

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXXIII, No. 35 Tuesday, April 25, 1972 Price 15 Cents

Southern Conference

See Page 11

Membership Vote Heavily In Favor Of New Contract



TRI-CONFERENCE WORKSHOP — Off-Track Betting Corp. president Howard Samuels, second from right, is greeted by presidents of the three Civil Service Employees Assn. conference sponsoring the recent Tri-Conference Workshop at Kutsher's Country Club. The presidents, from left, are Long Island's George Koch, Southern's Nicholas Puzifferri and Metropolitan's Randolph V. Jacobs. Samuels, who was principal dinner speaker, was interrupted by applause on numerous occasions during his speech wherein he warned that "civil service is in danger of becoming the scapegoat for the failure of the political institutions." (See page 8 for full coverage.)

Summaries of New Unit Contract Shows Many New Benefits For Aides

ALBANY—Negotiators for the four collective bargaining units of State employees represented by the Civil Service Employees Assn. have reached agreement on new improvements in the contracts for employees in those units.

Following are the new improvements in the benefits for the four units:

Institutional Services Unit

Seniority

A. Shift Assignments—Seniority will be the criteria on shift assignments when all other factors are equal.

B. Transfers—Seniority will be the criteria for transfers when all other factors are equal.

C. Pass days will be based on seniority.

D. Overtime will be based on seniority.

E. Holiday Time—The same provision will be used as in

vacation time.

Posting And Job Vacancies

Employees will have the opportunity to bid on jobs in a noncompetitive and competitive opening, and seniority shall be the criteria for appointment when all other factors are equal. (lateral movement) Employees may bid for jobs of like title in other work locations and seniority will be the criteria when all other factors are equal.

Disciplinary Procedure

The appointing authority will inform the employee of his right to consult with a CSEA repre-

sentative before:

A. The employee is suspended (except in emergencies — an emergency will be identified as an employee who may harm himself or others).

B. Accepting a resignation from an employee who has been informed that disciplinary action is being taken.

Safety Program

Safety program to be established on a Statewide level with the authority to enforce matters mutually agreed to and to also have the authority to create local safety committees where necessary. Those conditions that can not be mutually agreed to shall be appealable under the grievance majority. This committee to be established thirty days after the signing of the contract.

Compensatory time off in lieu of holidays shall be added to the employee's vacation accruals. (Continued on Page 14)

Pact Now Only Awaits Legislative Approval

ALBANY—At Leader presstime, Civil Service Employees Assn. members were reported to be voting overwhelmingly in favor of a new work contract recently negotiated by CSEA in behalf of some 140,000 State workers whom it represents in four bargaining units.

Dr. Theodore C. Wenzl, CSEA president, said he viewed the favorable balloting as "a vote of confidence from the membership in CSEA's leadership and the magnificent effort of its negotiating team."

Highlights of Terms

Here are the highlights from the new contract, which must now be approved by the general membership.

A five and one-half percent pay increase, on base salary, with four percent being paid immediately and the remaining one and one-half percent being paid in a lump sum next April 1.

Continuation of salary increments.

Implementation of career ladders in all four units

No lay-offs of permanent employees.

Retirement

Employees will be able to withdraw excess contributions they made to their retirement plan, at the time of their retirement.

All temporary benefits will be continued, EXCEPT World War II credit (see 8.13 of old contract) and Military credit (see 8.5 of old contract.)

A joint CSEA-State committee will be established to undertake a comprehensive study as to the possibility of making reciprocal arrangements with the federal government which would allow employees to transfer between State and federal retirement systems.

The CSEA and State shall jointly undertake a comprehensive study of all benefits presently available, and the possible adoption of new benefits, for employees unable to work because of illness or injury.

Federal War Manpower Com-

Rockland Office

NEW CITY — Rockland County chapter will sponsor an open house May 5 to celebrate the opening of its new chapter office. Ceremonies are slated for 7:30 p.m. at 169 South Main St. here.

mission Credit—Employees who would have been eligible to purchase retirement credit for employment with the Federal War Manpower Commission, had they been Division of Employment employees on March 30, 1970, are given one year to purchase such credit.

State employees of the Education Department who are members of the State Teachers Retirement System.

Those employed by the Education Department (Continued on Page 3)

Metro Conf Meeting

Officer nominations will be one of the principal orders of business at the Metropolitan Conference meeting set for noon, April 29 at the Tavern on the Green in New Dorp, Staten Island. Three-term president Randolph V. Jacobs has announced his intention not to seek re-election. Willowbrook State Hospital chapter will host the meeting.

Don't Repeat This!

In New York Visit

Wilbur Mills Unusual Triumphant March — Both Dems, GOP Cheer

CONGRESSMAN Wilbur D. Mills of Arkansas, the powerful Chairman of the House Ways and Means Committee, "delivers"—and consequently he should stand out as an important candidate or a "Kingmaker" for the Democratic Presidential nomination. His most recent contribution to the public (Continued on Page 6)

INSIDE THE LEADER

Membership Drive — See Pages 3 and 12

William Campo To Be Honored — See Page 3

Erie Aides End Dispute — See Page 3

Support The Mills Bill — See Page 6

BRADLEY MOORE

NEW CITY—Bradley Moore, a member of the parks and recreation committee of the Civil Service Employees Assn. and sergeant-at-arms for the Southern Conference of CSEA, who died last week, was buried Saturday morning from the Higgins Funeral Home, New City.

Dr. Theodore C. Wenzl, president of the CSEA, said that Mr. Moore was "a long-standing member of CSEA who contributed a lot to the Association. He worked hard, and his contribution will be missed by all who worked with him."

Moore, who was president of the Bear Mountain State Park CSEA chapter since 1967, is survived by his wife and daughter.

Columbia Dance

The annual scholarship dinner dance of the Columbia Assn. of the City Fire Department will be held on Friday, May 19 at Micall Terrace, 1521 86 St., Brooklyn.

**BUY
U.S.
BONDS!**

Nix Nursing Exams

The New York State Department of Civil Service has announced suspension of examinations for two continuous recruitment titles. They are consultant public health nurse (No. 20-320) and nursing services consultant (No. 20-405). The suspension were effective April 7.

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Sincere Thanks From The CSEA Staff

To the courageous union people who unstintingly supported CSEA during the Easter weekend:

Those individuals and chapters are to be commended for their actions in standing up for their rights and for joining together against a regressive Taylor Law and the Rockefeller Administration.

To these people and chapters, we pledge our support.

FIELD STAFF ASSOCIATION
Paul Burch, President

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Erie X-Ray Aides Reach An Accord

(From Leader Correspondent)

BUFFALO—A tentative accord has been reached between Erie County and X-ray technicians at the county Meyer Memorial Hospital who staged a sick call April 13 to protest overtime procedures and unsatisfactory vacation schedules.

George H. Clark Sr., president of the Erie County chapter, and Peter J. Wacks, county director of labor relations, reached the accord after the county agreed to realign vacations to accommodate as many as technicians as possible and retain one work shift scheduled for elimination.

