onondaga Comm. College Establishes Curriculum For State Education Program

(From Leader Correspondent)

SYRACUSE—A special program of courses to provide educational opportunities specifically for State employees as mandated by a contract between the State and the Civil Service Employees Assn. has opened at Onondaga Community college.

The courses are designed exclusively for and in cooperation with the State Department of Civil Service, college officials said. They began Nov. 23 at the college in downtown Syracuse.

Titles of the courses being offered through the college's Division of Continuing Education, said Michael A. Falcone, its director, are:

Administrative supervision, advanced principles of accounting, advanced secretarial techniques, fundamentals of supervision, introduction to supervisory skills development, oral presentation techniques workshop and principles of accounting.

The courses will be paid for completely by the Civil Service Department under the agreement with CSEA, and the departments will select the employees to take the various courses. The Department will administer the program.

Four other courses are being offered through Syracuse's Central-Technical High School: automotive skills refresher, basic electricity, stationary engineer-

ing and air conditioning and refrigeration.

Officials here said the courses are the result of collective bargaining between CSEA and the State on the new contract.

Employees who are eligible to participate in the program are to contact the college or the Civil Service Dept.'s training officer.

Revamp Setup Of Units In State Budget Div.

ALBANY—The State Budget Division has reshuffled its top-level work force, providing several promotions and the creation of two new budget examination units.

Heading up the seven units are: Paul Veillette, Education; Hugo Gentilcore, Environmental Affairs; John VanLaak, General Government; John Corrigan, Health and Social Development; Robert Hendrick, Mental Hygiene and Narcotics; Thomas Malone, Public Protection, and John Burke, Transportation and Economic Affairs.

Oneida Yule Affair At Twin Ponds Site Draws Huge Turnout

UTICA—The annual Christmas party of the Oneida County chapter of the Civil Service Employees Assn. drew a heavy turnout of about 350 members, it was reported by chapter president Louie Sunderhaft.

Honored guests at the affair, held at the Twin Ponds Golf and Country Club, were Theodore C. Wenzl, CSEA Statewide president, and Richard A. Tarmey, fourth vice-president of the Association. CSEA first vice-president Irving Flaumenbaum was principal speaker.

General chairmen of the affair were Louis Eddy and Louis Wroblewski. Other committee people helping in preparations included Beatrice DeSantis, Stephanie Wilczynski, Julie Hoffman, Dolores Szezepanski, Teddy Kowalczyk and Clare Lurie, John Scholl, regional CSEA attorney, served as master of ceremonies.

STATE EXAMS SOON TO COME

Both open-competitive and promotional tests are pending within the next months, reports the State Civil Service Dept. in Albany. A wide variety of titles will be tested, and of course qualifications differ. Noted below is a listing of State exams upcoming soon.

A number of oral tests are pending on the December agenda, declares the Department of Civil Service in Albany. Indicated with the starting salary, the pertinent titles are: blood bank administrator, \$13,528; principal capital program analyst, \$16,760; director, addiction psychological services, \$18,612; associate home economist, \$12,831; senior medical entomologist, \$15,071, and chief municipal management specialist, \$18,612.

Among the roster of State open-competitives slated during December are: senior attorney, \$14,266; canal structure operator, \$5,871; assistant director of fire safety, \$16,760, senior engineering materials chemist, \$10,383; junior epidemiologist/Erle, \$7,980; field representative/human rights, \$10,959; senior field representative/human rights, \$12,831; field representative/urban renewal, \$10,583; housing management assistant, \$10,383, and housing management representative, \$13,528.

Also scheduled for examination: parimutuel examiner, \$8,284; associate fire safety technician, \$13,528; senior fire safety technician, \$10,383; associate training technician, \$13,528, and associate training representative, \$14,915. Inquiries for exam notices previewing the test content should be addressed to the State Civil Service Dept., State Office Campus, Albany 12226.

For January, the State reports, some 18 titles come up for examination. The following titles have had the State residence requirement eliminated: chief planner, \$14,445; bank examiner, \$11,671; clinical psychologist/Erle County, \$13,000; supervising clinical psychologist/Erle County, \$14,300; associate cartographer, \$14,915; epidemiologist/Erle County, \$11,380; transportation analyst, \$10,383; associate transportation analyst, \$16,70; senior transportation analyst, \$18,528, and foreman of tree pruners, \$6,575.

