

Civil Service LEADER

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ALBANY NY 12224
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PR CSEA
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L. I. Conference

See Page 9

CSEA ADDS MORE THAN 10,000 NEW MEMBERS IN SUPER SIGN-UP DRIVE

Wenzl Calls For All-Out Vote By State University Professionals During Representation Elections

ALBANY—The Public Employment Board has announced that professional employees at State University campuses—both teaching and non-teaching—will vote next month to select an employee organization to represent them in negotiations with the university.

Secret mail ballots will go out Tuesday, Dec. 1 to the more than 13,000 eligible voters, and will be counted on Dec. 29. PERB officials said they will announce a deadline date for the ballots to be back at PERB headquarters later this month.

Vying for the right to rep-

resent the professional SUNY employees are the Civil Service Employees Assn.; the State University Federation of Teachers, AFL-CIO (SUFT); the Senate Professional Assn., and the American Association of University Professors.

Non-teaching SUNY professionals such as registrars, deans, and personnel employees make up about one-third of the bargaining unit, while faculty members make up the other two-thirds.

CSEA president, Dr. Theodore Wenzl, has called on members of the University system who are affected by the election to make sure and vote.

"A large vote for CSEA will result in a genuine powerhouse—uniting the greatest bulk of employees who depend upon New York State for their living—under the banner of CSEA."

Wenzl, an educator himself, explained that, as in other units represented by the nearly 200,-

000-member Employees Association, bargaining will be accomplished by members of the professional unit, aided by experts in the field of collective bargaining from the CSEA's 140-member professional staff.

An attempt by the SUFT to change the one bargaining unit

(Continued on Page 14)

CSEA Panel Offers Findings To Survey On Overtime Rules

ALBANY—State overtime pay rules were discussed when the special committee named by the Civil Service Employees Assn. met recently at the DeWitt Clinton Hotel. Specific attention was given to replies provided by chapter presidents to a series of question-

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Drive Is Extended Until December 4

By JOE DEASY, JR.

ALBANY—So successful have been the results of the special "Super Sign-Up Season" membership drive of the Civil Service Employees Assn. that the CSEA's Board of Directors, on Friday, voted to extend the drive until Dec. 4.

To date, more than 10,000 new members have been enrolled and these figures are about 10 days late, due to mail delivery and the time necessary to post the necessary information on records.

Sam Emmett, membership committee co-chairman, urged the directors to extend the period after he reported on the success of the campaign.

The extension is good news for CSEA members who are busily engaged in signing up new members and earning S & H Green Stamp certificates, valued at almost \$3.50 each. For each new member signed up, the recruiter receives an award certificate that is redeemable at any S & H Redemption Center. Names of both the recruiter and the new member will be entered in the Giant Jack Pot for one of 40 major prizes including a 1970 Camaro, television sets, stereo receivers and wrist watches.

The grand prize winners will

be called on Dec. 18 at a drawing with the top prizes being presented on Dec. 22 in Albany at special ceremonies.

Emmett urged all members to make an extra special effort during the final weeks of the drive to attract as many new members as possible.

"Already the drive is the most successful ever conducted in CSEA's history," Emmett declared. "CSEA's growth and strength are directly tied to the successful future of all its members, both on the State and local government scenes."

Lists Tips

Emmett listed some tips for members participating in the drive. "If you follow them, you'll

(Continued on Page 8)

SUNY Buffalo Chapter To Review Pact Talks

BUFFALO—The quarterly meeting of the State University at Buffalo chapter, Civil Service Employees Assn., will be conducted at 6 p.m., Dec. 3, in the Cater House Restaurant, Bailey and Walden Avenues. Negotiations with the State University system will be discussed. Edward J. Dudak, CSEA SUNY representative, will preside.

Wenzl Urges Extra Holiday At Thanksgiving

ALBANY—The Civil Service Employees Assn. has asked Governor Rockefeller to grant the day after Thanksgiving (Nov. 27) as a day off for State employees without charge to their accumulated leave credit.

CSEA president Theodore C. Wenzl made the request last week in a letter to Rockefeller, in which he said: "State employees are planning to spend the holiday with their families

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MEMBERSHIP DRIVE

SUPER SIGN-UP SEASON

FINAL 2 WEEKS!

Don't Repeat This!

From Taxpayer Groups

Attacks On Civil Service Will Be Highest In Years

INCREASED productivity will emerge during the next several months as the smokescreen behind which those who seek to camouflage their anti-civil service bias will level an attack on civil service employee salary

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HAVE YOU

CSEA

SIGNED UP YET?

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Review of Nault's story

MGR

DON'T REPEAT THIS!

(Continued from Page 1)
schedules, working conditions, fringe benefits and, necessarily, on the performance of loyal and dedicated civil service employees.

The first fusillade along those lines has already been fired by the prestigious Citizen's Budget Commission, a private fiscal watchdog agency which has made notable contributions to governmental fiscal problems, but is nonetheless real-estate tax oriented. It takes but little imagination to translate the Citizen's Budget Commission slogan about "increased productivity" to speed-up and increased workloads. Indeed, the Commission made clear what it had in mind when it suggested that the only alternative to "increased productivity" was a reduction in public services or a diminution of civil service salary schedules and working conditions.

What the Citizen's Budget Commission fails to understand is that civil service employees are no longer a group of supine second-class citizens who are prepared to subsidize the taxpayers by assuming the burden of mounting government costs and thereby subsidizing the taxpayers of the State.

Demands Are Logical

The statement last week of the Citizen's Budget Commission was inspired by contract demands made in the City of New York by the Patrolmen's Benevolent Assn., the Uniformed Fire Fighters Assn. and the Uniformed Sanitation Workers Assn., which the Commission regarded as staggering. Irre-

spective of adjectives which are worth about a dime a dozen, the demands of these civil service employee groups is consistent with increasing living costs, hazards of employment and consistent with gains made in the private sector by construction workers, by teamsters and by the employees of the General Motors Corporation.

Of course, the Citizen's Budget Commission makes no attempt to define "increased productivity" as it relates, for example, to the work of a firefighter. During the past decade, the volume of fire calls increased 300 percent as against only an eight percent increase in the force. Presumably, the firefighters can increase productivity by moonlighting as arsonists, but it is not likely that this is precisely what the Citizen's Budget Commission has in mind.

CSEA No 'Patsy'

The Civil Service Employees Assn., as representative of the majority of State and local government employees, will not roll over and play dead simply because the Citizen's Budget Commission and other taxpayer organizations plan to undermine civil service gains under irresponsible banners proclaiming "increased productivity" or other similar anti-civil service slogans.

Taxpayer groups and elected officials are obviously concerned over declining revenues resulting from a stagnating economy and rising government costs resulting from continuing inflationary pressures. Just the other day, the State Board of Re-

gents made public its program of education financing that will absorb fully an increase of one percent in the State sales tax, as well as increases in personal income taxes. The Regents recommendations for financing are based in part on the fact that real estate can afford no further increase in taxation to finance education and local government costs. The problem of school financing is one that civil service employees share with all other citizens of the State. Civil Service employees are home owners and parents of children attending our school system. Like all other citizens, civil service employees want the best possible school system and the finest education opportunities for their children.

No Subsidy From Workers

However, there is no reason why civil service employees should be expected through obsolete salary schedules and antediluvian working conditions to subsidize the education costs of the children of their friends and neighbors. It would be immoral to expect them to do so.

The weeks and months ahead will be difficult for civil service employees. On the one hand they can expect to become the targets of every taxpayer organization who would turn back the clock on every civil service gain to reduce his own taxpaying obligations. The civil service employee will also become the rope in the developing tug-of-war involving elected officials, taxpayer groups and civil service organizations in seeking to compromise demands from taxpayers for limited tax increases, the necessity on the part of public officials to maintain and expand services and to improve their quality, and demands of civil service employees for improved salary schedules, working conditions, and fringe benefits.

Award Fellowships To DOT Officials

ALBANY—Two State Transportation officials have been awarded fellowships by the Federal government to take a six-week course in urban transportation problems.

Kenneth W. Shlatte of Glenmont, director of the department's planning and research bureau, and Howard B. Clarkson of Troy, director of the Project Development Bureau, have made a swing tour as part of the course of mass transit facilities in Montreal, London, Stockholm and Hamburg.