Eighteen Meyer employees represented by the CSEA staged the sick call after one complained that until recently workers were required to put in as much as 28 overtime hours a week because of understaffing.

No Overtime Pay

The County, the workers said, then only paid them straight time or gave them compensatory time for the extra hours instead of paying the required time and a half.

A hospital official replied that overtime funds for the hospital have been cut off.

The workers tried to resolve their problems in a meeting with the head of the hospital's department of radiology, but the meeting was apparently unsuccessful and the sick call ensued.

Nassau Chapter Voting For Officers Under Way

(From Leader Correspondent)

MINEOLA—Mail balloting is under way for officers, directors and State directors and delegates for the Nassau chapter of the Civil Service Employees Assn.

The ballots, headed by Irving Flaumenbaum, candidate to succeed himself as president, have been mailed to members and must be returned post-marked by midnight, May 7.

The nominees for chapter officers are as follows: Irving Flaumenbaum for president, Edward Perrot for first vice-president, Ralph Natale or Kenneth Cadieux for second vice-president, Alexander Bozza for third vice-president, Beatrice Jeanson for fourth vice-president, Nicholas Abbatiello for fifth vice-president, Mary Calfapetra for secretary, Sam Piscitelli for treasurer, Sally Sartor for corresponding secretary, and Dudley Kinsley for sergeant-at-arms.

For representatives of the County Executive Committee and State Board of Directors: Irving Flaumenbaum, Ralph Natale and Blanche Rueth.

There are 20 candidates for 18 positions as State delegates. Lucien Chiusano is opposed by Kenneth Darby and Rita Wallace is opposed by James Callan.

Unopposed

The unopposed candidates are: Nicholas Abbatiello, Alexander

Bozza, Ruth Braverman, Kenneth Cadieux, Muriel Chiusano, Molly Falk, Frank Fasano, Irving Flaumenbaum, Anthony Giannetti, Beatrice Jeanson, Ralph Natale, Ann Rehak, Blanche Reuth, David Silberman, Thomas Stapleton, and Gerard Sullivan.

The ballot for chapter directors representing County employees include: Robert Brauns; Vernon Combs, or John Geraghty; Molly Falk; John Keating or Angelo Palange; Carmine Santoli; Carl Pugliese; Ann Rehak; Gerard Sullivan; Edward Cambria; Vivian Harned, and William Judge.

A directorship for school employees is contested by Frank Fasano and Lawrence Visconte, two posts for the Town of Hempstead by Anthony Giannetti, and Winifred Franks in one race and Robert Kelly and John Cozelino in the other, in the villages by Lucien Chiusano and William Jakubowski and for the Town of North Hempstead by David Rapelyea and Thomas Fatcone. Thomas Stapleton is unopposed for the Long Beach directorship.

Pay Pact Getting The 'OK'

(Continued from Page 1)

tion Department on or before March 31, 1972, who never had the opportunity to transfer to the State Employees Retirement System, will have one year to do so.

Civilian employees who are members of the State Police 25-Year Retirement Plan will be allowed to transfer to the State Employees Career Retirement Plan.

Health Insurance

Present Health Insurance benefits will be continued with the following improvement:

Employees will be allowed to transfer between options during a three-month open period, to be designated sometime during the term of this agreement.

Education and Training

Education and training program benefits, provided under the previous contract, will be continued in the same manner through March 31, 1973.

Contract Grievances

The present contract grievance procedure will be streamlined three weeks in getting to

Step 4 of the procedures, specifically:

Step 2—hearing within 15 days
Step 3—agency head to meet within 10 days

Step 4—appeal from Step 3 within 19 days

Step 4—Office of Employee Relations will schedule hearing in 15 days

The time to decide to advance to arbitration (Step 5) has been increased to 10 days.

Also, if the State fails to answer a grievance at any step within the time limits, CSEA can automatically advance to the next grievance step.

Layoff Procedure

The present law giving the Civil Service Commission the power to define appropriate employee layoff units will be superseded, resulting in layoff units being mutually determined by CSEA and the State.

City Chapter To Fete Wm. Campo

J. William Campo, president of Ter Bush & Powell, Inc., will be the honored guest at the annual workshop of the New York City chapter of the Civil Service Employees Assn., being held May 29 to May 31 at the Concord Hotel.

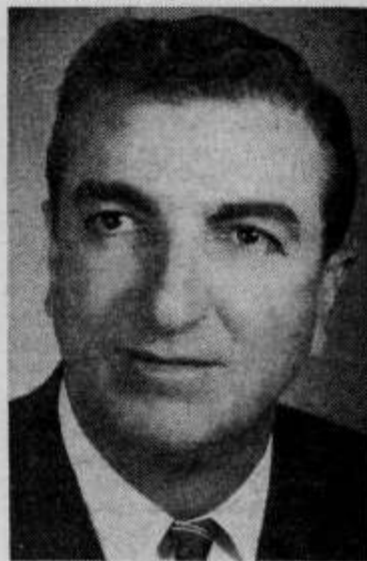
Campo has been president of Ter Bush & Powell, insurance agents to the Employees Association, since 1967. During his tenure in office he created a supplemental life insurance program and a "Masterplan," containing automobile and home owner insurance for CSEA members.

Among those previously honored by the chapter were Joseph D. Lochner, executive director of the Employees Association; the late Joseph F. Felly, former CSEA president, and Paul Kyer, editor of The Civil Service Leader.

The workshop program will consist of panel discussions on insurance, retirement and the results for CSEA from the current session of the State Legislature.

Those wishing to attend may

use the coupon below to make reservations for the event.



J. WILLIAM CAMPO

3 Chapters To Meet On Political Action

(From Leader Correspondent)

GENESEEO—Members of three Civil Service Employees Assn. chapters in Livingston County will conduct a political action discussion here May 6 with State Sen. Thomas J. McGowan of Buffalo and Assemblyman James L. Emery, who represents Genesee and Livingston Counties.

The session will run from noon to 4 p.m. in the lecture hall of State University College of New York at Geneseo. Members of chapters from Craig Colony, Geneseo and Livingston County were expected to take part.

Kenneth Benneth of Livingston County and Genevieve McGuire of Craig Colony are co-chairmen.

Schedule Statewide Membership Meeting To Review Progress

ALBANY—The statewide membership committee of the Civil Service Employees Assn. has scheduled a dinner meeting April 25 in the Ambassador Restaurant here.

State Division committee chairman Samuel Emmett and County Division committee chairman Howard Cropsey have announced that the meeting, at 5:30 p.m. in the upstairs dining room, will be to review the progress thus far and to discuss further planning for the Super Sign-Up Season/72 Membership Drive now in progress.

Other representatives from the State Division are Terry Dawson, Jon Schermerhorn, Dorothy Hall, William Kempey and Pater Pavich. Other County representatives are Michael Sweet, Karen Herbst, James Mangano, Anthony Giannetti and John Mauro.

