

Civil Service LEADER

America's Largest Weekly for Public Employees

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Capital Conf. Workshop

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— CSEA Wins —

MAJOR GAINS IN CORRECTION



Representatives of the Civil Service Employees Assn. met with State Correctional Services Commissioner Russell G. Oswald to discuss security and working conditions affecting the civilian employees CSEA represents. Seated around the table clockwise are Thomas J. Linden, collective negotiating specialist assigned to the Security Unit and Correctional Services Department; James Featherstonehaugh, CSEA counsel; Thomas McDonough, first vice-president of CSEA; John M. Carey, associate program specialist; Thomas M. Coyle, assistant director of research (hidden); Jack Weisz, departmental representative on CSEA's Board of Directors; John Vandecar, department employee relations representative; Walter Dunbar, executive deputy commissioner; Commissioner Oswald and Lanning Mosher, State Office of Employee Relations. Deputy Commissioner Wim Van Ekeren was also at the meeting.

Furloughed Aides Being Rehired

ALBANY—The Civil Service Employees Assn. has announced that it has received a progress report on the re-employment of permanent non-competitive, exempt and labor class employees who were laid off during the recent budget crisis.

The memorandum, from the special State layoff committee appointed by Governor Rockefeller, says that as vacancies occur in positions in the non-competitive, exempt and labor classes of the State service and approval to fill such vacancies has been obtained from the Division of the Budget, department and agency heads should re-employ permanent employees who at the time of their layoff, held positions in such classes.

Members of the State layoff committee are T. Norman Hurd, director of State operations, Ersa Poston, president of the Civil Service Commission, Abe Lavine, director of the Office of Employee Relations, and Richard L. Dunham, State budget director.

"As per our agreement with the State at the time of our strike settlement," CSEA president Theodore C. Wenzl said, "we have also received a list of employees yet to be rehired in these categories.

"We are, of course, glad that (Continued on Page 3)

Council 82's 'Gains Shown As 'Phony'

ALBANY—In what was described as an "extremely productive session," the Civil Service Employees Assn. last week won several major concessions with regard to improving security and working conditions for civilian employees in the institutions operated by the State Department of Correctional Services.

Agreement on issues of vital concern to the employees and CSEA, their bargaining representative, was reached during a three-hour meeting of CSEA representatives and Commissioner Russell G. Oswald and top members of his staff.

CSEA had submitted a list of demands to the Commissioner in the aftermath of the Attica rebellion. As a result, the Correctional Services Dept. agreed to:

- Discuss bilaterally with CSEA all new programs being developed for employees through the use of State and Federal funds.

- Inform CSEA chapter presidents and representatives in each institution within two to four weeks of the Department's plan for riot control and for evacuation procedures.

- Hire 105 civilian employees to fill items recently approved by the Division of the Budget.

- Provide CSEA with detailed information to support reclassification and reallocation appeals that will be submitted by the Employees Association.

- Allow CSEA field representatives, with prior approval, access to institutions to acquaint them with the physical layouts and to get information from employees inside the institution about working conditions and other job-related issues.

- Instruct the superintendents (Continued on Page 3)

Don't
Repeat This!

State Employees Depending Heavily On Bond Issue OK

THE proposition on the November ballot to authorize the State to borrow \$2.5 billion for transportation purposes overshadows all local elections, irrespective of their importance to the residents of those local communities. If the proposition is defeated, the State (Continued on Page 2)

Oneida Impasse

ONEIDA — The Civil Service Employees Assn. has declared an impasse in its negotiations with the Oneida City hospital administration.

Roger Kane, CSEA field representative, said he has asked that a mediator be appointed by the Public Employment Relations Board to help resolve the month-old dispute. CSEA is seeking improvements in wages and fringe benefits for employees of Oneida City hospital.

Suffolk To Shut Down Open-Continuous Posts

The Suffolk County Civil Service Dept. has informed The Leader that ten of the titles included in its continuous recruitment series will be closed down between now and the end of the year. "All vacant positions have been frozen," the announcement notes, saying that this will continue through Dec. 31.

The affected titles are: clerk-typist; stenographer; account clerk; engineering aide; environmental health technician trainee; junior auditor-accountant; planning aide; public

health sanitation trainee; case-worker; switchboard operator.

Lengthy eligibility lists now exist for these posts, the Department declares, pointing out that at the start of 1972 "the situation will be assessed to determine whether the continuous examination program should be re-instituted for all or some of the above titles."

A Clean Sweep

Exam No. 0213, for men only, produced 959 list notices. This was a City test for custodial assistant.

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(Continued from Page 1)

budget will be dangerously out of balance, the next session of the State Legislature will be torn by partisan political strife, and civil service employees, more than ever, will be called upon to make more sacrifices on the altar of fiscal necessity.

The importance of the transportation bond issue to the Administration is clearly indicated by the fact that Gov. Nelson A. Rockefeller is campaigning for its approval almost as vigorously as he campaigned for his re-

election. He has crisscrossed the State innumerable times in behalf of the Transportation Bond proposition. Last week the Governor trekked to Washington, to meet with the State's Congressional delegation to inspire them to greater effort to round up public support for the proposition.

According to the Governor, approval of the bond issue will create thousands of jobs throughout the State, will reduce welfare and unemployment rolls, and inject a new and urgent

vitality into a sagging State economy. Approval of the bond proposition would also make possible lower fare increases on the New York City transit system, on the Long Island Railroad and on other commuter transportation facilities throughout the State.

Face Heavy Deficit

If the transportation bond issue is defeated, the State budget for the current fiscal year will be in even sadder shape than it is at the moment. The Governor estimates a short lull in revenues that will put the budget in the red to the tune of \$450 million. In addition the present budget appropriated \$300 million for highway purposes on the assumption that the bond issue would be approved. Disapproval would mean a budget deficit of \$750 million, and possibly as much as one billion according to other estimates.

The deficit in the current budget, coupled with the need to prepare a new budget for the fiscal year beginning April 1, 1971, will put the Legislature under pressures that will be far more intense than they were last year. November 1972 is an election year for members of the Legislature, and they will be faced with the responsibility of either increasing taxes, or cutting the State budget and aid to local governments. Assembly Minority Leader Stanley Steingut has already announced that the Democratic delegation in the Assembly would oppose any new taxes.

No doubt many Republican members will be obliged to take the same position. Last year, the Republicans in the Assembly demonstrated their independence of the Rockefeller Administration by cutting into the Governor's proposed budget even more deeply than the Governor wanted. Speaker Perry Duryea, Jr., is likely to take the same tack in the coming session of the Legislature. More than half of the Republican Assemblymen were elected with Conservative party support, and there seems little likelihood that they will agree to tax increases just months before Election Day.

All of this indicates that the State employees will be faced with a gruelling year. Governor Rockefeller has already informed all State departments and agencies that the job freeze ordered last year will be continued into the coming fiscal year. In effect that means that vacancies that occur will not be filled and that reduced civil service staffs will be required to bear an increased burden of work. In addition, the budget situation will make even more difficult bargaining for improved salary scales for employees, a circumstance that is already clouded by the national wage freeze.

Voter approval of the bond proposition will contribute substantially to a reduction of legislative tensions and possibly to more equitable treatment of civil service employees.

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Long Island D.O.T. Chapter Wins Fight Against 24-Hr. Day

BABYLON—The Civil Service Employees Assn. negotiators in the Downstate Dist. 10 area of the Department of Transportation have secured a cancellation of proposed round-the-clock shift work in snow storms.

Dist. 10 CSEA president Joseph Gambino secured an agreement to limit regular shifts to daytime hours in a bargaining session with Regional Engineer Austin Emery and representatives of the Commissioner at

the DOT headquarters buildings here Friday morning.

Gambino said that there will be no shift assignments in the Nassau-New York City-Westchester County areas. In Suffolk County, there will be two daytime shifts.

The settlement averted a potential showdown similar to one last February when a walkout was narrowly escaped after Gambino and Irving Flaumenbaum, then the State first vice-president, won an agreement to withdraw a shift schedule.