Some 28 public transportation officials from throughout the nation are taking part in the program, sponsored by the Urban Mass Transportation Administration of the U.S. Department of Transportation. Participating in the lecture-tour program is Carnegie-Mellon University in Pittsburgh.

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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 Swing Toward Services

CIVIL SERVICE AND its public relations will be profoundly affected within the next ten years as America's economy shifts from production of goods to delivery of services.

BY 1980, SEVEN OF EVERY ten American workers will be providing services for others — including government services. Only three in ten will be producing goods.

AT THE TURN OF THE century, it was completely the other way around — seven out of ten "making," three out of ten "doing."

FOR CIVIL SERVICE, this means significant expansion in numbers of workers and a much broader spectrum of duties.

THE MARK OF A service economy — which, in great measure, is already true of New York City — is increased employees in hospitals, universities, research institutes, government agencies and professional organizations.

FOR EXAMPLE, BECAUSE service industries generally need regulation and control, in contrast to a manufacturing economy which relies on competition, civil service will be a key factor in the orderly shift to a service economy.

THIS SHOULD BE A challenge to civil service and its goal of striving for and achieving good public relations. It will test the efficiency of civil service and its ability to apply modern management methods to regulation and control, such as licensing and enforcement of rules.

OF COURSE, MANY service industries will insist on self-policing and regulation. But as our civil service readers are aware, someone will have to watch the self-regulators, human nature being what it is.

THUS, DURING THE next ten years we will find less emphasis in the U.S. on manufacturing — meaning large corporations.

ECONOMISTS THINK that this shift from "making" to "doing" could mean less likelihood of painful recessions.

AT THE SAME TIME, this may also result in chronic inflation because economists believe a service economy pushes wages up because more and more people are involved and fewer and fewer machines.

ALL THIS WILL NOT happen suddenly but gradually over a decade, a short enough period in this fast-moving world.

WE HOPE OUR CIVIL SERVICE readers will be ready for this economic shift of gears.

Head Of MH Professionals Group Finds Solid Results In Joint Cause With CSEA

ALBANY—The executive director of the Association of New York State Mental Hygiene Physicians and Dentists has praised the Civil Service Employees Assn. for its outstanding work in behalf of its members.

Barry Goldberg, who heads the group of professional mental hygiene employees which includes medical doctors, psychiatrists and dentists, said last week that CSEA had "cooperated to the fullest extent" with his association in helping them to win benefits that the professionals wanted.

Goldberg explained that "since CSEA is the recognized bargaining agent for the Professional, Scientific and Technical unit of State employees in which all our Association members fall, our Association found it necessary to bring our work problems to CSEA to get them solved through the negotiating and grievance process.

"We have been more than

happy with the results," Goldberg continued, "CSEA has gone out of its way to give individual representation and to champion the causes and the problems of the professionals in mental hygiene. We have worked and are continuing to work very closely with CSEA and Mr. Bernard Ryan, collective bargaining specialist for the Professional, Scientific and Technical unit. I expect that this close cooperation will continue."

Goldberg also cited the involvement of members of his association in CSEA's various negotiating committees. Dr. Daniel Sparks, president of the profes-

(Continued on Page 15)

Christmas And Winter Bonanza!

ROME AND FLORENCE — Christmas Pilgrimage to ROME — December 24 to January 3 only \$339.00 via World Airways Jet including first class hotels transfers, Continental breakfast daily, sightseeing and excursion program, taxes and gratuities. Write to Edward Valder, 20 Bayview Avenue, East Setauket, N.Y. 11733. Tel 516 941-3713.

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Tour A — Greece only \$389.00.
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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.

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.



EDUCATION NEGOTIATORS — Members of the Civil Service Employees Assn.'s Education Department negotiating team, prepare for negotiations with the State. Left to right are: Mary Conley; Walter Marfield; Salvatore Tavor-

mina; Eleanor Chamberlain; Boyd Campbell; Robert Carruthers; John Conoby, CSEA collective bargaining specialist; Anthony Campione, CSEA research assistant; Daniel Maloney; Katherine Naumowicz; Elizabeth Sinclair, and George LaFleur.

CSEA Outlines Steps To Appeal Charges Against State Aides

ALBANY—The Civil Service Employees Assn. has outlined the procedure to be used under the CSEA State contracts by State employees who are charged with disciplinary infractions.

1. An employee served with charges who is covered by a collective bargaining agreement between the State and CSEA (that is, who is in the Administrative, Institutional, Professional-Scientific-Technical or Operational units and who wishes to use the special provisions of the contract concerning disciplinary proceedings) must file his request in writing with his appointing authority (usually the head of the department or his representative) in order to come under such provisions. A form will be provided for this purpose.

2. If an employee wishes to be covered under the contract disciplinary procedure, he must submit to the appointing authority the form to be provided within three working days of when the charges were served on the employee. The employee should at the same time notify his CSEA representative that he has been charged.

3. The next step calls for the appointing authority and the CSEA representative to meet within three work days of the receipt of the employee's written notice, to select the hearing officer.

4. When the hearing officer is selected, the date, time and place of the hearing will be determined by the hearing officer after consultation with the parties. The proposed scheduled date of the hearing should be within 14 calendar days of the appointment of the hearing officer.

5. The appointing authority must give the hearing officer a written designation as provided by Civil Service Law, Section 75 (2).

6. The hearing officer's decision must be made and served on the appointing authority and CSEA within 10 calendar days of the last day of the hearing. Within five days after the hearing officer's decision has been served, the appointing authority

(Continued on Page 14)

.....
 DID YOU DO
 YOUR PART?
 SIGN A NEW MEMBER
 TODAY

Rensselaer Aides Win Healthy Pact

TROY — The Rensselaer County chapter of the Civil Service Employees Assn. has signed a contract with the County to give some 850 County workers healthy pay increases and many other benefits.

Employees will receive a raise of seven percent or \$500, whichever is greater, in 1971, and a six percent raise in 1972.

Retirement benefits for County employees include a 25-year, half-pay plan. Mileage allowance on personal cars used for County business was increased from 10 to 12 cents a mile. The pact also provides a third longevity increment and many other improved provisions.

The CSEA negotiating team included Ruth Owens, president of the Rensselaer County chapter; Joseph Lazarony, member of the CSEA Board of Directors and chief negotiator; Karen

(Continued on Page 14)

Health Dept. Aides Planning Agenda For Negotiations

ALBANY—Civil Service Employees Assn.'s Health Dept. negotiating team is preparing for negotiations on the Department level and will soon be meeting with officials from the Department, CSEA leaders have announced.

Bernard J. Ryan, CSEA collective bargaining specialist, will be coordinating and assisting the CSEA team in its negotiations. Employees' suggestions should be sent to him at CSEA Headquarters, 33 Elk St., Albany, N. Y. 12207.

Members of the team are: Ernest Stroebel, chairman; John Adamski, co-chairman; Alice Bailey, Jack Gabay, Thomas Fitch, Genevieve Clark, Viola Svensson, John Long, Pat Cummerford, Florence Hogan, Robert Harder, James Passamonte and Marian Wakin.

Roulier Mending After Surgery

BOSTON, MASS. — Surgeons at New England Baptist Hospital report that Joseph Roulier, director of public relations for the New York State Civil Service Employees Assn. is recovering "nicely" from surgery which he underwent last week. The Leader learned at presstime.

Hospital is located at 91 Parker Hill Ave., Boston, Mass. 02120.

Sanders Selected For Ratings Comm.

Frank A. Sanders, the third vice-president of the New York City chapter, Civil Service Employees Assn., has been chosen as a member of CSEA's special committee on work performance ratings and examinations, headed by Samuel Grossfield of Rochester.



RENSELAER PACT — Inking the two-year contract negotiated recently by the Rensselaer County chapter of the Civil Service Employees Assn. for some 850 County workers are, seated left to right, Ruth Owens, president of the County CSEA chapter, and Edward J. Quinn, chairman of the County Legislature. Standing, left to right, are Joseph Lazarony of the CSEA negotiating team, and F. Warren Travers, director of personnel for the County.

TIMELY TIP

Do your Christmas shopping the easy, inexpensive way this year with CSEA's Super Sign-up special award certificates. Certificates (\$3 to \$3.50 approximate retail value) may be redeemed for hundreds of exciting gifts at any S & H Redemption Centers in the U.S. Start your Christmas Shopping today by signing up a new member. Or two. Or three. Or a dozen. Details on pages 8 & 16.