Reappointed

The Governor has renominated Charles H. Merrill, of Syracuse, to the Board of Visitors of Marcy State Hospital for a term ending Dec. 31, 1978.

CIVIL SERVICE LEADER, Tuesday, April 25, 1972

CSEA calendar

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

April

- 25—Statewide Membership Committee meeting, 5:30 p.m., Ambassador Restaurant, Albany.
- 27—Jefferson County chapter general membership meeting, 7:30 p.m., VFW Clubhouse, Watertown.
- 29—Metropolitan Conference meeting, 12 noon, Tavern on the Green, New Dorp, S.I.

May

- 19—Jefferson County installation dinner (time and place to be announced).
- 20—SUNY at Syracuse chapter annual dinner-dance, 6:15 p.m., Ramada Inn, Syracuse.
- 29—New York City chapter workshop, Concord, Kiamesha Lake.

June

- 9-11—Capital District and Central Conferences joint workshop, Otesaga Hotel, Cooperstown.

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Royal Redmond, David Redmond, El-
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Gribben, Lyle Kingsland, Rachel Hertel,
Willard Kingsland, if living and if dead
to his heirs at law, next of kin and dis-
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subsequent to the decedent herein, to his
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visees, assignees and successors in inter-
est whose names and places of residence
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if he died subsequent to the decedent
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distributees of Marie E. Brown, the de-
cedent herein, whose names and places
of residence are unknown and cannot,
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April 14, 1967, which has been offered
for probate by R. Stanley Berg, residing
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Park, N. Y. 11040, should not be pro-
bated as the last Will and Testament, re-
lating to real and personal property, of
Marie E. Brown, Deceased, who was at
the time of her death a resident of 639
West End Ave., New York, in the
County of New York, New York.
Dated, Attested and Sealed, March 15
1972, (L.S.) Hon. Millard L. Midonick,
Surrogate, New York County, Philip
Kunkis, Deputy Clerk. Name of Attor-
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CIVIL SERVICE LEADER, Tuesday, April 25, 1972

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Jerry Finkelstein, Publisher

Paul Kyer, Editor

Morvin Baxley, Executive Editor

Kjell Kjellberg, City Editor

Barry Lee Coyne, Assistant Editor

N. H. Mager, Business Manager

Advertising Representatives:

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

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TUESDAY, APRIL 25, 1972

Support The Mills Plan

CONGRESSMAN Wilbur Mills, chairman of the House Ways and Means Committee, appeared at a joint session of the State Legislature last week to announce a program of Federal revenue sharing that would bring New York State and local communities here over \$800,000,000 in U. S. funds. It is not surprising that the cheering in the State chambers was vociferous on both sides of the aisle.

Congressman Mills told the legislators he felt quite certain that the House of Representatives would approve his committee's revenue sharing plan but could not predict its passage by the U. S. Senate.

For that reason, it is vital that every civil service employee in the State and every member of his or her family write to their Congressmen and the two U. S. Senators from New York urging support of the Mills proposal. No one knows better than public employees the difficulty in bargaining for economic gains from government these days and it is a matter of enlightened self interest to help bring financial relief to New York State and its citizens.

We urge all of our readers to let their representatives know immediately that they stand firmly behind Congressman Mills' proposal.

Leader Publisher Resigns Democratic Party Post To Help War On Drug Addiction

Jerry Finkelstein, publisher of The Civil Service Leader, has resigned as chairman of the New York City Democratic Committee in order to give more time and effort to his proposal for a "Manhattan Project" to conquer the drug problem in this country.

The Leader publisher has proposed and promoted the idea of an effort to beat the drug problem that would be on the same vast scale of talent and money that was used to develop the atom bomb. The initial call for the attack on addiction was carried in The New York Law Journal, of which Finkelstein is also publisher, and has received nationwide acclaim.

Commenting on his dedication to fighting the drug problem Finkelstein declared:

"When I proposed a new 'Manhattan Project' to conquer the drug problem, I touched upon a nerve center that troubles all our people, and I became a rallying point for Republicans, Democrats and Independents. On this issue I have been able to bring together elements much more diverse than those among the New York City Democrats. The 'Manhattan Project' idea received the wholehearted support of all the Democratic candidates for the Presidency, Governor

Rockefeller and many other State executives, irrespective of their party faith, of United States Senators and Congressmen, of State Legislators and of Mayor Lindsay and other City Mayors, in a common effort to save our nation from the disastrous consequences of drug abuse.

"The fight against drug abuse represents a common ground that enlists the support of everyone in the United States, and I cannot ignore the potential for helping solve a problem which threatens the fabric of our society. It may sound trite, but I feel it is my duty to dedicate my life to the future of our country, and the greatest contribution I can make towards that goal is to coalesce total support for an effective solution to the drug abuse program.

"I do not believe that time will permit me to do what needs to be done in those areas while simultaneously serving as Chairman of the New York City Dem-

(Continued on Page 7)

Don't Repeat This!

(Continued from Page 1)

welfare is a \$5.3 billion Federal revenue sharing package, approved by the Ways and Means Committee, that is designed to ease the fiscal crunch on state and local governments, resulting from rising government costs, demands for more and higher quality public services, the need to provide for more equitable salary schedules to civil service employees because of continued increases in living costs, and mounting taxpayer resistance to property and other forms of local government taxation.

Last week Congressman Mills delivered the good news to Gov. Nelson A. Rockefeller and members of the State Legislature. Later that day, he came to City Hall to deliver the good news to Mayor John V. Lindsay, the Board of Estimate, and to the members of the City Council. The news was that under the Mills Bill as approved by the Ways and Means Committee the State of New York would receive for the current fiscal year ending March 31, 1973, a total of \$396 million in Federal revenue sharing funds. Local governments having a fiscal year ending on June 30, 1973, would receive a total of \$448.3 million, of which the City of New York would receive \$238.2 million.

This brings to the State a total infusion of \$844.3 million in Federal revenue sharing funds, higher than that of any other state, based on a formula which credits the State with its own special tax efforts to meet the needs of its population. Governor Rockefeller, in applauding this special provision in the Mills Bill, said "For once, New York State would not be penalized for having acted to raise the revenues necessary to meet the needs of its citizens."

Triumphal Tour

The trips that Congressman Mills made to the State Capitol and to City Hall assumed the character of a triumphal tour. His remarks in both places were greeted with standing ovations. Even more significantly, his appearance was non-partisan in character. In Albany the Democratic Congressman was introduced to the State legislators by the Republican Governor. His invitation to address the legislators had the complete and wholehearted approval of Senator Majority Leader Earl W. Brydges, Assembly Speaker Perry B. Duryea, Jr., Senate Minority Leader Joseph Zaretzki and Assembly Minority Leader Stanley Steingut. Among those who escorted Congressman Mills from a luncheon at the Executive Mansion to the Capitol were Democratic Congressman Hugh L. Carey and Republican Congressman Barber B. Conable, New York members of the House Ways and Means Committee, who participated actively with Congressman Mills in the drafting of the Federal revenue sharing bill.