Transportation Dept. workers throughout the State are struggling with proposed shift work designed to trim overtime. The shift work, however, according to CSEA officials, subjects the employees to unacceptable hazards.

It was noted that in snow emergencies, employees put in up to 16-hour tours of duty with only eight hours between.

"Any time beyond the regular work shift will be overtime," Gambino asserted. He noted that the second day shift in Suffolk will receive five percent night differential because it extends to 8 p.m.

In addition, under the agreement, there will be no regularly scheduled work on weekends. Any weekend assignments will be at overtime rates.

The settlement affects 1,100 CSEA members in District 10.

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Gains Won In Correction

(Continued from Page 1)

at each facility to meet regularly with CSEA field representatives and chapter officials to discuss on-going problems.

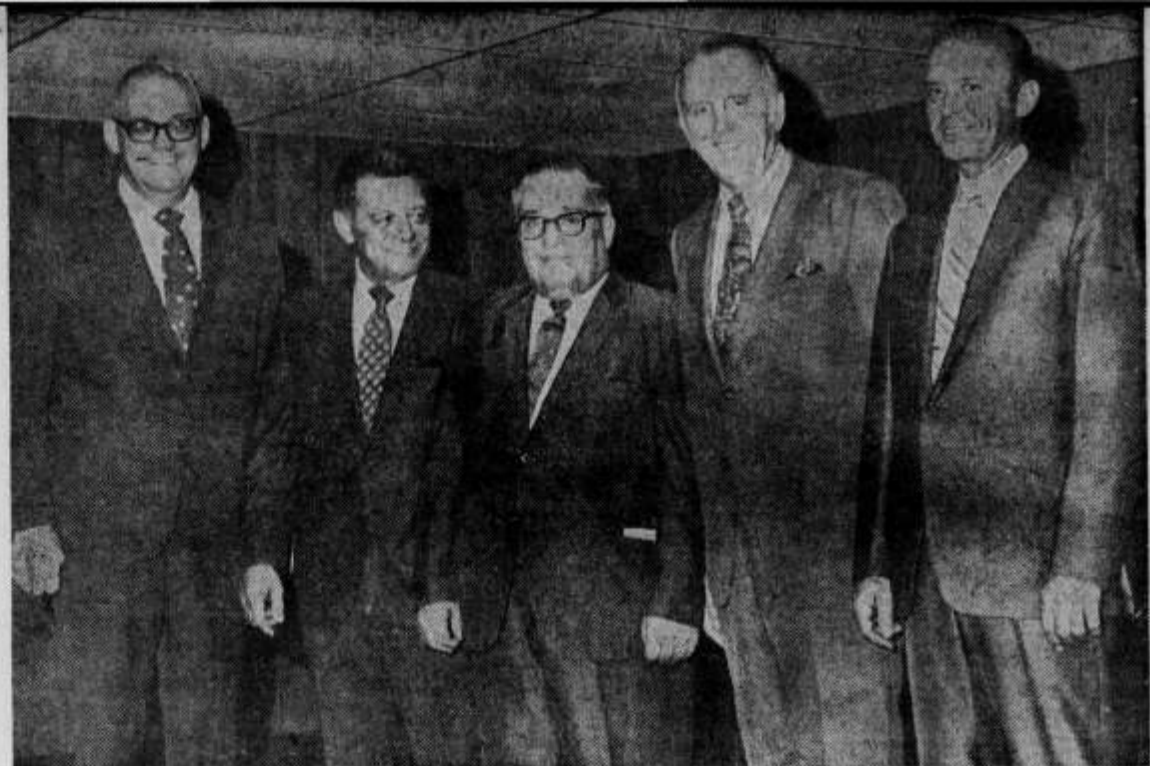
- Establish an academy for training of both uniformed and civilian personnel.

- Provide initially 17 hours of training per year in vocational and rehabilitation programs for every employee in the institutions at a cost of 1.6 million dollars. (The Commissioner expected that an additional \$1,120,000 would be made available from the Federal Government to increase the number of in-service training hours to 52 a year.)

- Beef up security at exits to dining halls to prevent the removal of eating utensils, which are readily convertible into deadly weapons. (The Commissioner told CSEA that he expects approval for two metal detectors at each institution, and said he will call on experts to come up with proposals on electronic security devices, such as closed-circuit television, warning devices, etc.)

- Will consider CSEA's demand on granting "peace officer status" to civilian employees working in institutions.

CSEA representatives also cited the need for an improved griev-



INSTALLED — Guests at the installation of officers of the Syracuse State School chapter, Civil Service Employees Assn., were, left to right: Richard Tarmey, third vice-president of the State

Association; Thomas McDonough, first vice-president; Clarence Laufer, the newly reinstalled chapter president; CSEA Statewide president Theodore Wenzl and Jack Gallagher, CSEA treasurer.

Lake Shore School District Unit Ratifies 2-Year Pay Benefits Pact

(From Leader Correspondent)

HAMBURG—Ending negotiations that started in February, broke down and went through mediation and fact-finding, the Civil Service Employees Assn. has signed a two-year contract for non-teaching workers in the Lake Shore Central School District.

The pact calls for a six percent pay hike the first year and a five percent raise, or the cost of living, in the second year, an 11.3 percent total pay boost.

It also provides additional retirement benefits, including an option to apply unused sicktime for extended service at retirement time, a minimum guaranteed death benefit of three times the annual wage, not to exceed \$30,000, and the opportunity to "buy back" coverage for World War II time.

A one-day bereavement leave

for non-family deaths was also part of the contract. Previously, bereavement days for non-family deaths were deducted from sick leave.

The benefits won in the new contract also provide better medical and hospitalization cover-

age than in the previous pact, a paid lunch period for clerical personnel; shift differential of five cents an hour for the 3-11 p.m. shift and 10 cents hourly for the 11 p.m. to 7 a.m. shift; pay differential for five days work in higher classification jobs; an additional personal leave day; a provision for the district to provide handbooks for bus drivers, custodians, cleaners and groundsmen and a composite job description for cafeteria monitors; \$100 longevity pay after 15 years, paid as a Christmas bonus; increase in the number of accumulated sick days from 150 to 180; two hours minimum call-back pay; shift assignments based on seniority; modification of the vacation schedule, including a day of vacation for every years' service after 15 years, and updated and improved grievance procedures.

Robert A. Milling, field representative in charge of the bargaining, complimented the unit's negotiating team for "patience and perseverance" during the sessions.

Sam Mogavero, head of the unit and chairman of the negotiating team, called the pact "one of the best contracts in the western area."

Also on the team were Mrs. Florence O'Neill, John Paszkiewicz, Thomas Finizio, Joseph Palmerton, Sam Voyne, Mrs. Velma Hornberger, Mrs. Ruth Collura and Mrs. Lena Chiappone.

Returning Aides

(Continued from Page 1)

headway is being made in the rehiring of those laid off," Wenzl continued, "although the progress is not as swift as we would like to see. We are keeping a strict watch to ensure that a steady advancement can be maintained in re-employment of all those affected by the layoffs."

Driscoll Retiring After 37 Years In Social Service Dept.

SYRACUSE — After 17 years as director of the area office of the Department of Social Services in Syracuse, C. Walter Driscoll is retiring, effective No. 3. Driscoll is ending a career of 37 years in social work this year, having worked for both the Syracuse and the Onondaga County Departments of Public Welfare from 1934 to 1941.

After leaving governmental service in 1941, Driscoll served in the military and naval welfare services of the American Red Cross during most of the years of World War II. He returned to Syracuse in late 1944 to accept a position with the Council of Social Agencies of Syracuse and Onondaga County, where he was employed for ten years. At the time of his entry into State service in 1954, he was executive director of that agency.

Driscoll will be honored at a testimonial dinner Oct. 29 at the Syracuse Country House.

Joins Ontario Unit

Herman L. Shulman, Potsdam, vice-president and dean of the School of Engineering at Clarkson College of Technology has been appointed by Governor Rockefeller as a member of the St. Lawrence - Eastern Ontario Commission.