LAST CHANCE — Reservations for the forthcoming dinner and dance at Central Islip State Hospital are completely gone, but chances for door prizes are still available. Seen here with Civil Service Employees Assn. chapter president Larry Doyle are the hardworking chairman of the successful event—Mrs. Ginney Beyel, left, and Mrs. Eileen Gorski.

MEMBERSHIP DRIVE

3 SUPER SIGN-UP SEASON

FINAL 2 WEEKS!

Agric. Agency Maps Yule Affair

ALBANY—The State Department of Agriculture and Markets annual employee Christmas Party will be held Dec. 11 at the Northway Inn, Central Ave., Albany.

Islip White-Collars Install Slate

ISLIP—The Islip Town white-collar unit of the Suffolk chapter, Civil Service Employees Assn., expects to get negotiations started within a week following the installation of new officers last week.

Thomas Carney was elected president along with: Harold Hock, vice-president; James Reece, recording secretary; Ruth Maiman, treasurer; Edith Agnew, corresponding secretary, and Chris Stenson, sergeant-at-arms.

The votes were tallied Nov. 17 at Suffolk chapter headquarters in Smithtown, and the new officers officially installed at a special unit meeting last Thursday at the Castle Inn.

The officers, assisted by chapter first vice-president Peter D'Albert, who served as trustee during the reorganization of the unit and the successful bargaining election campaign, were eager to get talks started on overdue wage and benefit improvements.

Named JCC Trustee

ALBANY—Governor Rockefeller has named Mrs. John Alpaugh of Jamestown to the Board of Trustees of the Jamestown Community College. She succeeds Mrs. A. W. Rappole, whose term expired.

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Where to Apply For Public Jobs

The following directions tell where to apply for public jobs and how to reach destinations in New York City on the transit system.

CITY

NEW YORK CITY—The Application Section of the New York City Department of Personnel is located at 49 Thomas St., New York, N.Y. 10013. It is three blocks north of City Hall, one block west of Broadway.

Applications: Filing Period — Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 8:30 a.m. to 5:30 p.m., and Saturday from 9 a.m. to 12 noon.

Application blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013. Telephone 566-8720.

Mailed requests for application blanks must include a stamped, self-addressed business-size envelope and must be received by the Personnel Department at least five days before the closing date for the filing of applications.

Completed application forms which are filed by mail must be sent to the Personnel Department and must be postmarked no later than the last day of filing or as stated otherwise in the examination announcement.

The Application Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the BMT QT, RR local's stop is City Hall. Both lines have exits near Chamber Street, a short walk from the Personnel Department.

STATE

STATE — Department of Civil Service, 1350 Ave. of Americas, N.Y. 10036, phone 765-3811; The State Office Campus, Albany 12226; Suite 750, 1 West Genesee St., Buffalo 14202; State Office Bldg., Syracuse, 13202; 500 Midtown Tower, Rochester, 14604 (Wednesdays only).

After 5 p.m. telephone, (212) 765-3811, give the job title in which you are interested, plus your name and address.

Candidates may obtain applications for State jobs from local offices of the New York State Employment Service.

FEDERAL

FEDERAL — New York Region, U.S. Civil Service Commission, Federal Plaza at Duane and Lafayette Sts., New York, N.Y. 10007. Take the IRT Lexington Ave. Line to Worth St. and walk two blocks north, or any other train to Chambers St. or City Hall stop.

Monday through Friday hours are 8:30 a.m. to 5 p.m., and offices stay open Saturdays, 9 a.m. to 1 p.m. The telephone is (212) 264-0422.

Applications are also obtainable at main post offices except the New York, N.Y., Post Office, Boards of examiners at the particular installations offering the tests also may be applied to for further information and application forms. No return envelopes are required with mailed requests for application forms.

CSEA Will Seek New Election For Employees Of Harpur FSA Charging 'Official Obstruction'

BINGHAMTON—The Civil Service Employees Assn. has accused the management of the Faculty-Student Assn. at Harpur College here of obstructing employees' rights to organize and bargain collectively for a work contract.

CSEA regional field supervisor John D. Corcoran Jr. said today that an attorney for the FSA management had told CSEA that FSA would not agree to another representation election that would allow FSA workers to choose a bargaining agent. CSEA narrowly missed being elected to represent the employees some months ago.

"The FSA attorney flatly refused to consent to a new election for the employees," Corcoran said. "And because of the great number of harassments of employees who are active in CSEA, we have ready 29 separate charges of improper practices to file against FSA."

Corcoran explained that FSA had told CSEA that they feared that an active employee organization might prevent students

at Harpur College from being hired as employees. "That is total nonsense," Corcoran charged, "because last Spring some 1,500 students at Harpur signed a petition supporting CSEA's organizing efforts. CSEA is not against employment of students by the FSA—after all, the entire college is run for the benefit of students and CSEA has absolutely no reason to try to shut out students from FSA employment or from representation by CSEA."

Corcoran also cited certain statements from the Harpur College vice-president for financial management, Edward J.

Demske, as evidence of the college's unwillingness to allow another election. Demske had stated: "I would hope a corporation associated with a university (FSA) would be an enlightened management, a management of responsibility, and unions would not be needed."

Corcoran said, "If Demske, as chairman of the Board of FSA, really means what he said, he is in effect condoning the harassment tactics that have been used against FSA workers who are active in CSEA."

CSEA has already asked the State Labor Relations Board to conduct a new election.

CSEA Wins Rating Appeal At Plattsburgh

PLATTSBURGH — The Civil Service Employees Assn. chapter of the State University of New York at Plattsburgh reports that an unsatisfactory performance rating appeal for a stenographer at the college, Mrs. Ella Jacobs, has been sustained by the Civil Service Commission.

Mrs. Jacobs received an unsatisfactory rating for 1969 from her supervisor. An appeal to the performance rating appeals board at the college proved fruitless; therefore, Mrs. Jacobs, through the efforts of CSEA, appealed to the Department of Civil Service in Albany. She was recently notified that her appeal had been upheld.

An unsatisfactory performance rating makes an employee ineligible for an increment or promotion for the period of one year.

Potsdam Position

ALBANY—Francis T.E. Sisson Jr. of Potsdam has been named to the Council of the State University at Potsdam.

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TUESDAY, NOVEMBER 24, 1970

What Did Rand Want—Justice or Convictions?

BANDYING around words, the Rand Corp. has advanced a rather regressive document that seems clear in its intent to sabotage the image of the Police Dept. as a whole. By taking the careers of 1,915 patrolmen and police officers and tracing them over an 11-year span, the report found only 144 charged with corruption on the job. And only a few were convicted. Regretfully, the report sounded as if the writers were disappointed at this low figure.

Using statistical jargon, the Rand people pointed out that a low proportion of those charged were actually convicted. Under the American system of justice, and rules of evidence, this is also true in all judicial proceedings.

We consider it an overt abuse of justice to imply that allegations constitute proof of guilt. It would be more accurate to say that the guilt lies with City Hall for procuring the Rand Corp. and lavishly wasting so much of the taxpayers funds when the City is gripped by a fiscal crisis necessitating measures of austerity.

The funds the City has paid the Rand Corp., would be more fruitfully spent if applied to a drive to publicize the good deeds by policemen, which are many, and which ought to merit greater community support.

Civil Service Television Programs

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31. This week's programs are listed below.

Tuesday, Nov. 24

- 9:30 a.m. (color) — Around the Clock—"Stops & Their Implications." NYC Police Dept. training series.
- 1:30 p.m. (color) — Around the Clock—"Justification for the Use of Force." NYC Police Dept. training series.
- 3:00 p.m.—Return to Nursing—No. 18, "The Patient With Cancer." Refresher course for nurses.
- 7:00 p.m. (color)—Around the Clock—"Stops and their Implications." NYC Police Dept. training series.

Wednesday, Nov. 25

- 9:30 a.m. (color) — Around the Clock—"Stops & Their Implications." NYC Police Dept. training series.
- 1:30 p.m. (color)—Around the Clock—"Justification for the Use of Force." NYC Police Dept. training series.
- 3:00 p.m.—Return to Nursing—No. 19, "Problem of Infection." Refresher course for nurses.
- 5:00 p.m. (color)—On the Job—

"Fireboats & Equipment." NYC Fire Dept. training program.