A similar non-partisan note was evidenced in New York where Mills was greeted at the airport by Council Majority Leader Thomas Cuite and Council Minority Leader Eldon R. Clingan.

In welcoming Congressman Mills to Albany, Governor Rockefeller, who has been working almost a year with the White House and Mr. Mills on a plan

(Continued on Page 7)

Civil Service Law & You

By RICHARD GABA



Mr. Gaba is a member of the New York State Bar and chairman of the Labor Law Committee of the Nassau County Bar Assn.

Out-Of-Title Assignments

The Unified Court System Employment Relations Review Board has found that the continuation of temporary out-of-title assignments of non-judicial court personnel beyond a temporary period is improper.

The problem arose with the assignment of nine Civil Court Judges to the Supreme Court, First Judicial District, for the months of April, May and June 1971, or as long as necessary, until the unfinished business which caused the assignment was concluded. While the order by the Appellate Divisions of the First and Second Judicial Departments did not provide or refer to the assignment of non-judicial personnel, the Civil Court assigned nine Court Reporters I to those parts. A grievance was filed claiming that the reporters were being ordered to perform out-of-title work as Court Reporters II.

The first step in the grievance procedure was held before Howard F. Tyson, executive officer of the Civil Court on April 13, 1971. In a letter of April 13, 1971, he denied the grievance, holding that "this assignment is necessary to break the logjam of cases presently pending in the Supreme Court. This has been formalized in the order of the Appellate Divisions of the Supreme Court, First and Second Judicial Departments, dated March 29, 1971. This assignment being of a temporary nature due to an emergency situation, I have no alternative but to reject your protest."

THE SECOND STEP in the grievance procedure was then held on May 3, 1971, in a formal hearing before Judge Maurice Wahl, designated representative of the Administrative Judge of the Civil Court of the City of New York. In his decision of June 30, 1971, denying the grievance, Judge Wahl held that the assignment was made in order to effectuate the implementation of the order assigning the Civil Court Judges to sit temporarily on the Supreme Court.

The Judicial Conference has promulgated two classifications for court reporters. Court Reporter II is a title restricted to the Supreme and Surrogate Courts. Court Reporter I is restricted to the Civil, Criminal and Family Courts, and has a salary range which is lower than that of Court Reporter II. The prerequisite for taking an examination for Court Reporter II is three months of permanent, competitive service in the title of Court Reporter I. A current eligibility list existed for Court Reporter II which was established as a result of a competitive examination.

Section 25.22(b) of the Rules of the Administrative Board of the Judicial Conference provides that no employee will be employed under any out-of-title position unless there is a temporary emergency situation. The ERFB found that the Court Reporters I presently assigned to the Supreme Court parts are "being employed" under a "title not appropriate to the duties to be performed." The issue then was whether a "temporary emergency situation" existed which would exempt those assignments from the out-of-title prohibition.

WHILE AN EMERGENCY situation clearly existed by reason of the severe backlog of cases in the Supreme Court, there was no finding that the situation was temporary. The non-judicial personnel "temporarily" assigned to the Supreme Court found themselves in the same position a year later. Moreover, six additional personnel were temporarily assigned in January 1972 to the Supreme Court.

Budgetary reasons were the primary motivating factors behind the refusal to terminate the temporary situation. Moreover, with the approval of the Administrative Board, temporary appointments to Court Reporter II could have been made by the Civil Court for a twelve-month period.

The Board, therefore, determined that the extended continuation of these out-of-title assignments was improper and that the Civil Court should act promptly to secure the appointment of sufficient Court Reporters II to staff the applicable Supreme Court Parts.

\$3.9 Million Grant

The Civil Service Commission has been allocated \$3.9 million by the Labor Department to continue the Federal portion of the Public Service Careers program through the fiscal year ending June 30, 1973.

The \$3.9 million allocated to the Commission for fiscal year 1973 will enable agencies to train

approximately 3,000 disadvantaged persons to be hired at GS-1 or at comparable levels under other pay plans, and to enroll some 3,000 employees already in Government in positions at GS-5 and below in training programs designed to improve their skills and help them to advance to higher level jobs.

Don't Repeat This!

(Continued from Page 6)

for revenue sharing, said: "This legislation will do more than put money into the hard-pressed pockets of State and local governments. It will help save our unique Federal system from breaking down. Wilbur Mills has therefore shown vision and creativity beyond even his unrivalled grasp of fiscal matters, the Nation is indebted to him."

The State budget is balanced only by virtue of inclusion anticipated funds from Federal revenue sharing. Mayor Lindsay proposes to use a similar device to balance the City budget. Approval by the Ways and Means Committee of the Mills proposal promises that the anticipation will turn into reality.

Actually, Congressman Mills was initially invited to speak to the State legislators in December, during the Special Session dealing with the State's fiscal crisis. At the last moment, Congressman Mills was obliged to cancel his appearance because he was engaged in a floor debate on another Mills proposal of great significance to New York State—a proposal which extended unemployment benefits for an additional period of 13 weeks with the Federal government bearing the full cost of the extended benefits.

Chairman Mills, accompanied by Mrs. Mills, was escorted from Boston to Albany by Jerry Finkelstein, publisher of the Civil Service Leader; Congressmen Carey and Conable and James Cannon, assistant to Governor Rockefeller; James W. Riddell, a Washington attorney who formerly served as counsel to the House Ways and Means Committee; and Nelson Seltel, Associate publisher of the New York Law Journal.

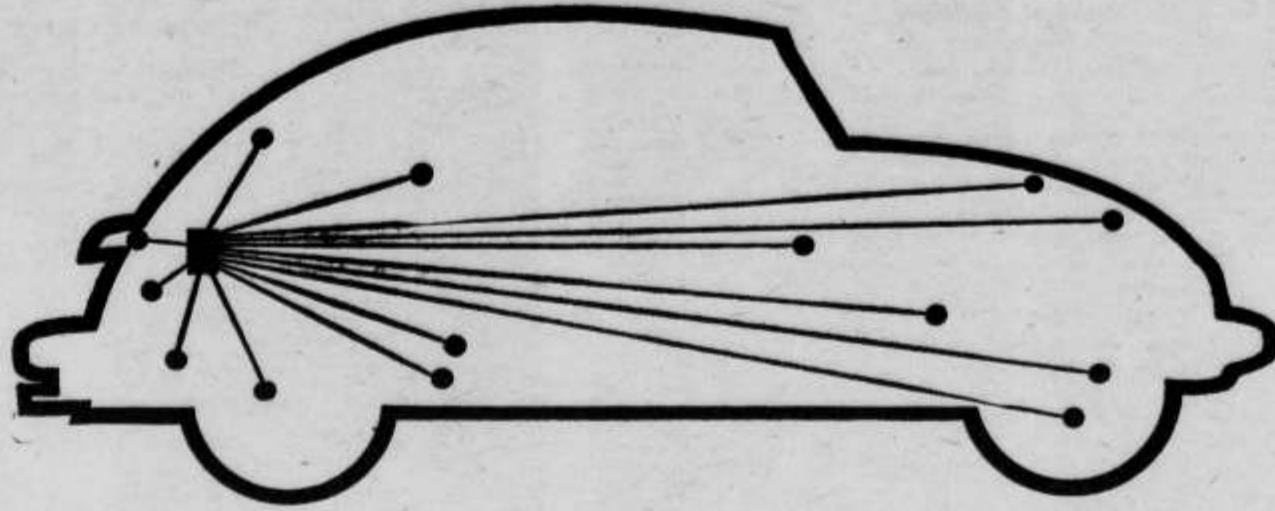
Finkelstein

(Continued from Page 6)