Binghamton Social Services Unit OKs Pact

(From Leader Correspondent)

BINGHAMTON — Binghamton social services unit, Civil Service Employees Assn., officials and City representatives have signed a new work contract, climaxing some 12 months of sometimes bitter negotiations.

Unit president George Tomaras and Mayor Alfred Libous were on hand for the signing ceremony, which came after City Council approved a tentative agreement on the third try.

Efforts towards a settlement had been thwarted, according to Tomaras, when City negotiators presented a series of demands in mid-Summer which had not been previously discussed by either party.

Tomaras said the unit had twice reached agreement with the City's team but their efforts toward settlement were blocked by Council's refusal to approve the pacts.

The new contract, provides for an 8.6 percent pay hike. The raise, however, will not cover the period of President Nixon's 90-day wage-price freeze.

The contract will cover a period of some 85 days until Dec. 31 of this year.

Social Services Dept. employees have been working without a contract since January.

Negotiations toward a 1972 contract are expected to get under way shortly.

Grasslands Hosp. Mass To Hear MD Discuss Hospital Ship Tour

VALHALLA — The Fourteenth Annual Mass of the St. John and St. Camillus Guild of Grasslands Hospital will be celebrated in the Interfaith Chapel of the hospital on Sunday, Oct. 31, 1971.

The Rev. V. Kelley, OFM, Cap., moderator of the Guild, will be the celebrant at the 9:00 a.m. Mass. The guest speaker will be Albert Lowenfels, M.D., associate director of surgery at Grasslands Hospital, who will talk on his experience on the hospital ship HOPE while it was anchored at Tunis.

Sifts Waterloo Woes

Donald E. Cullen will take on the fact-finder role in the Waterloo School District dispute, the Public Employment Relations Board has announced. The Civil Service Employees Assn. view will be presented by CSEA representative Lee Frank.

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TAYLOR LAW CHANGES — Frank Imholz, left, president of the Suffolk County chapter of the Civil Service Employees Assn. and chairman of CSEA's special committee to study revisions to the Taylor Law, discusses the proposed changes to the law approved by CSEA delegates last month with Assemblyman Robert Wirtz of Suffolk County. Imholz is seeking Wirtz' support of the measures which will be sponsored by CSEA in this year's session of the State Legislature.

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TUESDAY, OCTOBER 19, 1971

What Do You Want?

DESPITE the fanfare attached to announcements by Council 82, American Federation of State, County and Municipal Employees, that it had made significant advances for employees in the Correction Department, it has been developed from a conference between the Civil Service Employees Assn. and department officials that these gains were gains that were in the works long before the union threatened job action and even before the tragedy at Attica.

Compare this with the major concessions won by CSEA last week for the civilian employees it represents. In turn, these benefits will filter down to the uniformed employees.

To paraphrase the advertisement: "What do you want? Good service or lip service." You don't need both.

Responsibility Wins

WHEN the State Department of Transportation attempted to violate its contract with the Civil Service Employees in District 10 on Long Island by ordering 24-hour tours of duty, CSEA acted immediately.

Less than one week later, the Department met with CSEA officials and a more sensible system of road patrol was inaugurated.

The local chapter went to the public with the story that the residents would be in trouble if a snow storm developed and an adequate number of employees were not available.

They met with the Department and continued their fight against the additional tours of duty. After a day-long session, CSEA leaders walked back to their people with victory in their hands.

Just another case of responsible unionism by officials who live up to their responsibility to their members.

A Foolish Experiment

THE CUTBACKS in City spending have progressed to an almost ridiculous level whereby applicants for New York City civil service tests cannot obtain a copy of the examination announcement that details the legal requirements for the position as well as the duties and test content.

The only way a potential candidate for these positions can get the complete information is by visiting the City Personnel Department's application section in downtown Manhattan and copy the information from the bulletin board.

This inflicts a hardship on those people considering civil service position and who are presently working. Even if they had time to visit the applications center, it would be almost an impossibility to copy all the pertinent information required on the application form.

We urge the City to end this penny wise-pound foolish system and return to the system whereby applicants could receive the announcements either in person or by writing and enclosing a self-addressed, stamped envelope.

The few pennies it costs to provide this service certainly buys a bigger value in good will.

Letters To The Editor

Praises Support For Merit System Return

Editor, The Leader:

It's about time that a public official had the nerve to decry the rape of the civil service merit system by those who would prefer to return to the spoils system of government.

Your recent series on the attitudes of City Council President Sanford Garelik was refreshing indeed. Governments are in a fiscal mess because of overspending in the hiring of people for jobs which rightly belong in the merit system.

Then, too, the practice of hiring consultants who tell the various governmental administrators that which they want to hear is absurd. We have enough efficiency experts and, as Mr. Garelik and Mr. Moses have put it, language merchants.

These political hangers-on have done nothing to alleviate the suffering of both patients and employees in our mental hospitals. They are certainly not going to go into a burning building and save a life or extinguish the flames.

I could go on and on and tell just what these political hacks are NOT going to do. But why? Mr. Garelik said it straight from the shoulder. He knows the job that civil service career employees have been doing and are continuing to do.

Let the public hear his words and advice.

When government is returned to the people and is run by career civil service employees who have risen through the merit system, then government will, once again, operate at maximum efficiency.

SOLOMON BENDET,

President, New York Chapter
Civil Service Employees Assn.

Wants Upgradings For Civilian Aides

Editor, The Leader:

After the dust has settled from the recent Attica uprising, I wish to bring to the attention of the readers, some of the items that have been conveniently by-passed, or shelved, so that the correctional system could get a much-needed shot in the arm, as far as benefits go.

What seems to be last in all the publicity for the protection of the uniformed help is the lack of publicity of the fact that a large percentage of the slain hostages from Attica, were non-uniformed help: a senior clerk, for instance, and an instructor who is on the same footing in the services performed as maintenance men, such as: plumbers, carpenters, garagemen, etc.

Now that a chance for equities has been extended, let our truly great CSEA apply their efforts in upgrading titles where they are really deserved. These are the titles that I know of, that fall into this category by reason of either being officed in the same building with inmates, or actually working in close contact with inmates in maintenance work or schools: plumbers, steamfitters, carpenters, masons, sheet metal workers, machinists, garage maintenance and repair men, blacksmiths, painters, refrigeration men, electricians, etc. and all

(Continued on Page 11)

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.

Management—Confidential

(Fourth of Four-Part Article)