8:00 p.m. (color)—Urban Challenge—Bronx Borough Pres. Robert Abrams is host.

Thursday, Nov. 26

- 9:30 a.m. (color) — Around the Clock—"Stops & Their Implications." NYC Police Dept. training series.
- 1:30 p.m. (color) — Around the Clock—"Justification for the Use of Force." NYC Police Dept. training series.
- 3:00 p.m.—Return to Nursing—No. 19, "Problem of Infection." Refresher course for nurses.
- 7:00 p.m. (color)—Around the Clock—"Stops and their Implications." NYC Police Dept. training series.

Friday, Nov. 27

- 9:30 a.m. (color) — Around the Clock—"Stops & Their Implications." NYC Police Dept. training series.
- 11:00 p.m. (color)—Community Feedback—Community Development Agency monthly series.
- 1:30 p.m. (color)—Around the Clock—"Justification for the Use of Force." NYC Police Dept. training series.
- 10:00 p.m.—Urban Challenge—

LETTERS TO THE EDITOR

Exam Distractions

Editor, The Leader:

The following is a letter I have sent to the State Civil Service Dept. in Albany:

Re: Sr. Stenographer test No. 34288, Sr. Stenographer test No. 34289—Law Booklet No. 708 A—Questions 1-120.

"I am taking this means to submit a complaint about the dictation which was the first part of the above captioned tests. The circumstances under which the dictation for the tests were held were very trying, and for the following reasons.

"I took the test on Saturday, Nov. 7, 1970, at the Mineola Sr. High School, Armstrong Rd., Mineola. We who were participating, were directed to a very large cafeteria, (capacity, I estimate, at least 250 to 300) and assigned seats in various sections. The spreading out of the people necessitated a public address system, which was adjusted many times for clarity, and which was not too successful to that end. The sound echoed.

"There were a dozen or so of us assigned to tables at the far end of this hall-like room, at which location were a number of vending machines for the dispensing of coffee, apples, ice cream, cake, sandwiches, etc. The whirry noises from these refrigeration type machines, and the echo of the loud speakers, made it extremely difficult to hear. There was no possible way to transcribe what we could not put on paper.

"About the written part of the exam, Booklet No. 708 A, I have no complaint. There was ample room and my own preparation for this test equals the results—good or bad.

"I beg your consideration of the information I have given to you as part of my complaint, that I hear favorably as to when, the time and the place I can take the first part of this test again under fairer conditions.

"An investigation as to the circumstances of this test, will prove enlightening and a like situation will be avoided in the future for myself and others who like myself depend on these tests for their betterment in Civil Service."

MIRIAM SHAPIRO
Long Beach, L.I.

Bronx Borough Pres. Robert Abrams is host.

Saturday, Nov. 28

6:30 p.m.—On the Job—"Cardiac Massage." NYC Fire Dept. training series.

Sunday, Nov. 29

5:00 p.m.—Pollution Kills—Interview with Secretary of the Interior Hickel.

10:30 p.m. (color) — With Mayor Lindsay—Weekly interview with the Mayor and guests.

Monday, Nov. 30

9:30 a.m. (color) — Around the Clock—"Professional Police Attitudes." NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 20, "The Nursing Team." Refresher course for nurses.

7:00 p.m.—On the Job—"Cardiac Massage." NYC Fire Dept. training series.

Civil Service Law & You

By RICHARD GABA



Mr. Gaba is a director of the Nassau County Bar Assn. and the editor of "The Nassau Lawyer." The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.)

Appeal Of Disciplinary Hearing

AN EMPLOYEE who wants to appeal the results of a disciplinary hearing held pursuant to section 75 of the Civil Service Law may do so in either one of the following ways: (a) he can commence a court proceeding pursuant to Article 78 of the Civil Practice Law and Rules or, (b) he can appeal to the State or local Civil Service Commission having jurisdiction pursuant to section 76 of the Civil Service Law. In either case, "The determination appealed from may be affirmed, reversed, or modified . . ." (Sec. 76.3 CSL) If the appeal is taken to the Civil Service Commission, "The decision of such Civil Service Commission shall be final and conclusive and not subject to further review in any court." (Sec. 76.3 CSL)

AT FIRST GLANCE, one might think that the restriction on further review is directed toward the employee. However, such is not the case. The courts have held that the restriction is binding on the employer as well as on the employee. (*Board of Education v. Allen*, 6 N. Y. 2d 127) The courts have refused, however, to go along with the language of the statute, which says that the decision of such Civil Service Commission shall be final and conclusive and not subject to further review in any court. The Court of Appeals, in *Board of Education v. Allen*, reviewing a decision of the Commissioner of Education under section 310 of the Education Law, said that the scope of review by the court of a decision of the Commissioner of Education is extremely narrow. It said, ". . . Decisions by the Commissioner of Education are final unless purely arbitrary . . . The term arbitrary standing by itself would be quite sufficient to make it plain that only a narrow review of the Commissioner's decisions is available in the courts . . . We undertook to emphasize the point by employing the phrase purely arbitrary."

THE LANGUAGE of the *Allen* case has been extended to appeals under section 76.3 CSL where the courts have held that they will not review a decision of the Civil Service Commission concerning a disciplinary action unless the decision of the Commission is purely arbitrary.

IT APPEARS that the courts are loathe to give up the inherent authority to review administrative decisions. However, because of the language contained in section 76.3 of the Civil Service Law and section 310 of the Education Law, to the effect that there shall be no further judicial review only in cases where the administrative action is purely arbitrary.

A trap for school district employees exists in section 3813 of the Education Law. It provides that no action or proceeding for any cause whatever may be maintained against a school district unless a verified notice of claim is served upon the district within three months after the accrual of such claim. Even then, the action or proceeding cannot be started for 30 days after the notice of claim has been served. Most attorneys are aware of the requirement that a notice of claim must be served upon a municipality within 90 days if the action is for negligence of the district or any of its employees. (Sec. 50-e, Gen. Mun. Law). However, section 3813 applies to any action or proceeding.

IT HAS BEEN held that failure to serve a timely notice of claim under section 3813 bars an action to enforce a clause in a collective bargaining agreement between a board of education and an employee organization. This was so in spite of the fact that the parties had numerous discussions and exchanges of correspondence concerning their dispute and that their respective positions had been clearly stated. The court said there was no room in the language of section 3813 for judicial exception to the stated legislative intention that a notice of claim be served.

IN ORDER to avoid the delay occasioned by the necessity of compliance with section 3813 (and the possibility of losing a valid claim altogether due to a failure to serve the notice of claim), representatives of school district employ-

(Continued on Page 7)

You And The Draft

(Continued From Last Week)

Selective Service officials have shed light on their policy regarding draft vulnerability for those young men with low lottery numbers who enter the 1970 draft pool too late to be inducted before the end of the year.

Dr. Curtis W. Tarr, Selective Service director, said that registrants whose lottery numbers were reached by their local boards during 1970, but were not issued orders for induction will be given top priority for draft calls during the first three months of 1971. They will be called ahead of members of the 1971 draft pool during those months.

Tarr said that relatively small numbers of registrants will be affected. Tarr also reaffirmed his prior announcement that no local board should induct men this year above sequence number 195. Some local boards have not reached this level in meeting their monthly calls, so that the precise number reached will vary across the country.

Those registrants who are available for induction, but whose numbers are not reached during 1970 — generally, those with sequence number above 195 — will drop into reduced priority in 1971 and should not be drafted unless there is a national emergency.

The general three-month limitation on liability is a safety valve policy to insure that no members of the 1970 draft pool are unduly subject to more than 12 months of prime vulnerability, Tarr said. "We expect that the carry-over group will be relatively small and will be inducted during the early months of 1971. However, if our estimates on the size of this group are wrong, or if draft calls are unusually low, we wanted to insure that the young men are not penalized by an indefinite extension of their liability," Tarr said.

"If any young men are not inducted in the first three months, they will be placed in a reduced priority group," Tarr said, "except for those who may be on procedural delays when the March call is issued and would have been called but for the delay." Tarr said that these men will be ordered for induction soon after they become eligible for induction.

Tarr's announcement was made in conjunction with the issuance of an Executive Order which amplified the present draft regulations with regard to the lottery system.

LAW COLUMN

(Continued from Page 6)

ees should attempt to negotiate a clause in their labor agreements whereby the district waives the service of a statutory notice of claim in any case involving the collective bargaining agreement.