ocratic Committee. I have no illusions that I can do much single-handedly, but I am bringing together people who must be inspired to continue working together to save our nation, and I cannot conceive of having the time to divide with my time-consuming political position. I must leave now."

Vulcans Plan Dance

A scholarship dance has been slated by the Fire Department's Vulcan Society for the evening of May 29, at the Rochdale Community Center Auditorium, at 169-65 137th Ave., in Jamaica.



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Some Delegates Seek Answers, Others Give Them In Monday Workshop

CIVIL SERVICE LEADER, Tuesday, April 25, 1972



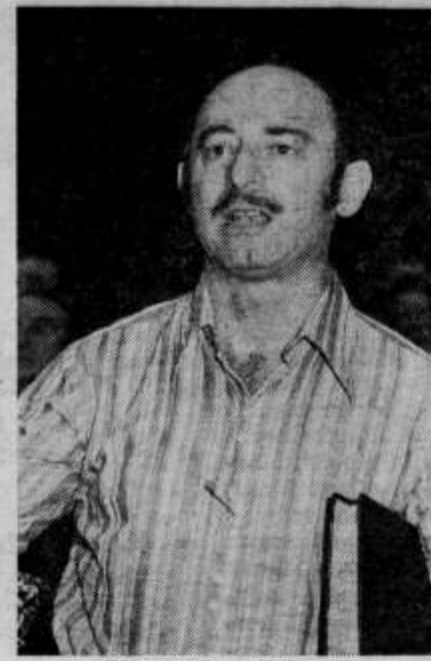
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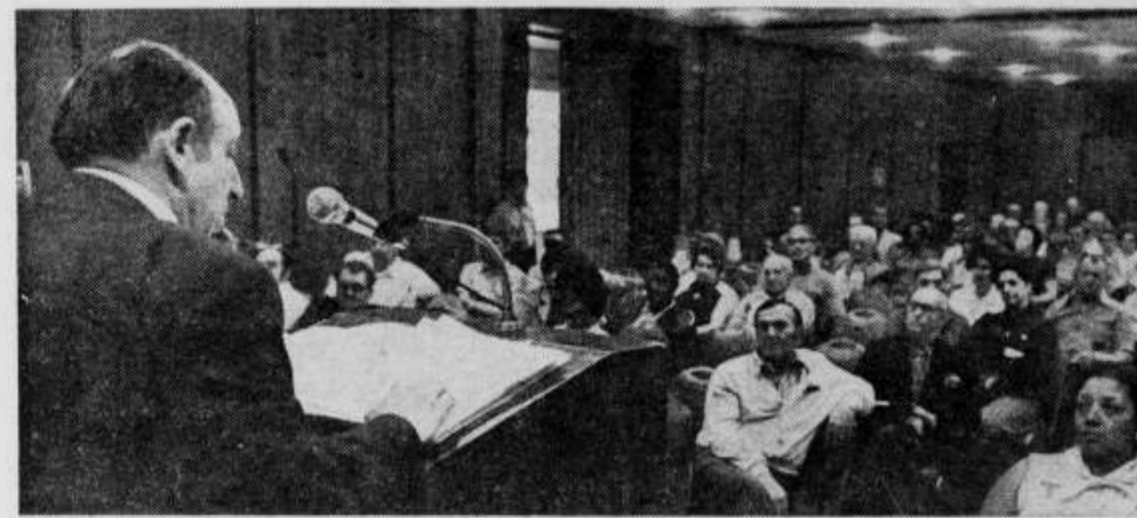
ANGIE LANZELLO
Nassau County



RONNIE SMITH
Willowbrook

CIVIL SERVICE LEADER, Tuesday, April 25, 1972

Seminar Leaders Discuss Phase II And Insurance Masterplan



Felix Vogler, attorney in the Transportation Branch of the assistant regional commissioner of the Office of Stabilization in the North Atlantic Region, provides some explanations on the Nixon Administration's Phase II program.



Ron Lacey of Ter Bush and Powell explains provisions of the Masterplan automobile and home owners/tenants insurance policies being offered on voluntary basis to State employees.

Meetings In Hallways, Doorways And Many More Ways



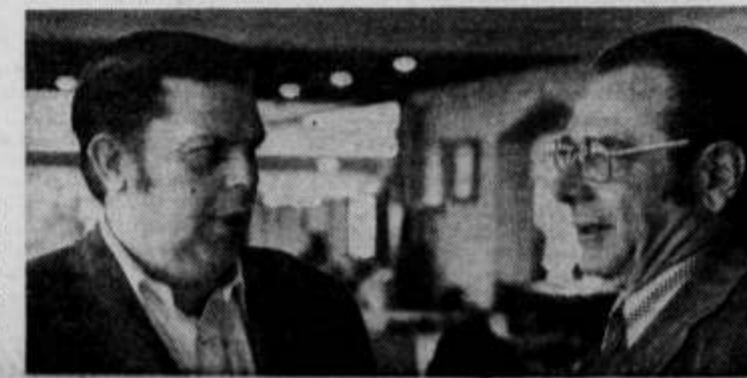
Southern Conference first vice-president James Lennon, left, and Conference third vice-president Lymon Connors, right, are joined by statewide president Theodore Wenzl.



Willowbrook chapter president Thomas Delaney, second from left, goes over some papers with Southern regional supervisor Thomas Luposello, as Willowbrook's Stanley Ostraski, left, and Sullivan County's Arthur Bolton observe.



Letter-writing campaign is topic for, from left, CSEA treasurer Jack Gallagher, CSEA first vice-president Thomas McDonough, State Insurance Fund chapter president Vincent Rubano and Long Island Parks chapter president Louis Colby.



RIGHT: Suffolk County delegate Thomas Kennedy and Central Islip president Joseph Keppler discuss plans for political action on Long Island.

Use Political Power, Speaker Arrives By Helicopter

Samuels Advises Tri-Workshop

KIAMESHA LAKE—"You've got political power and that political power must be put to work. Political power must be used to insure that civil service is not the scapegoat."