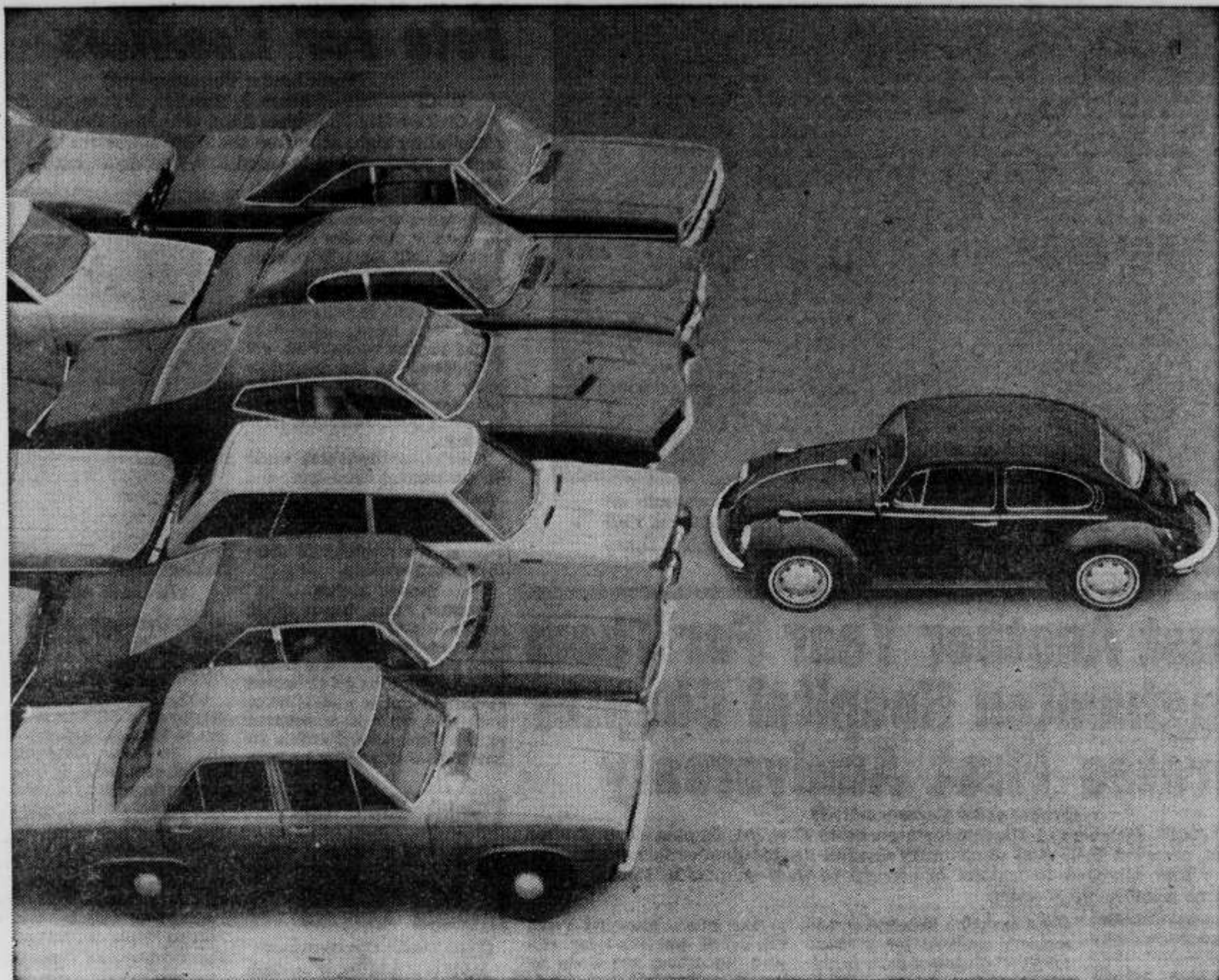
THE "REASONABLY REQUIRED" test does not apply to confidential employees, and, therefore, it places no limit on the employer's use of employees as confidential. Nevertheless, the CSL, in its classification of positions and job descriptions, would clearly place such a limitation on the indiscriminate use of employees in confidential capacities. Working these employees out of title would be in violation of the CSL, and, therefore, an employer could not claim, under the Taylor Law, that these employees were confidential, when in fact they were not permitted to work these employees in this capacity. Finally, since the reasonably required test of the new law has never been used by PERB in its prior decisions, it will be interesting to see which of the former tests will survive. It should be noted that the legislative intent uses a "significant role" concept, and the new law, chapter 504, uses a "major role" and "direct assistance" test while specifically excluding persons whose role is "routine or clerical nature" and does not require the "exercise of independent judgment." In summary, no one can assuredly state that the new law is nothing more than a reinstatement of the rules developed under previous PERB decisions. In fact, it is apparent that some major changes have occurred.

4. PERB Procedure.

THE FINAL question raised by chapters 503 and 504 of the laws of 1971 concerns the procedure to be used by PERB for implementation of exclusion of managerial and confidential employees from negotiating units. Section 210(7) CSL gives PERB the power to "reasonably designate" individuals as managerial or confidential "from time to time." PERB has implemented rules to carry out this new law. The time for filing such applications is set forth in PERB Rule 201.10(b) and is related to either the employer's fiscal year or the employee organization's period of unchallenged representation status, and only one application may be filed during a period of unchallenged representation status. In addition, Rule 201.10(a)(1) and 201(7) of CSL provides that the effective date of such exclusion is upon termination of the existing period of unchallenged representation of the employee organization. The public employer is the party that initiates such exclusionary process. The employee is notified as well as the employee organization which represents him, if it is recognized or certified. Rule 201(f) mandates that an investigation of all questions raised by the application be made, and subdivision (g) thereof says a hearing may be held, but is not required. The failure to hold a hearing unless both the employee and employee organization consents to the exclusion may well be a denial of constitutional procedural due process.

AS IS well-established, PERB is required to make its unit determinations based on the actual job functions and duties of an employee and not by mere examination of a written civil service job description or specification. The new law and prior PERB decisions would require an examination of the degree and the nature of the following job functions: (1) administers discipline, (2) initiates effective disciplinary procedures, (3) evaluates a subordinate's performance, (4) has authority to authorize overtime, (5) handles grievances for employer, (6) determines promotions or directly assists therein, (7) assigns place of employment or directly assists therein, (8) prepares budget or directly assists therein, (9) recommends changes in legislation or directly assists therein, (10) clears all policy matters with someone else before implementation, (11) assigns or oversees work but not personnel, (12) has authority to hire, (13) interviews and/or recommends hiring, (14) schedules vacations, (15) grants emergency leave, (16) gives advice and counsel needed during course of collective negotiations, (17) has responsibility for the efficient administration of the employer's business affairs, (18) involved in policy development, (19) directs major program, division, bureau, installation or institution, (20) has keys or access to confidential files, e.g., files containing minutes of negotiating sessions, communications to and

(Continued on Page 11)



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Binghamton chapter first vice-president Eleanor Korchak reports on matters at SUNY-Binghamton as CSEA officials and guests look on. Left to right are: Charles Ecker, Gino Canale, Mrs. Korchak, Stanley Yaney and Aaron Wagner.

It's Just Another Year For Them As Binghamton Hospital Chapter Celebrates First Anniversary

(From Leader Correspondent)

BINGHAMTON—Members of the Binghamton State Hospital chapter, Civil Service Employees Assn., observed their first anniversary as a full-fledged chapter this month with little fanfare as they attended to matters of concern to their chapter in the course of their Fall general membership meeting.

During the general business session, chapter grievance chairman and representative Dave Furrell advised those present that, after four tries, the chapter had won the right to have a member-stenographer present at the group's labor-management meetings.

Furrell said the designated member would prepare a general summary of the meetings which would be typed and post-

social chairlady Beth Stover, accepted a proposal for a "Toys for Tots" Christmas party in the not-too-distant future.

Weingartner said the executive board would meet soon to designate a time and place for the affair.

Weingartner and Mrs. Stover then brought the membership up to date on Conference and State development along the political action front which came out of recent CSEA meetings in Utica and Syracuse.

Weingartner, while he indicated his opposition to a political action group which would not directly involve or benefit the Binghamton State Hospital chapter members, announced he would appoint such a committee at the local level after being directed to do so by those present.

Weingartner also appraised the membership of efforts now under way to block the firing of four bakers, two of whom are designated baker's assistants, from the bakery at the Binghamton State Hospital.

He pointed out that the unofficial word is that the four, three of whom are veterans and one of whom has 24 years' service to his credit, will be dropped from the payroll as of Nov. 3 when the bakery is scheduled to be phased out of operation in favor of a series of "more centralized" bakeries at various parts of the State.

He added that the jobs were being abolished even after the State had promised the men, one of whom traveled to Albany earlier this month to learn the full details of the State's plans, that their jobs would be spared.

In other action, the membership, after brief discussion, voted to forward a donation

to the Attica Memorial Fund. The money, which is being solicited throughout the State by several groups, including CSEA, will be turned over to the families of the corrections officers and prison administrative personnel who died at the climax of a four-day reign of terror by Attica inmates.

Featured speakers for the occasion were newly appointed



President Weingartner addresses the membership.

CSEA regional field services supervisor Frank Martello and GHI representative Van Robinson.

In his remarks, Martello brought the membership up to date on CSEA proposals which will be taken to contract negotiating sessions soon.