State residency, however, remains for these posts which face a Jan. 23 test: building maintenance foreman, \$8,284; building maintenance supervisor, \$9,814; clinical teacher/Erle County, \$8,620; associate engineering examiner, \$14,915; maintenance supervisor, \$8,773; head maintenance supervisor, \$10,959; senior maintenance supervisor \$9,814, and nurse supervisor/Erle County, \$9,600. Of the above positions, only associate cartographer and associate engineering examiner will screen applicants by both oral and written qualifying tests.

Map Course To Get State Drafting Job

Besides a high school diploma, declares the State, you can qualify and become a drafting aide should you have classwork training in mechanical drawing, or drafting per se.

Also charted among qualifications: the option of experience—half a year is ample—in handling drafting duties on par with those required in the State title.

Bulletin No. 20-119 points out that the posts have a \$4,962-6,192 wage, most openings expected to be at the State Transportation Dept. in Albany. Testing generally occurs there, except when vacancies warrant exams elsewhere. A written test will encompass four principal areas: basic math; interpreting graphs, understanding technical instructions and spacial relations. It will also include preparation of a drawing to scale and candidates will be asked to supply their own tools for the exam.

Essentially, a drafting aide prepares simple drawings and tracings; letters maps and plans; changes titles and dimensions, and makes computations in the design of engineer projects. You can receive the above-mentioned bulletin by writing the State Civil Service Dept. in Albany or Manhattan. At these same offices, moreover, in-person applications will be accepted continuously.

Guidance-Related Major At Grad Level Satisfies Job Counselor Standards

Generally speaking, job counselor candidates planning to compete for State Exam No. 20-102 are asked to hold a master's in one of several guidance-related academic areas. However, completion of 30 graduate credit hours in a relevant specialty also ensures your eligibility.

Among the acceptable majors, declares the State, are educational psychology, social work, psychology, sociology, education guidance and personnel administration.

Other pertinent scholastic areas: vocational guidance, vocational rehabilitation and rehabilitative counseling. All such openings, it was observed, are placed in the continuous-filing class.

Interviewing Aspect

Subject to an April 1971 increase of 6 percent, the jobs presently pay \$9,277-11,262 yearly. Those appointed become engrossed in the manpower and employability programs of the Division of Employment, with duties to include interviewing applicants, assessing vocational strengths and interests, interpreting aptitude test results and assisting applicants in their choice of a suitable job. Some liaison work with education institutions is often among the

usual responsibilities.

There will be no written test. Evaluation of background will suffice. Acquaint yourself with the job bulletin for this title before applying. It is available through the State Civil Service Dept., which has offices situated in Buffalo, Rochester and New York City plus the State headquarters in Albany.

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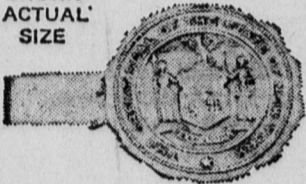
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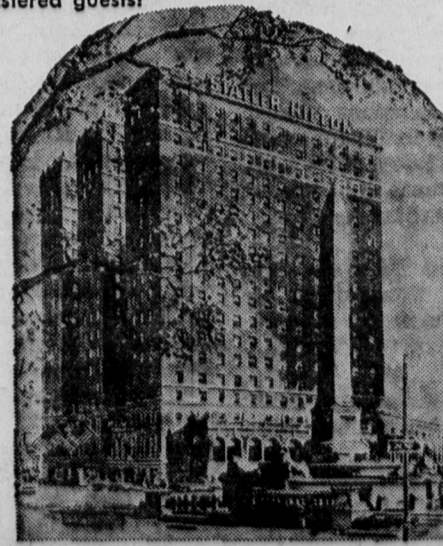
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Organize FSA Chapter

Harpur Students Protest In Support Of Workers' Right To Representation

BINGHAMTON—Efforts are continuing on the Harpur College campus of the State University of New York at Binghamton to win representation rights for employees of the Faculty-Student Association.