The speaker was Howard Samuels, president of the Off-Track Betting Corp., who had flown in by helicopter to address the Tri-Conference Workshop here at Kutsher's Country Club.

He was interrupted on numerous occasions by applause as he warned delegates that "Civil service is in danger of becoming the scapegoat for the failure of the political institutions."

In establishing his rapport with the delegates, the Off-Track Betting czar, now known also as "Howie the Horse," said, "I find the quality of civil service in this country better than the quality of leadership that is supposed to tell it what to do."

'Too Narrow And Archaic'

He also charged that the recruiting program for civil service is too narrow and archaic. He was applauded when he called job definitions and specifications unrealistic, saying that there are written exams that don't have anything to do with jobs, precluding opportunities for minorities.

Samuels had been introduced as a man, who if he ran for Governor today, would be sure to be elected. There was little doubt in anyone's mind after the speech that Samuels is indeed giving serious consideration to this possibility.

After a standing ovation, Samuels made a quick swing through the audience to shake hands and sign autographs. Then he was whisked away, back to the helicopter waiting in a nearby ball field.

Earlier in the Workshop, delegates exercised some of that political power, as the local postman surely could testify.

An estimated 300 letters clogged the local mail box after delegates wrote letters to their legislators to protest about any threats of not implementing the contract recently agreed to by

Civil Service Employees negotiators and the State Administration.

The action, taken at the suggestion of the statewide political action and legislative committees, was one of the first items on the agenda when delegates from the Long Island, Metropolitan and Southern Conferences gathered here for their 6th annual Tri-Conference Workshop.

Seminars featured speakers on the Nixon Administration's Phase II economic policy and on the Masterplan automobile and home owners/tenants insurance made available on a voluntary basis to State employees. Felix Vogler, attorney in the Transportation Branch of the assistant regional commissioner of the Office of Stabilization for the North Atlantic Region handled the first assignment with a great deal of "help" from the delegates. Ter Bush and Powell's Ronald Lacey had an easier time in explaining the provisions of the insurance policies.

Pass Resolutions

Three resolutions were passed by the delegates. The first two listed below were introduced by Solomon Bendet, president of the New York City chapter. The third resolution was introduced by Louis Colby, president of the Long Island Parks chapter.

- Resolved that CSEA immediately institute legislation to amend the Taylor Law to implement penalties on State officials who do not negotiate in good faith.

- Resolved that CSEA institute and administer voluntary funds to liquidate any financial penalties incurred in the contract dispute.

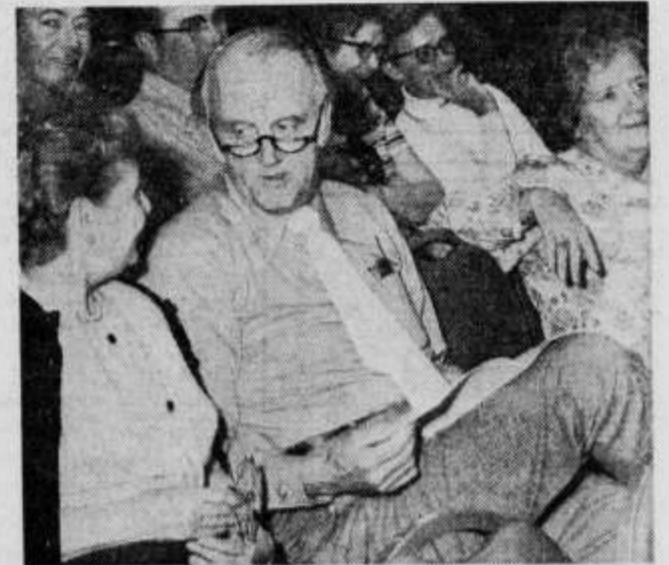
- Resolved that CSEA (Headquarters) make some provision for people involved in job action.



Off Track Betting president Howard Samuels, center, is greeted upon his arrival by David Wagner, director of community relations for MDI, left, and Philip Wexler, second vice-president of the Metropolitan Conference.

Informal Meetings, Too

TOP RIGHT: Carol Sanders, wife of New York City chapter third vice-president Frank Sanders, has the ear of CSEA president Theodore C. Wenzl.



LOWER RIGHT: Long Island's Jim and Celia Hollinan are shown together at Monday evening dinner.

BELOW: Mr. and Mrs. Joe Bosco of Oceanside were among those delegates who attended seminars.

(Leader photos by Ted Kuplas)



FIRE FLIES

by Paul Thayer

In the mail today I received a gold presentation piece for my beautiful helmet presented by Ray Gimmler and the U.F.O. last January 25th. I'm a sentimental cuss and a bit of a kid at heart about such things and I have to confess that when nobody is around to see, I have slipped it on just to get the feel of it and, if I'm really sure nobody is looking, I even whip out and sneak a look at that beautiful badge which Commissioner Lowery was so kind as to bestow. I may even tuck it under the pillow once in a while, and like all kids, large or small, young or old, firmly believe that sweet dreams result. Sometimes I even believe I detect a slight whiff of smoke on it. 'Nothing wrong with being a kid once in a while . . . keeps you young at heart,' they say.

Speaking to the young at heart, at the Holy Name Society Communion Breakfast three

weeks ago, one of the high points was reached when my best buddy, Deputy Chief Artie Laufer, received a beautiful plaque as a testimonial to him from those who love him so dearly. A ten minute standing ovation went with the plaque and I defy anybody to say that it could have happened to a nicer guy!

At the same Communion Breakfast, Chief of Department John T. O'Hagen proclaimed that the fire department is Number One and always will be. The Chief's words delighted me and I felt like an old and sage member of an exclusive club which had taken in another distinguished member. Inasmuch as rousing speeches in defense of F.D.N.Y. are rare, it was nice of the Chief to say it. It gave me faith in my own ability to judge such matters, having been a defender of F.D.N.Y. since age seven when I went to Hoboken on the Fireboat "John Purroy Mitchell" for coal.

In a long and pleasant conversation with Mike Maye, U.F.A. prexy, I found that the lamentations expressed here two weeks ago about lifts of troops without warnings were all wet.

I get Department Orders in the mail and if a need for volunteers existed, I would see the request there. However, in the interest of efficiency and dispatch, more and more important business is now being conducted via "circular orders" and the punch in this case was telegraphed by that medium. Mike tells me too that the "big lift order" which has been talked about for so long does not exist and the maximum transfers to equalize manpower has by agreement been limited to about sixty.

He also outlined the monumental effort which the U.F.A. is making to prevent the disbanding and/or mass movement of companies. He especially mentioned Engine 31, Squad One, Engine 267 and many others.

He said he was enthused too over the possibility of the National Fire Safety Research Institute being created and located in New York which would make F.D.N.Y. the world center for progress in matters firemanic. There's no doubt in my mind that Mike's love for the job is greater now than ever!