CSEA, he said, is seeking to have the Taylor Law amended to permit an agency shop. This would permit the CSEA to levy a "service charge" equal to the rate paid by dues-paying
(Continued on Page 16)

Schedule Retirement Fete For Rossiters

(From Leader Correspondent)

ROCHESTER—William J. Rossiter, former president of the Civil Service Employees Assn. chapter at Rochester State Hospital for eight years and the CSEA's Western Conference for two years, will be honored Nov. 5 at a retirement dinner here.

His wife, Betty, who also has been active in the CSEA, will be honored, too. She and her husband both are retiring from hospital service.

The Rossiters, a husband and wife team, with 68 years of combined State service devoted to caring for the mentally ill, will be honored at the Mapledale Party House starting at 7:30 p.m. Reservations may be made by calling George Creets at (716) 473-3230.

Rossiter, a supervising nurse at the hospital since 1961, and Mrs. Rossiter, a supervising nurse there since 1956, have seen many changes in the treatment and care of the mentally ill since they began working.

Started In 30's

Rossiter, who began State service in 1931 as a psychiatric attendant, graduated in 1934 from the Rochester State Hospital School of Nursing. He served at the hospital as a staff nurse until 1936, when he transferred to the Psychiatric Institute in New York City. In 1938 he went



WILLIAM ROSSITER

to Brooklyn State Hospital as a head nurse and remained there until his return to Rochester State in 1946.

Mrs. Rossiter entered State service as a psychiatric attendant in 1936 and graduated from the Rochester State Hospital School of Nursing in 1941. She was an instructor at the hospital's School of Nursing until her marriage to Rossiter in June 1942. She has been a staff nurse and head nurse at both Brooklyn and Rochester State Hospitals. Mrs. Rossiter also holds a bachelor of science degree in nursing "with distinction" from the University of Rochester.

Wrote Leader Column

Rossiter served on CSEA's Board of Directors for eight years—as fourth vice-president for two years and as Mental Hygiene representative for six years. He also was author of a weekly column, "Mental Hygiene Memo," which appeared for several years in The Leader.

He now serves as the nurse representative on the CSEA executive committee.

In addition, Rossiter served as State president of the Mental Hygiene Employees Assn.

The Rossiters have two sons who also work at Rochester State Hospital. Michael, a graduate of the State University College at Brockport, works in the Nursing Service Dept., and Daniel, who also graduated from Brockport, works in the Recreational Therapy Dept. The Rossiters have one grandson.

The new retirees plan to work on hobbies they haven't had time for, travel and become more involved in community activities.

Valone Succeeds White As Head Of Broome Chapter

(From Leader Correspondent)

BINGHAMTON—The Broome County chapter, Civil Service Employees Assn., has announced the resignation of chapter president Gary White, an employee of the Vestal Central School District, from the chapter's governing body.

A chapter spokesman cited personal reasons as the motive behind White's departure.

White had served one year of a two-year term.

Angelo Valone, a building inspector for the Town of Union, was named to succeed White. He will fulfill the remaining year of White's unexpired term.

In addition to his Broome County chapter duties, White had served as chairman of the Central Conference political action committee.

Sullivan Sheriff Hopefuls Polled On C.S. Status

MONTICELLO—Candidates for the office of Sullivan County sheriff have been questioned on their stand regarding civil service status for employees of the sheriff's department by the Sullivan County chapter of the Civil Service Employees Assn.

In a letter sent to candidates for sheriff, CSEA chapter president Jack Nemerson stated the chapter's position on public employee job security and wage and tax problems affecting workers in Sullivan County as mandated
(Continued on Page 16)

Plattsburgh SUNY Chapter Holds Outing

PLATTSBURGH—The State University College at Plattsburgh chapter of the Civil Service Employees Assn. recently sponsored a Saturday excursion to the Valcour Educational Center on Lake Champlain.

The outing, enhanced by the location in the Adirondack region of New York State, as well as by a sunny Autumn day, was well received and enjoyed by the approximately 65 members and friends of the CSEA chapter who spent the day at the Center.



Central Conference president Charles Ecker of the Syracuse State School looks on with interest.

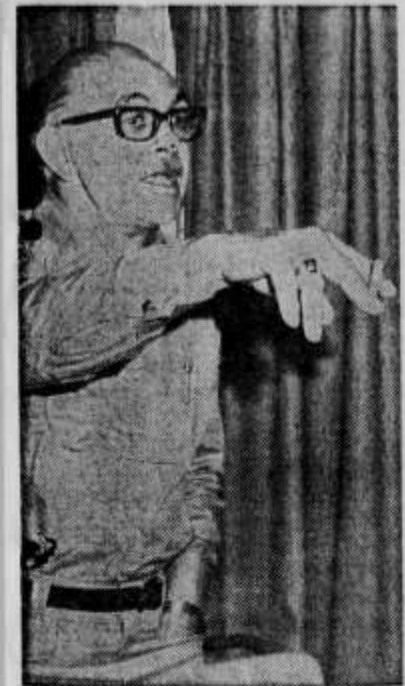
ed on CSEA bulletin boards, along with agendas and rosters of topics actually discussed, to give the membership a clearer picture of what took place at that time.

Furrell urged the audience to contact chapter officers with questions and problems they wish to have presented for discussion at the meetings.

Chapter president Leo Weingartner, after a brief outline by

Mental Hygiene Representatives Formulate Demands

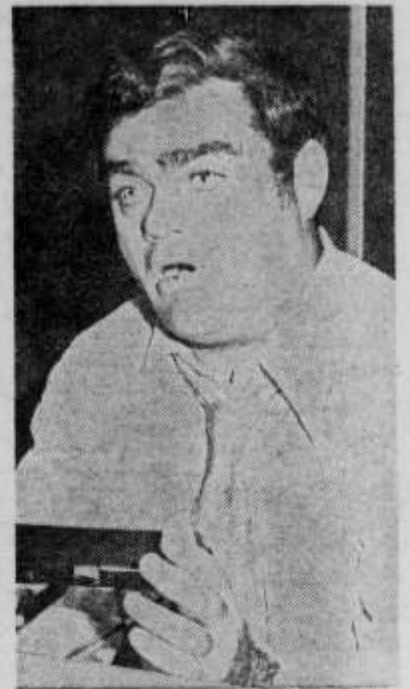
CIVIL SERVICE LEADER, Tuesday, October 19, 1971



Harry Raskin from Pilgrim State Hospital, gestures to emphasize a point during the workshop session.



Some 200 Civil Service Employee Assn. delegates from Mental Hygiene Department institutions in New York State met recently at the Hotel Syracuse Northway House in Liverpool to discuss suggestions to be included in the forthcoming departmental contract talks. Staff experts from the CSEA headquarters in Albany were on hand to collate the material, which will be published shortly. The three-day meeting concluded with a banquet during which Professor Irving Markowitz, a labor relations specialist, was principal speaker. Shown above are the four representatives on the CSEA Board of Directors: Ann Bessette of the Southern and Capital District Conferences; William McGowan of the Central and Western Conferences; Betty Duffy of the Long Island Conference and Ronnie Smith of the Metropolitan Conference.



CSEA collective negotiating specialist Robert Guild, who coordinated the three-day session, fields a question during the session.



Bernard Ryan, CSEA collective negotiating specialist, explains a complicated proposal to delegates.



Delegates listen to the counsel of John Conoby, collective negotiating specialist, seated in front, who is assigned to departmental negotiations in the Clerical-Administrative Bargaining Unit in all State Departments.



Professor Irving Markowitz, a LeMoyne University labor relations specialist, outlines the fact-finding process to dinner guests.



Joseph Reedy, another collective bargaining specialist, provided the stimulation at one of the sessions, which assisted the delegates in completing their demands to be included in the contract talks.



Another group of delegates discuss some of the proposals which they want included in their contract demands. Much of the discussion was devoted to the inclusion of contract protections against any further job freeze and a guaranteed post-staffing in the department.



Steve Crandall, delegate from Pilgrim State Hospital, brings out a point for consideration.