CSEA representatives Jack Corcoran, field services supervisor and field representative Theodore Modrzejewski convened a special meeting at the Vestal American Legion Post to form a special CSEA chapter comprised of these employees.

Corcoran began by expaining the purpose of the chapter. The new unit is a non-dues paying chapter formed solely for the purpose at this time to afford pro-CSEA employees protection against what was termed potential management retaliation for union activity.

The unit's formal designation by Albany headquarters was preceded by the adoption of a unit constitution and by-laws and the election of officers.

Some 85 FSA employees were in attendance as Corcoran outlined the program and reported on efforts to date to secure a new representation election on the Harpur campus.

File 29 Charges

A total of 29 charges of unfair labor practices have been filed with the New York State Labor Relations Board by the CSEA in the aftermath of an Oct. 1 election, which CSEA lost by only three votes.

CSEA officials have charged FSA management with harassment, coercion and intimidation of pro-CSEA employees to vote "no" during the balloting.

Corcoran said the new special chapter will not, because of this election, be in a position to bargain in behalf of its members immediately, but will stand ready to offer advice and counsel to chapter members and officers while efforts continue to win a new election.

Those present at the meeting also discussed briefly the possibility of job action to support their demands for representation. Corcoran urged those attending to think the matter over very carefully before reaching a decision as to whether or not they would participate if such action materialized.

The employees could, Corcoran said, "close the place down if they chose and win recognition damn fast. We have," he said, "played by their rules up to now without success, now it's time to seriously consider amending those rules."

Corcoran said the immediate goal of the CSEA is to win a representation election with all employees of record as of Dec. 1 being eligible to vote.

Form Ad-Hoc Alliance

The FSA employees have secured the support of students on the campus, some of whom have formed an ad-hoc student-worker alliance to fight for better pay and working conditions and the right to bargain collectively without having to accept whatever is decreed by F-S-A management.

On Monday an FSA representative of the employees advised the FSA management that an unrecognized CSEA unit had been formed representing 52 per-

cent of employees eligible to vote in a representation election. Later the FSA management voted to establish a hearing committee to investigate grievances and consult with dining service employees and management. According to the Harpur College student newspaper, "Pipe Dream," the committee will be comprised of three faculty administrators, Eugene Vaslew, Mary Richardson and Zack Bowen, and two students, Hope Podell and Wes Covington. An amendment submitted by Harpur College Dean Peter Vukasin makes the operations of the committee subject to advice from attorneys. Harpur College vice-president for finance and management, Edward Demske, moved that a 10-cents-across-the-board pay raise be granted to all regular, non-student food service employees.

CSEA field service representative Ted Modrzejewski characterized the pay increase offer as merely a tactic to divide the employees and the students by management.

Students Demand

Further evidence of student support was produced on Dec. 9 when more than 125 students gathered in front of the Harpur College Administration Building to demand better working conditions and more equitable treatment of FSA employees. After some 30 minutes in a freezing drizzle, the students moved inside where they confronted Demske in the lobby. Demske read those assembled a statement announcing the formation of the committee and the pay increase, then fielded questions from the gathering.

Students questioning Demske charged gross irregularities within the FSA management structure and contended that wholesale thievery was practiced by managers who allegedly pilfered food, utensils and equipment for their own use. The students also demanded to see FSA financial records, charging that the organization was not a non-profit entity as claimed but was, in fact, making healthy financial progress. This request was denied by Demske for the time being. Demske also denied any opposition to proposals that the State Labor Relations Board hearings be held in Binghamton, stating that he knew of no such request being made by anyone, including representatives of the CSEA.

Demske urged those making allegations of wrong-doing to come forth to the proper authorities with proof of their contentions.

Demske also maintained that the 29 charges against the FSA

were baseless and denied any wrong-doing on the part of FSA management.

Committee Empowered

In his formal statement issued at the outset of the meeting, Demske said that the committee will be empowered to discuss problems of employees as well as to interview and discuss problems faced by the dining services management staff. The only subjects which cannot be brought before the hearing committee, he said, would be items currently pending before the State Labor Relations Board. Demske said the hearing committee is an attempt to "provide a means of direct communication from the employees and the dining services management staff to the membership of the Association. We," he said, "urge employees and the dining management staff to advise this committee of their viewpoints relative to our existing working conditions, both good and bad features, as this committee attempts to get more precise information on the actual status of conditions."