Incidentally, to Mike Maye, Chief O'Hagen, Ray Gimmler and all who may eventually have anything to do with that federally-funded Institute, be advised that the troops on the firehouse level are gleeful about the possibility of lighter gear and more effective protection but . . . they all express one special sentimental thought . . . please boys! Don't change the helmet! The helmet is a symbol to them and a source of great pride. They fear that some guy will change the design of that too.

I hope when the brass is feeding material into their computers and the answer is supposed to indicate whether a company will live or die unit-wise, they should feed a little human information into it too . . . such as the number of times members of those companies gave back the gift of life to unfortunate citizens . . . how often one man almost died to save another . . . the frustrations, the exhaustion . . . all the human factors which computers seem to ignore. Take a few steps backward gentlemen, and take an objective view . . . that funny noise you hear in the background consists of voices . . . angry community voices.

Atty. Promo Test Scheduled For May 3-23 Filing

City officials predict 100 candidates will apply for promotion to attorney during the May 3-23 tentative filing period. Starting salary is \$13,500.

The last time filing for this post was conducted in September 1970. If the requirements remain, eligibility will be limited to assistant attorneys in virtually all City agencies who have one month or more of seniority.

The general responsibilities are

legal work in the preparation of cases before courts and quasi-judicial bodies, appearance in court to argue motions, writs and other proceedings, execute affidavits, and supervise in the drafting of contracts.

In assessing candidates, performance will weigh 35; seniority, 15, and the written test, 50. Test content will deal with legal principles and practices, legal research, and current developments in the law.

Applications may be obtained by following the filing guide on page 4.

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Furniture Failures

Five applicants for furniture specification writer, City open competitive exam No. 1231, were turned down as not qualified, while three were declared eligible for the title.

Youth Admin.

Twelve applicants for assistant administrator of youth services have been turned down as ineligible for this exam, No. 1604.

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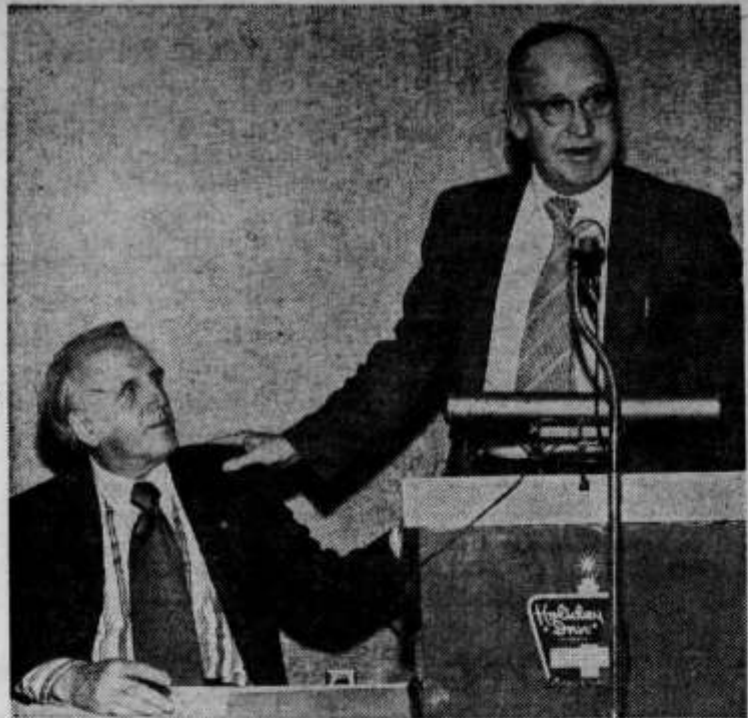
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Patrick G. Rogers, CSEA director of field services, at mike, lauds CSEA president Theodore C. Wenzl for unflinching leadership during the recent contract crisis.



John Clark, member of the statewide political action committee, reports on current activities.



Thomas Luposello, regional field supervisor for the Southern region, fills in some details on the contract dispute as Southern Conference president Nicholas Puzziferri listens.

SOUTHERN CONF DISCUSSES CONTRACT

MIDDLETOWN—An at-large meeting of the Southern Conference was called here to update Civil Service Employees Assn. representatives on the on-going contract situation.

The key word in the preceding sentence is "large," for the issues to be discussed were very much on people's minds, and they wanted to know—right away. So Southern officials, namely Conference president Nicholas Puzziferri and regional field supervisor Thomas Luposello, decided to take direct action to inform their constituencies.

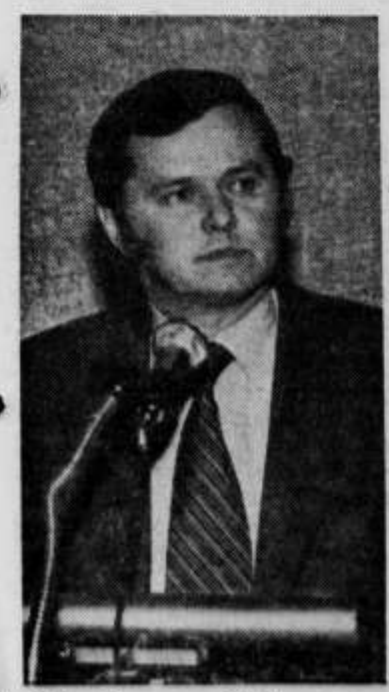
Major subjects for consideration were:

- Contract provisions for the four bargaining units of the State (Professional and Scientific, Administrative, Operational and Institutional). The subject included contract language and the balloting procedure.
- The role the executive and the legislative branches of the State of New York may play pending ratification of the CSEA contract by members of the bargaining units.
- The effect of legislative action as it relates to hundreds of existing and pending contracts in the political subdivisions in the seven counties.

In addition, a beginning was made toward developing a County program for the Conference, as Conference president Puzziferri charged the representatives of the six counties in attendance to submit recommendations for county operations within the framework of the Southern Conference. Westchester chapter president John Haack will serve as temporary chairman.



Statewide president Wenzl, second from right, discusses matters with Hudson River chapter president Tris Schwartz, while Conference president Puzziferri, partially seen far right, engages in conversation with County Executive Committee vice-chairman Arthur Bolton of Sullivan County. At far left is Bernie Veit of Dutchess County.



Collective negotiating specialist Joseph Reedy was among the many staff people who talked to delegates.



A full turn-out of delegates from nearly all regions of the Southern Conference jammed Holiday Inn in Middletown to be brought up to date on latest information.

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Old And New Members Receive Benefits From Super Sign-Up Drive

(Special to The Leader)

The time has come, the walrus said, to speak of many things—of cabbages? of kings? Food for thought—CSEA Membership Drive now under way, with 20,000 new members as the goal!

Twenty thousand new voices to join the largest bargaining instrument for civil service employees, an already successful group in protecting and imple-

menting benefits for all. Let every voice be heard, either by recruiting new members or by joining the CSEA.