Negate Candidates

The City Personnel Dept. has asserted that three candidates for assistant project development coordinator were deemed



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CSEA SUPER SIGN-UP NEWS

CIVIL SERVICE LEADER, Tuesday, November 24, 1970

Super Sign-Up Drive Extended

(Continued from Page 1)

find out how easy it is to bring home some additional gifts this year." Emmett said.

"Before attempting to sign up a new member, if you're in doubt, find out whether he has already submitted a membership application. Obviously, he can't join twice.

"To get the special sign-up forms, ask the designated membership chairman or president of your chapter or unit.

"When you approach a non-member, the first two reasons to give him for joining are: (A) Your employer knows how many

members we have and the more we have, the stronger we are in negotiations with him" — (B) "Since everyone enjoys the benefits won by CSEA, everyone should share the cost of being represented."

"Remind the non-member that by signing up now he automatically enters his name for a chance in the \$10,000 Super Jackpot.

"Be prepared to explain what kind of prizes and how many prizes are included in the jackpot.

"When you sign up a new member, be sure to fill in each

part of the form completely: (A) payroll deduction authorization card, (B) your jackpot ticket, (C) jackpot ticket for the new member, (D) temporary membership card for the new member.

"Be sure to tear off the temporary membership card and give it to the new member.

"Return the remainder of the form as soon as possible to the designated membership chairman of your chapter or unit.

"Your membership chairman will mail returns to CSEA headquarters on Friday of each week. To get your award certificate sent back to you as soon as possible, try to get your returns to the chairman in time for this weekly mailing.

"Award certificates may be redeemed at any one 45 S & H redemption centers throughout the State. While the drive is on, addresses of these centers will be printed in The Civil Service Leader. Catalogues showing available premiums are available at 3,780 local merchants who offer S & H stamps. One or more catalogues have been mailed to the membership chairman of each chapter and unit.

"Read your Civil Service Leader every week for up-to-date news and instructions on CSEA's Super Sign-Up Season."

Explains Rules

Emmett also explained the rules for participation in the drive.

(1) Only CSEA members in good standing as of Oct. 1, 1970, are eligible to sign up new members.

(2) For each new member signed up during the period of Oct. 1, 1970, through Dec. 4, 1970, the person recruiting receives one special award certificate, approximate value \$3 to \$3.50, which may be redeemed at any S & H redemption center in the United States.

(3) For each new member signed up during the above period, the recruiter also has his name entered once in the Super Jackpot. (Thus, if a person signed up ten members, his or her name will be in the jackpot drawing ten times.)

(4) The new member who is signed up during this Special Super-Signup period also receives one chance in the Super Jackpot.

(5) To be eligible for any certificates or prizes, the recruiter must sign up new members on the special PDA card supplied to each chapter and unit prior to this drive. These cards must be filled in completely, and returned to the designated membership chairman in your unit or chapter. If you do not know who he or she is, call your chapter or unit head.

(6) Certificates will be awarded as soon as possible after receiving them at headquarters in Albany from your local membership chairman.

(7) Drawing for the Super Jackpot will be held as soon as possible after the contest—prior to Christmas.

(8) No one person is eligible to win more than one jackpot prize.

(9) The drive will be carefully policed, and any illegal or fictitious members signed up will be in violation of the law.

(10) The jackpot, with a total value of \$10,000, includes a 1971 Camaro as first prize; ten RCA color TV sets for prizes 2-11; five Panasonic stereo receivers for

prizes 12-16; 24 ladies' or men's Helbros wrist watches for prizes 17-40.

(11) An employee who fills out a standard PDA application card during the drive, without being solicited, also will have his or her name entered into the jackpot drawing.

Redemption Centers In New York State

CITY	STREET	ZIP
Albany	321 Central Avenue	12206
Auburn	135 Genesee Street	13021
Batavia	13 Bank Street	14020
Binghamton	1 Alice Street	13901
Buffalo	L. B. Smith Plaza	14218
(Abbott)	(Hens & Kelly)	
Buffalo	478 Main Street	14203
(Downtown)	(Hens & Kelly)	
Buffalo	Northtown Plaza	14226
(Northtown)	(Hens & Kelly)	
Buffalo	Transitown Plaza	14221
(Transitown)	(Hens & Kelly)	
Buffalo	So. Shore Plaza	14075
(Hamburg)	(Hens & Kelly)	
Corning	11 W. Market Street	14830
Elmira	240 W. Water Street	14902
Geneva	427 Exchange Street	14456
Glens Falls	Lake George Road	12801
Hornell	14 Seneca Street	14843
Hudson	Hudson Plaza Center	12534
	(Simmon's)	
Huntington		
Station (L.I.)	604 Broad Hollow Road	11746
Ithaca	Hancock & 3rd Streets	14850
	(Victory Market)	
Jamestown	567 Fairmont Avenue	14701
Johnstown	22 So. Perry Street	12095
Liberty	261 No. Main Street	12754
Lockport	54 Pine Street	14094
	(Korff's Furniture Store)	
Malone	Box 372	12953
Middletown	150 North Street	10940
New York		
(Bronx-Parkchester)	1528-34 Unionport Road	10462
New York		
(Flushing)	42-25 Main Street	11355
New York		
(Staten Island)	1410 Forrest Avenue	10302
Niagara Falls	931 Niagara Avenue	14300
Norwich	3 Mitchell Street	13815
Ogdensburg	106 Ford Street	13669
Olean	112 W. State Street	14760
Oneonta	38 Chestnut Street	13820
Oswego	207 W. 1st Street	13126
Plattsburgh	95 Bridge Street	12901
Poughkeepsie	49 Market Street	12601
Rochester		
(Irondequoit)	2109 Hudson Avenue	14617
Rochester		
(Monroe)	3191 Monroe Avenue	14618
Rochester		
(Rldgemont Plaza)	2899 Ridge Road	14626
Rome	1919 Black River Road	13440
Schenectady	1610 Eastern Parkway	12309
Syracuse	Box 98, Mattydale Stat.	13211
Syracuse	2425 James Street	13206
Troy	82 Second Avenue	12182
Utica	58 Franklin Square	13503
Watertown	122 Court Street	13601
White Plains	20 Tarrytown Road	10606

Tips For Super Signer-Uppers

1. Before attempting to sign up a new member, if you're in doubt, find out whether he has already submitted a membership application. Obviously, he can't join twice.
2. To get the special sign-up forms, ask the designated membership chairman or president of your chapter or unit.
3. When you approach a non-member, the first two reasons to give him for joining are: (A) "Your employer knows how many members we have, and the more we have, the stronger we are in negotiations with him"—(B) "Since everyone enjoys the benefits won by CSEA, everyone should share the cost of being represented."
4. Remind the non-member that by signing up now he automatically enters his name for a chance in the \$10,000 Super Jackpot.
5. Be prepared to explain what kind of prizes and how many prizes are included in the jackpot.
6. When you sign up a new member, be sure to fill in each part of the form completely: (A) payroll deduction authorization card, (B) your jackpot ticket, (C) jackpot ticket for the new member, (D) temporary membership card for the new member.
7. Be sure to tear off the temporary membership card and give it to the new member.
8. Return the remainder of the form as soon as possible to the designated membership chairman of your chapter or unit.
9. Your membership chairman will mail returns to CSEA headquarters on Friday of each week. To get your award certificate sent back to you as soon as possible, try to get your returns to the chairman in time for this weekly mailing.
10. Award certificates may be redeemed at any one 45 S & H redemption centers throughout the State. While the drive is on, addresses of these centers will be printed in The Civil Service Leader. Catalogues showing available premiums are available at 3,780 local merchants who offer S & H stamps. One or more catalogues have been mailed to the membership chairman of each chapter and unit.
11. Read your Civil Service Leader every week for up-to-date news and instructions on CSEA's Super Sign-Up Season.

S.O.S. COUPON—If you have not received your Super Sign-Up materials as yet and you want to get in on this exciting and rewarding program, please contact the president or membership chairman of your chapter or unit immediately. If you are unable to contact either, clip the coupon below and mail it directly to Super Sign-Up Headquarters. Materials will be sent to you at once.

IMPORTANT — COUPON MUST BE FILLED OUT COMPLETELY

SUPER SIGN-UP HEADQUARTERS
Civil Service Employees Association, Inc.
33 Elk Street
Albany, New York 12224

You bet I want some of those rich rewards.
Send me my Super Signer-Upper kit pronto.