Key Punch Posts

Continuing in effect is the recruiting of key punch operators, declares Suffolk's Civil Service Dept. in pointing out that the beginning wage is now \$210 biweekly. Moreover,

neither experience nor education is demanded.

A written test, given the first and third Monday of each month, will involve reading comprehension, vocabulary, arithmetic and office practices; additionally, the qualifying performance test calls for the key punch speed of 53 strokes per minute. Several options on appointment exist for successful candidates.

A first option lets passers of the written test take the performance exam immediately, persons successful here to be put on a continuous eligible list. The other option permits passers of the written exam to have their names put on a list for operator trainees, with ten weeks to pass the second test. For more information, call the County at (516) PA 7-4700, ext. 249.

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CSEA Has Several Openings On Its Staff Of Field Reps.

The Civil Service Employees Assn. has announced several openings throughout New York State for field representatives and field service assistants with the CSEA. The closing date for application for these positions is Oct. 29.

A CSEA field representative administers the Association program through servicing the chapters and Association members. He visits chapters and regional conferences, collaborating with chapter and conference organizations in planning programs and services. He may be required to represent members before administrative officers in State or local government in employment problems, or to negotiate terms of employment and draft work contracts. He is expected to develop membership promotion in the CSEA through public relations work with existing chapters, or through the organization of new chapters where desirable. He deals with people on many levels, from interviewing prospective chapter members to addressing conference meetings.

The minimum requirements for the position of field representative include a high school diploma or equivalency certificate, plus three years of business or investigative experience involving extensive public contact, or a college degree. Candidates must have a New York State drivers license and a car for business use.

Field representatives, salaried at \$11,963 to start, differ from field service assistants, who receive \$9,064 to start, in that they cover the larger chapters of the CSEA and handle more complex programs and responsibilities. Experience requirements for each post are slightly different.

A CSEA field service assistant performs roughly the same duties as a field representative, but on a smaller scale. Working under direct supervision of a regional field supervisor or a designated field representative, he services the Association members and the smaller Association chapters within a given Regional Conference area.

Candidates for field service assistant must present a high school diploma or equivalency certificate, plus two years of business or investigative experience involving extensive public contact, or a college degree.

Candidates for these positions must have an aptitude for, and hopefully enjoy, meeting and dealing extensively with people. They must be able to absorb knowledge of laws, rules and regulations governing public employees and be able to communicate this knowledge clearly and accurately to Association members.

Application forms and more detailed job and qualification descriptions are available from Patrick G. Rogers, Director of Field Services, CSEA, 33 Elk St., Albany, New York.



INSTALLED — Mrs. Ersa H. Poston, president of the New York State Civil Service Commission, receives her commission as chairman of the President's Advisory Council on Intergovernmental Personnel Policy from U.S. Civil Service Commission Chairman Robert E. Hampton. The 15-member Advisory Council will study and make recommendations regarding personnel policies and programs for improving the quality of personnel administration.

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Civil Service Television

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

Tuesday, Oct. 19

12:00 Noon—The Police Commissioner. Report on ongoing Police Dept. activities.
12:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.
2:30 p.m.—Around the Clock—"Reorganization of the Detective Bureau." P.D. training series.
6:30 p.m.—Return to Nursing—"Changing Role of the Nurse." Refresher course for nurses.
7:00 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.
9:00 p.m.—The Police Commissioner. Report on ongoing Police Dept. activities.

Wednesday, Oct. 20

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

atus Accidents." Fire Dept. training series.
9:00 p.m.—The Police Commissioner. Report on ongoing Police Dept. activities.

Thursday, Oct. 21

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

Friday, Oct. 22

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

Saturday, Oct. 23

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

Sunday, Oct. 24

10:30 p.m.—Mayor Lindsay: Discussion with guests, newsmen

and audience about pressing issues of the day.

Monday, Oct. 25

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

BUY U. S. BONDS

Civil Service Law & You

(Continued from Page 6)

from executives, employer's negotiating proposals, cost analysis and various other documents relating to negotiations, (21) attends executive sessions of legislative body, (22) prepares documents for use at executive sessions of legislative body, (23)

LETTERS

(Continued from Page 6)

others whose offices are housed within these buildings: clerks, typists, stenographers, clerical workers, etc.

STATE EMPLOYEE
New Hamburg

prepares salary checks and payroll documents, (24) processes health, dental or life insurance matters, (25) handles technical procedures in budget preparation, e.g., type or review salary estimates.

THESE TWENTY-FIVE factors should be analyzed in terms of being (a) within the scope of the civil service job specifications, (b) required for administrative convenience because no higher-level employee can do this work, and (c) regularly performed and not occasionally. A weighing of these factors should prepare a party to present his case as to whether or not the employee is managerial or confidential, supervisory or rank-and-file. Only after PERB decisions implementing this new law have come down in sufficient numbers to see what direction PERB will take can either of these factors be expanded or contracted, but their use at the present time should be helpful for all parties concerned.

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County Executive Committee Honors Borelly



S. Samuel Borelly, center, receives plaque of appreciation from Theodore C. Wenzl, right, CSEA president, and third vice-president Richard A. Tarmey. Representatives from 37 counties, friends, CSEA officers and staff attended a special party in Borelly's honor recently at the Thruway Hyatt House in Albany.

ALBANY—S. Samuel Borelly of Utica, outgoing chairman of the County Executive Committee of the Civil Service Employees Assn., was honored recently at a party at the Thruway Hyatt House here.

Attending were CSEA representatives from 37 counties, friends and CSEA officers and staff members.

Borelly was presented with a certificate of appreciation for his years of service as committee chairman, by newly elected chairman Joseph Lazarony of Rensselaer County. CSEA president Theodore C. Wenzl gave Borelly a plaque in the shape of New York State, from the Association. Joseph J. Dolan Jr., director of local government affairs for CSEA, was the master of ceremonies.

"Sam has given to the county chapters a strong dedication and devotion," said Wenzl. "He has done much to help the County Division grow and prosper."

Borelly was also given a key to the City of Niagara Falls by Neal Gruppo, president of the Niagara Falls City School District, on behalf of the Mayor of Niagara Falls.

Borelly will continue as representative from Oneida County on the County Executive Committee.



Outgoing chairman of the County Executive Committee of the Civil Service Employees Assn., S. Samuel Borelly, center, from Oneida County, receives certificate of meritorious service from newly elected committee chairman Joseph Lazarony, right, Rensselaer County, and new vice-chairman Robert Young, from Erie County, at a recent party in Borelly's honor.

Suffolk Cty. Culling Clerk-Typist Entries

Clerical entries are pouring into Suffolk County in view of the announcement that out-of-county applicants will be considered for the \$201 bi-weekly title. Clerk-typists need neither experience nor a diploma to qualify.

Typists will first have to pass a written test consisting of reading, vocabulary, arithmetic and office practice questions, conducted on the first and third

Monday of each month. A performance test is then in the offing, requiring the speed of 40 wpm.

Those hired will have duties of doing routine clerical work, operating office machines and typing various items, including mimeo stencils. Further details can be learned by calling PA 7-4700, ext. 249, the County's Civil Service Dept.

Capital Conference News Letter

By JEAN GRAY

After a wonderful convention in New York City, the Capital District Conference social-activities-publicity committee has set up a tentative schedule of events for the Fall season.

A Brotherhood Winery Tour, Washingtonville, N.Y., has been planned for Oct. 25. The price for bus transportation and tour, with several little extras added as a surprise, will be only \$5 per person.

On Nov. 3, we have an evening at the Saratoga Raceway, with a special Capital District Conference Race. The price for buffet and entry to the Clubhouse is \$9; and dinner, admission and transportation is only \$12. A word of warning to the gals who are pantsuit addicts—that's a "no-no" at the Raceway Club House.

The Conference has chartered six buses to take the members to New York City on Nov. 20. We leave from the campus at 8 a.m. and leave New York at 8 p.m. The price is \$7.50, and for this as well as the other activities, families and friends of members are invited. There is still space available, so if you are interested in early Christmas shopping, a theater matinee or some sensational dining, be sure to make this trip.