The students demanded an immediate investigation into the operation of the Faculty-Student Association and demanded that no retaliatory action be taken against pro-CSEA employees.

Demske said that he could not guarantee that FSA employees who may be laid off for one reason or another would be re-hired after the vacation period, saying he had no authority to make guarantees of any kind. Demske denied that any layoffs now or in the future would be based on union activity.

CSEA officials say further meetings with the members of the new P.S.A. chapter will be held in the near future to discuss strategy.

Officers Elected

The officers of the new unit, which is, according to Corcoran, without precedent in the history of CSEA, include Patricia Dougher, president, James Talcott, vice-president, Rick Andrus, secretary, Julia Kratochvil, treasurer, and Anna Murphy, delegate.

In commenting on the fight to win a new representation election, Corcoran told the membership, "If I'm going to lose an election, I want to lose it without any dirty tactics and with everyone eligible to vote exercising their right without fear of reprisal." Corcoran added that with the help of the students "we are capable of effectively achieving recognition by management by closing this campus down if need be."

"If," he said, management, on the other hand, "would only agree to a new election without harassment, intimidation or coercion, then we would not be forced to consider such drastic action."



25 YEARS OF SERVICE — Thomas McDonough, left, president of the Motor Vehicle chapter of the Civil Service Employees Assn., presents awards to Evelyn Dallaire at a retirement party sponsored by the chapter in her honor. She retires after 25 years of State service.

CSEA Sustained By Appellate Division On Exclusive Dues Right

ALBANY—An attempt by Council 50, AFSCME, AFL-CIO, to throw out the benefit of exclusive dues and insurance check-off won by the Civil Service Employees Assn. in negotiations last Winter with the State Administration, has been denied by the Appellate Division of the State Supreme Court.

Justice Louis M. Greenblott wrote the decision which was handed down Dec. 7 and argued before Presiding Justice J. Clarence Herlihy. Herlihy and Associate Justices Walter B. Reynolds, Lawrence H. Cooke and Michael E. Sweeney also concurred with the decision.

Council 50 had appealed a judgment of the Supreme Court last Summer which dismissed that union's attempt to enjoin the State Comptroller from discontinuing the check-off of dues and deduction of insurance premiums in the four State units represented by CSEA.

In his decision, Justice Greenblott related that CSEA had negotiated the right of exclusive dues check-off in four CSEA-State contracts and that this right is indeed negotiable.

He said, "Section 654 of the Executive Law authorizes the director of the Office of Employee Relations to instruct a State officer department, board, commission or agency to take such action as needed, to implement and administer the provisions of a binding agreement between the State and the duly certified and recognized employee organizations. This authority extends both to insurance, deductions and check-off of employee association dues."

The decision continued: "These statutes clearly indicate that as to a non-recognized, non-certified, employees association, dues and insurance check-off are not a vested right, but a privilege which may be withheld at the discretion of the director of employee relations.

"Whatever discretion a public employer may have, under the act, to grant the check-off to a minority union not recognized as a bargaining agent . . . the employer is plainly under no obligation to do so."

Greenblott further called Council 50's contention that the grant of exclusive privileges constitute employer interference with the administration of an employee organization, "unfounded," and added that "The use of a check-off or deduction system is a time-tested method of implementing union security and in no way interferes with an employee's right to associate with a minority union which is still free to collect dues or premiums by other means."

He ended his decision by stating: "Since a public employer may make its grant of check-off privileges exclusive to the majority union . . . the director of employee relations properly terminated the exercise of check-off privileges . . . (by Council 50)."

Good Response Found To United Drive By Binghamton CSEA

BINGHAMTON—Officials of the Binghamton City School unit, CSEA report overwhelming success in this year's fund-raising campaign in behalf of the Broome County United Fund.

Unit president Steve Caruso said his 185 members and non-members contributed a total this year of \$642 or some \$133 above last year's receipts.

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