Name _____
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City _____ Zip _____
Chapter or Unit _____
Employed by State County
Department _____ County Agency _____

IMPORTANT NOTICE MEMBERSHIP DRIVE

Several important omissions have been noted on new-member applications submitted to date. CSEA's Super Sign-Up Headquarters makes the following recommendations to ensure prompt and accurate validation of applications and to expedite the mailing award certificates:

- 1) Read all instructions carefully.
- 2) Fill in all requested information on application card.
- 3) Do not detach Jackpot stubs from PDA card.
- 4) Do not sign up present CSEA members.

Special note to chapter and unit presidents and membership chairmen: Please make certain that all transmittal forms are signed properly.

Long Island Conference Stresses Unity

CIVIL SERVICE LEADER, Tuesday, November 24, 1970



Resumption of the Long Island Conference's annual legislative luncheon and the first Christmas party to be sponsored by the Conference were announced by Conference president George Koch, who also chairs the CSEA Board of directors' budget committee.

Political action within and outside of the Long Island Conference of the Civil Service Employees Assn.; the deploring lack of uniform treatment for part-time and seasonal employees and a mountain of Mental Hygiene Dept. employee problems were the topics that grabbed the major share of the spotlight at a recent meeting of the Conference in Baldwin.

Noting that more and more CSEA chapters and units were becoming involved in political action on the local level, Frank Imholz, who heads the Suffolk County chapter of CSEA, made an appeal to other chapter heads in attendance to work closer together for political cohesion within the Employees Association.

"When demands are made on the parent organization," Imholz declared, "the response goes to the bloc that is best organized. Attention is always paid to size, strength and organization."

He asked chapter presidents to think strongly about holding regular meetings in order to present a single, strong voice for the Conference within the apparatus of the CSEA. "Several different pitches won't gain us one thing," he said. "One united pitch can gain us almost everything."

Continued deep concern over the work and pay conditions for seasonal and part-time employees was again expressed by Lou Colby, Conference third vice-president.

Colby said the Employees Association must press even harder to obtain uniform treatment on such items as holidays, lo-

cation pay, night differential pay, in jury leave, social security payments and a host of other matters.

Conference president George Koch announced the revival of an old Conference activity—the annual luncheon for State legislators—and said it would again be held sometime in

early January. He also announced that for the first time the Conference would sponsor a Christmas party, Dec. 17 at the Sunrise Village Restaurant, Bellemore, and that "Santa will have a little something for all who attend." Tickets are available from chapter presidents.

(Continued on Page 14)



Irving Flaumenbaum, right, CSEA first vice-president and president of Nassau County chapter, exchanges words with Kenneth Cadieux, president of the chapter's Town of Hempstead unit.

Have YOU Signed A New Member Yet?
— See Pages 8 & 16

PHOTO RIGHT: A new face at the Conference meeting was Mrs. Virginia Colgan, recently elected president of the State University at Farmingdale chapter.



A report on more than 100 grievances filed in behalf of Pilgrim State Hospital employees is given by Mrs. Julia Duffy, president of the hospital's CSEA chapter.



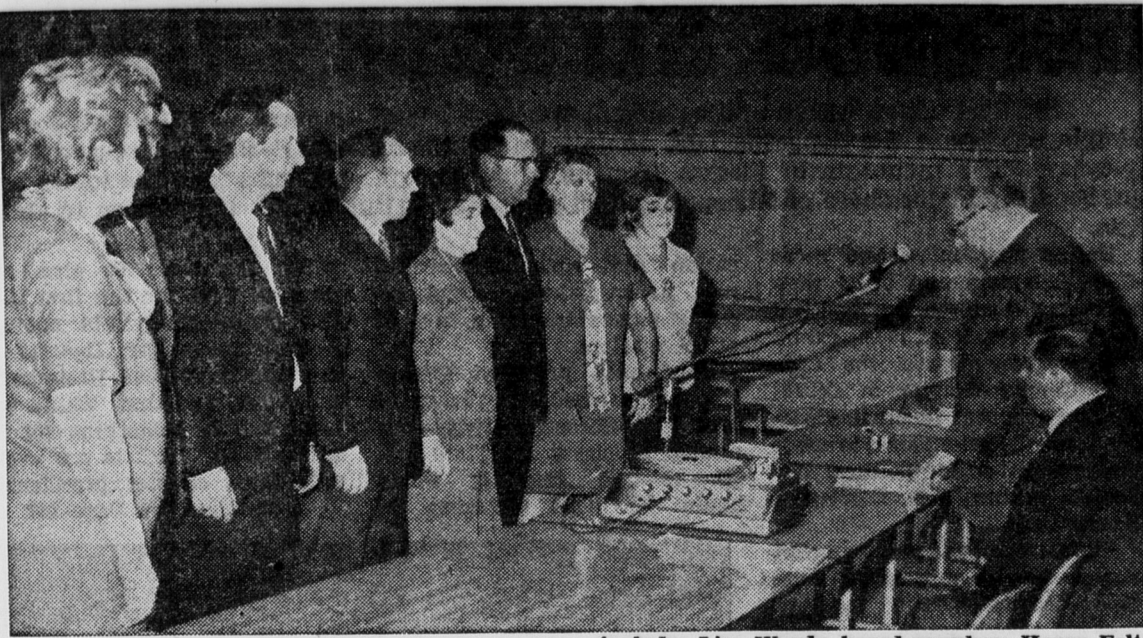
CSEA's current membership drive is a big success on Long Island, according to Anthony Giannetti, chairman of the Long Island Conference membership committee.



Tom Stapleton, left, of the Nassau chapter Long Beach unit, is seen discussing the unit's current contract negotiations with the unit attorney, Jim Woods.



Listening to a debate on the floor at the recent Long Island Conference meeting are from left, George Koch, president; Irving Flaumenbaum, CSEA first vice-president; Lou Colby, Conservation representative and Conference third vice-president and Agnes Miller, secretary of the Conference.



TAKING THE OATH — There's a new slate of officers for the Nassau Community College unit, Nassau chapter of the Civil Service Employees Assn., who listen attentively as chapter president Irving Flaumenbaum, far left, administers the oath. The executives, left to right,

include: Lisa Woods, board member; Henry Feltman, board member; George Nauss, sergeant-at-arms, John Roberts, secretary; Margaret Fitzpatrick, vice-president; John Keating, president; Anna Mae Cooper, treasurer, and Harriet Keir, board member. Seated beside Flaumenbaum is field representative Natale Zummo.



RETIRED — Employees of Kings Park State Hospital who retired recently after 25 years of service were honored recently by the hospital Civil Service Employees Assn. chapter. Left to right, front row, are: Mary McErlane,

Elizabeth Cunningham, Mary Richardson, Janet Moran and Laura Stott. Standing, same order are: Dr. Charles Buckman, Elias Schnebly, James McErlane, Anthony Herbert and Elizabeth McWilliams.

TIMELY TIP

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ters in the U.S. Start your Christmas Shopping today by signing up a new member. Or two. Or three. Or a dozen. Details on pages 8 & 16.



LONG SERVICE — Honored recently at a Silver Anniversary dinner of the Kings Park State Hospital, Civil Service Employees Assn. were employees who have completed 25 years of State service. Left to right, front row, are: Margaret Pye, Margaret Smith, Elizabeth Sand-

ford, Margaret Giorgianni, Mildred Janiock, Odelle Smith and Gloria Cox. Standing, same order, are: Jane Hyland, Harry Meagher, Harry Madden, Vincent Pucci, Nicholas Perniciaro, Jr., Joseph Camenzull, Morris Keller and Elizabeth Mitchell.



CERTIFICATE OF MERIT — Mrs. Phyllis Scerebin, Harlem Valley State Hospital food administrator, is shown presenting a certificate of merit to Joseph Eason, dining room attendant at the Wingdale institution, for his submitting of a usable idea to help toward the rehabilitation of patients by means of a vocational training program.

15.5% Pay Boost

Await County Legislative Approval of Erie Pact

BUFFALO—Members of the Erie County chapter of the Civil Service Employees Assn. have ratified a contract that the chapter won for 5,000 white-collar County workers.

CSEA chapter president George Clark, assisted by CSEA field representatives, conducted the balloting last week at a meeting at the Chuck Wagon Restaurant in nearby Lackawanna.