All three of the above events are handled by the very energetic activities chairman, Dorothy Honeywell. If you are interested in taking part in any of the above, call Dorothy at 457-6548. Don't forget checks should be made payable to the Capital District Conference, CSEA.

The Conference flu shot program is in full swing, and the latest details indicate that the program should be very successful. Members should contact their chapter president if they want to take advantage of this program.

The combined committees handling An Evening with Robert Goulet donated a number of tickets to State University at Albany and to the Retirees chapter. All who attended said that they enjoyed the performance immensely.

Dusan's Restaurant in Colonie proved the excellent taste of the

social committee. All members were delighted and a return trip is planned.

The Job Market

By BARRY LEE COYNE

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

A Woodworking Foreman who has good experience is wanted for a job paying \$175 a week. There is also an opening for a Production Manager Supervisor to do on-line supervision of five people. Must be able to set up operation, planning, scheduling, and inventory control. Experi-

ence is essential. The salary is \$10,000 a year . . . Taxi Drivers are still in demand. They must have a chauffeur's license and a year of driving experience. The pay is \$140 a week . . . There are also jobs for experienced Spray Painters at \$2.75 an hour; Tile Setters at \$4 an hour . . . Water-

proofers who will work in private homes, have own tools and a chauffeur's license can make \$30 a day . . . Apply at the Queens Industrial Office, 42-15 Crescent St., Long Island City.

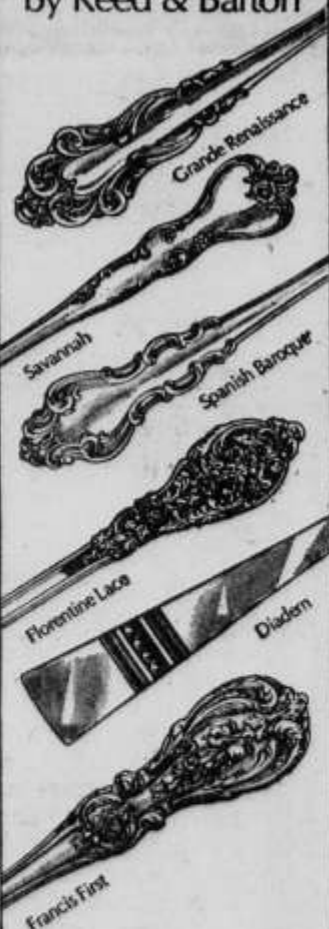
Farm Workers are needed in upstate New York and Long Island to harvest onions, potatoes and other vegetables. There are some jobs available in harvesting nursery crops. No experience is needed nor is it necessary to speak English. Free government inspected housing is available. Those who apply for jobs should be able to do heavy physical work. The pay range is from \$1.75 to \$1.85 an hour . . . Apply at the New York City Farm Office, 247 West 54th St., on the 6th floor in Manhattan.

Manicurists with a New York cosmetologists license plus at least one year experience can get jobs paying \$14 to \$16 per day plus tips and plus commission on some jobs. Also wanted are Hairdressers and Beauticians with a year experience. Must have a State cosmetologist's license. Jobs are full-time usually Tuesdays till Saturday. There are part-time jobs and some late night openings. The pay is \$16 to \$20 per day plus commission and tips. Applicants should make note of the new address for the Service Personnel Center in Manhattan. Be sure to apply at 269 West 35th St. in Manhattan.



PROTECTION —T.W. Parker, Commissioner of the New York State Department of Transportation, was one of the first employees to receive his influenza inoculation during the recent campaign sponsored by the Capital District Conference, Civil Service Employees Assn. Dr. S. P. Scrafford, Employee Health Services, administered the inoculation as chapter president Joseph McDermott looks on.

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COMMITTEE — Members of the dinner committee of the Nassau chapter, Civil Service Employees Assn., were, seated, from left: Eleanor Koch, chairlady Blanch Rueth, Molly Falk and Beatrice Jeanson. Standing same order, are: Anne Rehak, Thomas Stapleton, David Silberman, Ralph Natale, Mary Calfapietra and Anthony Giannetti.



DINNER GUESTS — Irving Flaumenbaum, president of the Nassau chapter, Civil Service Employees Assn., left, greets visitors at his chapter's annual dance recently. Center is George Koch, president of the Long Island Conference, CSEA, and right, is Randolph V. Jacobs, president of the CSEA's Metropolitan Conference. Other guests at the dinner included candidates for public office on Long Island.

Dongan Guild Sets Communion Breakfast

Members of the Dongan Guild of New York State employees will hold their annual Corporate Communion Mass and Breakfast on Sunday, Oct. 31.

The breakfast will be held at the New York Hilton Hotel, 53 St. and Sixth Ave., immediately

following the 9 a.m. Mass at St. Patrick's Cathedral.

Toastmaster for the breakfast, according to Catherine Hafele, Guild president, will be Lt. Gov. Malcolm Wilson. Peter Hopkins of the State Division of Housing is general chairman.

CIVIL SERVICE LEADER, Tuesday, October 19, 1971

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This detached home is all brick on 40x100 grounds . . . with 3 extra large bedrooms, finished basement, garage, oil heat, wall-to-wall carpeting, all appliances left without extra charge . . . near shopping centers, bus & subway transportation. Low GI & FHA terms can be arranged. Ask for Mr. Soto.

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Power Authority Promotions Noted

Scott B. Lilly has been promoted from associate general counsel to acting general counsel of the State Power Authority at an annual salary of \$41,000. He succeeds Thomas P. Moore, who has retired.

The Power Authority has named Albany attorney John R. Davison associate general counsel at \$40,000 to succeed Lilly. Power Authority headquarters is in New York City.

Beers, Thorn Retire

TARRYTOWN—More than 60 years of service is represented by two 30-year State officials who have retired. Both members of the Civil Service Employees Assn., they are John L. Beers, deputy executive director, and Donald F. Thorn, supervisor of administrative services and toll operations, of the East Hudson Parkway Authority.

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CAPITAL DISTRICT HOLDS WORKSHOP

By MARVIN BAXLEY

GLENS FALLS—Members of the Capital District Conference convened at the Queensbury Hotel here Oct. 8-10 for two workshop sessions on chapter elections and on negotiations.

The Saturday morning session, chaired by Conference president Ernest K. Wagner, got under way after an announcement that three members of the legal and Headquarters staffs had cancelled out from scheduled appearances as moderators for the meeting.

Wagner then went on to discuss such election regulations as having a general membership meeting at least 30 days before a chapter election (in order to allow for nominations from the floor), and that the nominating committee is empowered to choose two candidates if there are not sufficient number nominated from the floor.

The Conference president continued the morning session with a discussion of the management/confidential turmoil, and read parts of the suit which he and two other CSEA members are bringing to challenge the constitutionality of the State's unilateral action in declaring certain people to be management/confidential, thereby depriving them of their rights to participate in CSEA affairs and to partake of certain fringe benefits accorded to members.

Highest Ranking

Wagner is the highest-ranking CSEA official still being listed on the State's m/c list. Statewide second vice-president A. Victor Costa, a former Capital District Conference president, and Insurance Department del-

egate Solomon Bendet, a former Statewide second vice-president, are other high-ranking Association figures who have recently been dropped from the list by the State. Both had threatened to take their cases to the Supreme Court of the United States if need be to protect their rights of membership.

The morning meeting also delved into discussion on retirement and on parking privileges for State employees in the Albany area.

In the afternoon, Joseph McDermott, chairman of the Conference's negotiations committee, took over as floor leader. He was assisted from the head table by committee members Jack Dougherty and Paul St. John, and from the floor by Dorothy Honeywell.

The committee presented to the attendees seven questions for discussion.

During the session, it was determined that the committee would draw up a series of proposals, based on the discussion, to be presented to the Conference delegates at their next meeting, Nov. 29, as a preliminary step to seeking approval from the State Board of Directors.