Clark also took the occasion to congratulate the CSEA negotiating team for their efforts in hammering out the contract. This is the first contract that CSEA has negotiated for the white-collar workers since it was elected to represent them some months ago.

The contract provides a nine percent pay raise in the first year and six percent in the second, or a total of 15.54 percent in two years. Employees will also receive 11½ paid holidays a year.

Improved vacation benefits include two weeks after one year of service, three weeks after three years and four weeks after 12 years.

Fully-paid Blue Cross hospital insurance starts in the first year and full Blue Shield medical coverage in the second year. Accumulated sick leave, which had been 150 days, is increased to 165 days under the new pact.

The agreement also provides other benefits such as the "career pension plan" giving employees half-pay after 25 years of service; pension allowance for military service, and a death benefit up to \$20,000.

The contract now must be approved by the County Legislature.

A & M Institutes Plan To Publicize Penalties

ALBANY—The State Department of Agriculture and Markets has established a new procedure of making public the penalties issued by the Department.

"Publication of this information," Commissioner Don Wickham said, "will certainly alert the residents of the State to the outstanding work being done by field inspectors."

To Keep Informed,

Mets Fans Name Flaumenbaum As Booster President

(From Leader Correspondent **MINEOLA**—Irving Flaumenbaum, a New York Mets fan who also finds time to serve as president of the Nassau chapter and State first vice-president of the Civil Service Employers Assn., has been named president of the Long Island Mets Boosters.

The group, which fosters community and group days at Shea Stadium, will hold its annual pre-season dinner for an estimated 1,100 boosters in the Garden City Hotel Feb. 1. The boosters organization has in the past handled arrangements for CSEA outings to the ball park, an activity joined with bowling, softball, tennis, golf, camping and riflmanship in the CSEA sporting program.

Dinner Meeting On Tap For Capital Conference

ALBANY — The Capital District Conference of the Civil Service Employees Assn. will mark its second regular meeting for 1970-71 with a dinner at Jack's Restaurant, 42 State St., Albany, set for Monday, Nov. 30. Reservations should be made by contacting Mrs. Mildred Wanda, social chairman, at 474-7573 during the day.

New Location Noted For Westchester Chapter Meeting

WHITE PLAINS—Announcing a change of location for the Nov. 30 chapter meeting, Michael Del Vecchio, head of the Westchester chapter of the Civil Service Employees Assn., asked all members to note the new place—the Munger Pavilion conference room at Grasslands Hospital, Valhalla. As before, the session will get

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Giuca Gains Helm At HRI

ALBANY—Philip V. Giuca of Middletown, N.J., a business management executive, has been named director of Health Research Inc., a non-profit agency attached to the State Health Dept.

In his new post, Giuca will assist scientists in obtaining research grants, supervise the agency's records and serve as a liaison with Federal and other grant-issuing authorities. The post pays \$25,000 a year.

Sgaglione Rapping Politicos Who Justify Tactics Of Panthers

ALBANY—Al Sgaglione, president of the State Police Conference, reports "all policemen are dismayed and distressed at the attitude of certain self-anointed leaders of the community, both black and white, who have attempted to justify the actions of the Black Panthers."

He added: "Hardly a day passes that we do not read about a police officer being killed in the line of duty. No hour passes that a policeman is not wounded or otherwise injured in the line of duty."

Referring to a recent incident in Detroit, Sgaglione said: "There is no question but the Panthers have declared war on policemen."

Health Aides Slate Yule Trip To N.Y.C.

ALBANY—Six busy busloads of passengers will be heading to New York City on Dec. 5, courtesy of the J. E. Christian chapter of the Civil Service Employees Assn. The all-day "Christmas Shopping Trip," led by the chapter's social coordinator, Henry Kohler, is limited to State Health Dept. employees and their guests.

Round-trip tickets will cost \$5 apiece, reported Kohler, noting that the buses will leave the departmental parking lot at 7:30 a.m. and return to Albany about 10 that evening.

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St. Lawrence Chapter Lauds Fact-Finder On 'Realistic' Proposals

CANTON — The St. Lawrence County chapter of the Civil Service Employees Assn. has commented on recommendations handed down by a fact-finder from the Public Employment Relations Board, calling them "much more realistic and encouraging to CSEA" than previous contract offers made by the County.

CSEA regional field supervisor John D. Corcoran, Jr. also said that the recommendations "should be extremely helpful to us, because they show that what the County has so far offered is far below what is proper."

The CSEA chapter called an impasse in negotiations several weeks ago, complaining that the County Board of Supervisors was offering "a pittance in salaries" to County workers while at the same time granting substantial raises to members of the board and to a few employees in the bargaining unit.

"The raises granted by the Board range from \$1,500 to \$3,000," said Corcoran, "and they were granted to employees who are covered by our existing agreement. This is a clear breach of the contract, and we have filed an unfair labor practice with PERB because of it."

"But even this breach of contract pales before the fact that they have voted themselves a \$600 per annum raise—and the Board of Supervisors meets only once a month!"

The County has claimed that it cannot afford to grant the raises which CSEA is demanding, and has offered at most a six percent raise. CSEA has asked 10 percent or \$750, whichever is greater.

"The Board's attitude is clear," said Corcoran. "They feel they've got the County treasury sewed up, and can do what they want with it. This seems to me to be somewhat unfair to the taxpayers, whose money fills the treasury. They

Long Week End

(Continued from Page 1)

In thanksgiving for the many rewards and blessings they have received during the year," and he asked that the employees be given the extra day to spend a long weekend with their families.

Wenzl also asked that those State employees who performed essential services in institutions and who must remain on duty receive compensatory time off that day.

think that they are paying for good performance of County services and they are being short-changed.

"The County employees are dedicated workers who want a good job, but it is hard for these people to remain in County services when other businesses can often give them better wages than the County will give. This situation creates a large turnover, and that turnover lowers the quality of service rendered by the County to its taxpayers.

"If the taxpayers are happy about this situation, which I doubt, CSEA is not, and we are going to set things right for the County employees that we represent. Now that we have this report to stand on, we are pressing for an immediate and satisfactory settlement. I don't see how the Board can hold out with the evidence so clearly on the side of the employees," he concluded.

The CSEA negotiating team was to have presented the fact-finder's report to the CSEA membership at a meeting at 8 p.m., Nov. 23, at the Canton Club.

Appeals

(Continued from Page 3)

shall issue a determination, subject to the conditions and limitations provided in the contract.

CSEA and the State have jointly established a list of hearing officers in the various geographic areas of the State, and will periodically solicit more names for the list. The hearing officers selected are persons who are deemed qualified, have suitable backgrounds and who have expressed willingness to serve as hearing officers.

In any disciplinary case, CSEA and the State will jointly decide on a prospective hearing officer and negotiate with him the fee to be paid. CSEA and the appointing authority will jointly share the expense of a hearing stenographer.

CSEA officials also said that a State employee may not be compensated for serving as a hearing officer, nor may he serve in the same department or agency in which he works.

L. I. Conf. Asks Unity

(Continued from Page 9)

Koch also announced that the Long Island group would again participate in the Tri-Conference Spring Workshop in



An appeal for closer cooperation among chapters of the Long Island Conference in order to form an effective voting bloc within the political structure of the Civil Service Employees Assn. was made by Frank Imholz, president of Suffolk County chapter.

cooperation with the Metropolitan and Southern Conferences. The event will be held in April at Kutcher's Hotel in the Catskills.

PERB Again Upholds Nassau Chapter As Sole Bargainer

MINEOLA — The Nassau County mini-PERB last week again upheld the single-bargaining-unit concept.

The board rejected a petition by a small group known as the Faculty Association of Meadowbrook Hospital, composed of certain doctors, saying the group "failed to file its petition" in the time allowed by law.

The ruling did not state further grounds, although the board only a week earlier had rejected a similar petition by a group claiming to represent some jail personnel on the ground that it had failed to show that the CSEA did not effectively represent the employees. A ruling in a petition by certain Probation Dept. employees is pending.

Rensselaer Pact

(Continued from Page 3)

Herbst of social services; Gertrude Ibarreche, nursing; Don Lemke, highway; Catherine Perrin, clerical; John Valley, County Home, and Herman Wald, health.

County negotiators included Edward J. Quinn, chairman of the County Legislature, and F. Warren Travers, County personnel director.