The questions, many of which attained a Yes consensus, were:

- Should we have departmental negotiations in our new contract?
- Should local negotiations

(Continued on Page 16)



Panelists for Capital District negotiations workshop compare notes with Conference president Ernest Wagner, second from left, before they face audience. From left, are Jack Dougherty, Wagner, chairman Joseph McDermott and Paul St. John.



Statewide second vice-president A. Victor Costa greets a disabled Jane Reese. The Social Services chapter president had recently hurt her right hand, and thus the left-handed shake.



Conference social chairman Mildred Wands goes over the registration records with committee member Dominic Ascenzi. Both are with the Employees Retirement System chapter.



Table talk keeps these DOE officers occupied. From left, they are Kay Yuschak, Angie McPherson and Dorothy Honeywell.



Julie and Earl Kilmartin, left, exchange views with Yvonne Mitchell and Don Squire. All are from OGS except Mrs. Kilmartin of Motor Vehicles.



Fred Gurtowski, center, of Montgomery County is welcomed to Conference by Howard Cropsey, left, of Albany County and Edgar Troidle, Conference treasurer.



Some of the attendees exchange ideas in between sessions of the workshop. From left, Ann Henderson, Santa Orsino, David Hodgkins and Conference first vice-president Jack Dougherty. All are from Tax and Finance chapter, except Hodgkins, who is from OGS.



Mary Moore of NYSIIS has the attention of CSEA field representative James Cooney and Cosmo Lembo of OGS during discussion in Glens Falls.

Asst. Park Foreman Pays \$306 Biweekly

Oct. 27 concludes filing for assistant park foreman, a Suffolk County title with wages of \$306 biweekly. No residence standards have been posed.

Those filing are asked for three years in directing various park or grounds maintenance activities; one year must be supervisory. High school graduation is needed also.

Obtain Exam Notice No. 11-280 for further information. Write: Suffolk County Civil Service Dept., County Center, Riverhead, N.Y. 11901, or phone (516) 727-4700, ext. 249.

Ground Maintenance Supers In Demand

Suffolk has suspended residence for assistant grounds maintenance supervisor, paying

\$353 biweekly, but will insist on high school graduation plus three years in large scale grounds maintenance work, one of them supervisory.

Applicants must file by Oct. 27. Duties will involve planning, assigning, supervision and review of work by ground maintenance crews. Exam Notice No. 11-275 spells out the detail.

To apply, contact the Suffolk County Civil Service Dept., County Center, Riverhead, N.Y. 11901. The telephone is (516) 727-4700, ext. 249.

City Approves Six TA Maint. Titles

The City Civil Service Commission has voted to establish six new titles in the Transit Authority's maintenance series.

The resolution, as passed recently, creates the additional positions of signal maintainer's helper, telephone maintainer's

helper, power distribution maintainer's helper—Group B, and mechanical maintainer's helper—Group B, and electronic equipment maintainer's helper in the Competitive Class, Rule X, under the heading The Rapid Transit Railroad Service—Group L. These are per diem and per hour positions.

Fire Safety Offr. Openings Await

Residence is not required by Suffolk County for open-competitive exam No. 11-285 for airport fire safety officer, at a starting biweekly salary of \$432. Filing deadline is Oct. 27.

Duties will include operation and maintenance of firefighting and crash equipment at an airport. Background must include high school graduation and six

years' experience in paid fire fighting and/or fire prevention, or as a member in good standing of a volunteer fire company.

Applications and further information are available from Suffolk County Civil Service Department, County Center, Riverhead, N.Y. 11901, or telephone (516) 727-4700, ext. 249.

The Down Button

Exam No. 1069, an open competitive test, found one candidate not qualified. The job was elevator mechanic's helper.

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Binghamton Hospital Meeting

(Continued from Page 8)

members, against non-members for services rendered in contract negotiations. The non-member, despite the fact he would be assessed the regular membership fee, would still not be allowed to participate in CSEA activities, nor would he be eligible for CSEA representation in personnel matters involving him



Guest speaker Van Robinson explains the State's GHI Dental Health Care plan to those assembled.

alone.

CSEA, he said, also is seeking a measure which would give the public employee the right to strike when and if all reasonable and legal steps toward the settlement of a contract dispute have been exhausted.

Martello said CSEA is also urging the representation of the State Legislature in contract ne-



Gino Canale, dean of continuing education at Broome Community College, makes a point.

gotiations which would serve, he said, to reduce the possibility of rejection of a CSEA-State negotiated pact by the lawmakers.

He added efforts are also under way which would permit retiring employees to draw a pension based on their highest annual salary of an average of their three highest years, whichever would be greater.

Martello told the audience that these provisions are but a few of those filling ten pages which are to be presented officially before State negotiators in the not-too-distant future.

He noted that the CSEA has done the job in the past and must continue to do the job in the future. With the backing and cooperation of the membership throughout the State, he said, "it shall be done."

Robinson outlined briefly the benefits due CSEA members un-



Guest speaker Frank Martello outlines upcoming contract proposals as chapter social committee chairlady Beth Stovetter listens intently.

der his firm's dental program. He explained how the present contract in effect was negotiated and settled on and predicted a 100 percent dental plan for State employees within the next few years.

Under the present system, he said, single persons are granted



Aaron Wagner of the CSEA research department in Albany, outlines his department's functions for those present.

a \$50 deductible allowance and a 70 percent cost return. This, he pointed out, is not based on the amount of the dentist's bill, but rather the pay schedule outlined in the GHI dental plan booklet according to the type of dental work performed.

Robinson urged anyone with any problems or questions to contact him at their convenience at his Syracuse office.

Dutchess Chapter Polling Candidates

(Continued from Page 8)

by a unanimous vote of the membership at its Sept. 15 meeting.

The letter asked each of the candidates to reply by return mail to the following question:

"... If you are elected sheriff, will you at the expiration of the present contract, extend Civil Service protection to the workers of your department?"

Nemerson said that results of the poll will be released to the news media by the CSEA chapter as soon as all replies are received.



HEALTH PACT — Present at the signing of the agreement between the Civil Service Employees Assn. and the Health Dept. are, seated, left to right; Aaron Wagner, CSEA research assistant; Bernard Ryan, CSEA collective negotiating specialist; Daniel Klepak, Deputy Health Commissioner for Administration; Ernst Strobel, CSEA team chairman; James Brown, di-

rector of employee relations, Health Dept., and Genevieve Clark, CSEA team. Back row, from left: Patricia Comerford, CSEA; Alice Bailey, CSEA; Thomas Fitch, CSEA; John Adamski, CSEA team co-chairman; John Long, CSEA; Robert Mayer, director of personnel administration, Health Dept., and Jack Gabay, CSEA. Missing from photo is Viola Svensson.



WENZL CRITICIZES LAYOFFS—

CSEA president Theodore C. Wenzl, left, puts forth his union's viewpoint on the changes that should be made in civil service laws requiring layoff procedures in State service at a public

hearing of the Assembly Committee on Governmental Employees chaired by S. William Rosenberg. Wenzl spoke at length of the inequities in the present system and called for a major overhaul in the coming session of the State Legislature.

Capital Workshop

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for all departments be in our contract?

- Would you change the way in which your department negotiating team was picked?

- Do you think you should have a written contract with the same time limits as the State contract, or some other form of agreement?

- What can you negotiate for?

- What is a past practice?

- Should your membership ratify your department agreements?

In throwing the workshop into an open session, McDermott explained that "the only way we learn is to learn from one another." The Department of Transportation chapter president had previously presented a highly praised lecture workshop on the same subject at the Conference's June 1971 meeting in Cooperstown.

Attending a Conference meeting for the first time was Fred



LAYOFFS ARE THE ISSUE —

Listening to speakers at a public hearing on layoff procedures in State government conducted by the Assembly Committee on Employees are, from left, Joseph J. Dolan Jr., director of local government affairs for CSEA; CSEA counsel James Roemer, CSEA president Theodore C. Wenzl, who spoke later, and Albany Assemblyman Thomas Brown.

Gurtowski of Montgomery County. He was given a special welcome by officers of the Conference.