Moorhead Designated

ALBANY—Alfred J. Moorhead of Pompey has succeeded Robert E. Koretz as a member of the Advisory Council on Labor and Management Improper Practices Act. The position pays up to \$2,000 a year and expenses.

CSEA Correction Committee Hearing Gripes & Suggestions Prior To Departmental Talks

ALBANY—The Civil Service Employees Assn. is still receiving proposals, suggestions and problems to be taken up in negotiations between CSEA and the Department of Correction, a spokesman said last week.

Thomas K. Linden, collective bargaining specialist who is coordinating the CSEA negotiating team for department-level bargaining talks with Correction officials, said that all suggestions and demands should be sent to him at CSEA Headquarters, 33 Elk St., Albany.

Employees of the Correction Dept. in all four collective bargaining units may submit their problems, gripes and demands for changes in working conditions and other items negotiable at the department level, Linden said.

He pointed out that employees in the Division of Parole should also send in suggestions, since they will also be represented in the CSEA-Correction negotiations, as a result of action by last year's Legislature that mandates that the Division will soon merge with the Department of Correction.

Linden said, "It is very important that we hear from everyone in the Correction Dept. who has suggestions or needs that can be covered in our bargaining talks. I urge everybody to use this right now and let us know what they want."

In Syracuse

Onondaga Chapter Wins Retirement Credits For Vets On City Payroll

(From Leader Correspondent)

SYRACUSE—Civil Service Employees Assn.'s Onondaga chapter has teamed up with two City officials to obtain up to three years' retirement credit for City employees who are veterans.

Mayor Lee Alexander signed into law, last week, a measure providing the added benefits.

The local measure stems from State legislation providing the same benefits for State employees and allowing governmental subdivisions to adopt the same law through local legislation.

Andrew H. Placito, Sr., president of the chapter, said he approached City officials with the idea several weeks ago. He was told then that, since this was a "negotiable item" and the chapter's contract with the City had been signed, nothing could be done.

Placito then approached City Councilman Richard Gru'zinski and Assessment Commissioner Robert Srogli, both veterans, with the proposal.

Through the efforts of all three, the Common Council passed the local legislation and the Mayor signed it.

The law provides that a veteran-City worker can get up to three years of credit towards retirement benefits for service in the Armed Forces. The employee is required to pay into the re-

tirement fund the amount he would have contributed if he had been working during the period for which he is getting credit.

Panel Findings

(Continued from Page 1)

naires sent them from CSEA Headquarters.

The replies generated affirmative action by the committee, which as a result set forth these recommendations on overtime pay for the future:

- Allow section heads, who are in the salary grade of 23 or higher, to be authorized to be able to grant overtime where he deems necessary for the proper operation and maintenance of an office or region.

- The committee recommended that at the next session of State negotiations an attempt be made to amend Section 134 of the Civil Service Law to attain the right for all employees to accrue overtime credits.

- Specific problems relating to overtime pay were referred to Gerry Rogers for contact by a field service representative. Further specific problems were referred to the research department for clarification and information.

- The committee recommended that the research department send out a form letter acknowledging the questionnaire.

- The committee felt that a procedure for payment, either on a flat basis or otherwise, be set up to compensate "Duty Officer" that must remain on duty for emergencies in their homes in a specific period of time, usually on week ends.

State U Vote

(Continued from Page 1)

proposed by PERB to separate bargaining units for employees on each campus was rejected last week by the State's Appellate Division.

TIMELY TIP

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Professionals

(Continued from Page 2)

sional association, was also chairman of CSEA's licensed profession committee.

In addition, Dr. Alonzo Whitney, who is treasurer of the professional association, has been active in CSEA in working for a reallocation for dentists. Also, Dr. Ralph Rovere, a former secretary of the association, served at year on CSEA's Professional-Scientific-Technical unit negotiating team.

Dr. Jeffrey Beeson, present secretary of the association, now

serves on the CSEA Mental Hygiene Dept. negotiating team.

"We have worked with CSEA and we are entirely satisfied with the attention and service they have given us," Goldberg concluded. "CSEA is truly a democratic and concerned union that doesn't neglect any individual group of employees and our association is extremely pleased with the results we have gained through CSEA. We expect our alliance with CSEA to continue to benefit all of us in the future."

Follow The Leader.
To Keep Informed,

Migrant Health Program Headed By Ex-Migrant

ALBANY—The State Health Dept. has chosen a one-time migrant worker to supervise its health program offered migrants in the State and to promote new health services for migrant laborers.

Irving L. Adams of Albany was named migrant health coordinator to the Department's Division of Community Health Services by Dr. Hollis S. Ingraham, commissioner.

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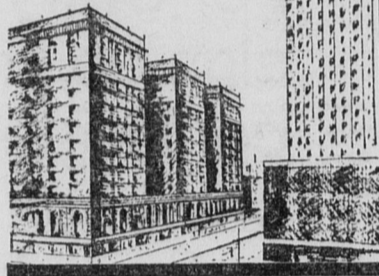
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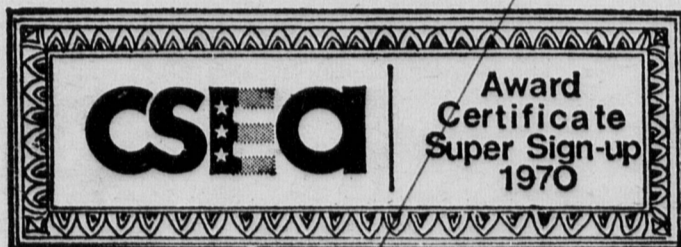
Contact: Director of Admissions, The College of Saint Rose, Albany, New York 12203
Phone: (518) 438-3567.



10 SUPER SIGN-UP SEASON

OCT. 1 - NOV. 27, 1970

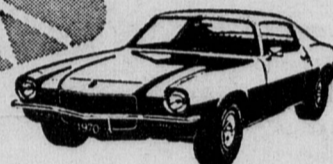
For every new member you sign up, you get an award certificate worth one book of stamps, redeemable at any S & H redemption center — Plus a chance in the \$10,000 Super Prize Jackpot.



\$10,000

SUPER-PRIZE JACKPOT

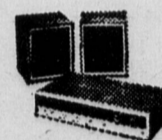
1st Prize
1971 Camaro



2nd-11th Prizes
RCA Color T.V. Sets



12th-16th Prizes
Panasonic Stereo Receivers



17th-40th Prizes Ladies' or Men's Helbros Wristwatches

RULES FOR CSEA SUPER SIGN-UP MEMBERSHIP DRIVE

- (1) Only CSEA members in good standing as of October 1, 1970 are eligible to sign up new members.
- (2) For each new member signed up during the period of October 1, 1970 through November 27th, 1970, the person recruiting receives one Special Award certificate (approx. value \$3.00-\$3.50) which may be redeemed at any S & H redemption center in the United States.
- (3) For each new member signed up during the above period, the recruiter also has his name entered once in the Super Jackpot. (Thus, if a person signed up ten members, his or her name will be in the jackpot drawing 10 times.)
- (4) The new member who is signed up during this Special Super-Sign-up period also receives one chance in the Super Jackpot.
- (5) To be eligible for any certificates or prizes, the recruiter must sign up new members on the special PDA card supplied to each chapter and unit prior to this drive. These cards must be filled in completely, and returned to the designated membership chairman in your unit or chapter if you do not know who he or she is, call your chapter or unit head.

- (6) Certificates will be awarded as soon as possible after receiving them at headquarters in Albany from your local membership chairman.
- (7) Drawing for the Super Jackpot will be held as soon as possible after the contest—prior to Christmas.
- (8) No one person is eligible to win more than one jackpot prize.
- (9) The drive will be carefully policed, and any illegal or fictitious members signed up will be in violation of the law.
- (10) The jackpot, with a total value of \$10,000, includes a 1971 Camaro as first prize; 10 RCA color TV sets for prizes 2-11; five Panasonic stereo receivers for prizes 12-16, 24 ladies' or men's Helbros wristwatches for prizes 17-40.
- (11) An employee who fills out a standard PDA application card during the drive, without being solicited, also will have his or her name entered into the jackpot drawing.
- (12) Excluded from participation in the Super Sign-Up Season Jackpot prize are Statewide officers, members of the Board of Directors, members of the Statewide membership committee and staff.