The CSEA members, in good

standing as of April 1, who will be spearheading the drive, will receive all kinds of prizes for their efforts. The grand prize is a new Monte Carlo sedan at the final drawing—but to make it even more exciting—three wonderful trips for two, plus color TV sets, black and white portable TVs, transistor radios, cassette recorders, pocket radios. In addition, each recruiter will immediately receive an award check for each new member he or she enrolls.

Now is the time to contact any and all who have not become members in the past, to join now, during the Super Sign-Up Membership Drive. Encourage and relate the benefits on becoming a member of CSEA, that you as an active member have received in the past.

Three Trips Awarded

The trips—to places like Portugal for Decoration Day week end at the Hotel Estoril Sol—or a week at Grand Bahamas Hotel and Country Club for two—or perhaps a week at Hotel Don Juan at Las Palmas in the Grand Canary Islands.

You will spend glorious days enjoying all the luxuries at these fantastic resort locations. One trip is awarded at each of the drawings. It's all worth the time and effort to become a part of the team that serves you as a member of CSEA. Each time you recruit a new member, your name is dropped in the drawing jackpot. The total number of enrolled members is the total number of chances you have of winning one of these great prizes.

Membership committee chairman Samuel Emmett reminds you to be sure to follow instructions carefully on the sign-ups. Check first before attempting to sign-up any new members, that they have not already submitted an application for membership. Special sign-up forms are available through membership chairmen or presidents of chapters or units.

Be sure to tear off temporary membership card and return to new member. Return the remainder of the forms as soon as possible to the designated membership chairman of your chapter or unit.

Be sure that all information requested on card is filled in. Each new member should be reminded that his name will be entered in the jackpot for a chance at the drawings.

Bridge & Tunnel Exam Time Is 'Considered' Following BTO Protest

In response to a protest filed by Triborough Bridge and Tunnel Authority officers, City personnel director Harry Bronstein said he was "considering" their request to change the time slated for the May 17 exam for promotion to sergeant from 12:30 a.m. to an earlier hour. The date is still tentative.

In a letter to Bronstein, Anthony M. Mauro, president of the Bridge and Tunnel Officers Local 1396, SCME, requested that the exam be held at "a more reasonable hour" due to possible dangers of traveling at such a late hour.

The union has been protesting the post-midnight scheduling for 16 years, but the Triborough and Tunnel Authority contends that any other test scheduling would be "disruptive to management."

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As part of the reorganization of HIP, expanded subscriber benefits are now available to you.

The following expanded benefits are immediately available to you:

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

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

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

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

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

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

Sincerely yours,

James Brindle
James Brindle
President

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

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

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

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11204, phone: 596-8060; Board of Higher Education, 535 E. 80th St., New York 10021, phone: 360-2141; Health & Hospitals Corp., 125 Worth St., New York 10007, phone: 566-7002, NYC Transit Authority, 370 Jay St., Brooklyn 11201, phone: 852-5000.

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

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

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

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

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

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Real Estate Mgrs.

The Department of Personnel has disqualified five applicants for promotion to senior real estate manager as ineligible for Exam No. 1612. Also, six candidates for promotion to supervising real estate manager were deemed ineligible.

Operators Out

Thirteen applicants for promotion to principal telephone operator, Exam No. 1566, have been deemed ineligible by the Department of Personnel. In addition, 31 candidates for promotion to supervising telephone operator were rejected as ineligible.

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Summary Of Unit Contracts Given

(Continued from Page 1)

Personal leave credits and vacation credits may be used in units of time as appointing authority may approve and he shall not require the employee to use units in more than one half hour.

Payment Of Overtime

Payment of overtime will be made by the close of the second bi-weekly pay period during which overtime was earned.

Careers Ladders

Implementation of career ladders for certain occupational groups which will be bilaterally developed by CSEA and the State and which will be implemented during the time limitations of this agreement.

Examinations

Employees who are required to take a written Civil Service test will not be required to work during the eight hour period immediately prior to the time the employee is scheduled to report for such test.

Employee Training And Development

The State will appropriate one million dollars for the time period of this agreement for implementation of such training programs.

Notice Of

Civil Service Status

Each employee will be notified in writing of his Civil Service status upon original appointment and upon each change in status thereafter. Each employee in service on April 1, 1972 who holds a position on an other than permanent basis shall be notified in writing of his status.

Administrative Services Unit

Holiday Accrual

Compensatory time off in lieu of holidays earned after the effective date of this agreement shall be added to employees' vacation accruals and employees shall liquidate such time according to rules governing the use of vacation credits.

Nothing in this section shall have the effect of increasing maximum vacation accruals permitted except that in cases in which the addition of earned holiday time pursuant to this Article would cause an employee to exceed the maximum vacation accruals as provided, such employee shall have until October 31, 1972 to reduce such accruals to the maximum. The employer shall make reasonable effort to allow the liquidation of such accruals.

Vacation Use

Vacation credits may be used in such units of time as the appointing authority may approve, but the appointing authority shall not require that vacation credits be used in units greater than one-half hour. This provision shall not supersede any local arrangements which provide for liquidation in smaller units of time.

Use of Personal Leave

Personal leave credits may be used in such units of time as the appointing authority may approve, but the appointing authority shall not require that personal leave credits be used in units greater than one-half hour. This provision shall not supersede any local arrangements which provide for liquidation in smaller units of time.

Time Off Before Civil Service

Written Tests

The State shall make reasonable effort to ensure that an employee who must take a Civil Service test is not required to work during the eight hour period immediately prior to the time at which the employee is scheduled to report for such test.

Accounting of Time Accruals

The State shall prepare and distribute to employees forms for maintaining leave records on a self-accounting basis. Each employee shall be advised of the leave accruals to his credit an official records at least once each year.

Workmen's Compensation Leave With Pay

Changes in workmen's compensation leave to reflect improvements as to time limits to appear in contract.

Shift Assignments

1. The State shall make all reasonable efforts to give at least one week's notice of any change of shift assignments; provided, however, that if unforeseeable circumstances require notice to be given less than 48 hours in advance of such change, the employee eligible to earn overtime shall not be deprived of the opportunity to work his normal shift and be paid overtime for the hours worked in excess of 40 hours in the workweek.

2. Nothing contained in this Agreement shall form a basis for any claim for wages or overtime premiums for hours not worked.

Payment Of Overtime

Payment of overtime compensation shall be made by the close of the second bi-weekly payroll period following the period during which the overtime was earned.

Emergency First Aid

At an institution or facility where appropriate medical staff and facilities are normally available, when a medical emergency resulting from an injury or sudden illness to an employee while on the premises occurs, the injured or ill employee should be given emergency first aid by any qualified staff member who is on duty and reasonably available from medical duties. The employee will be assisted in arranging transportation as necessary to a general hospital, clinic doctor or other location for more complete treatment as appropriate.

Payment Of Personal Property Damage Claims

The State agrees to prepare, secure introduction and recommend passage by the Legislature of appropriate legislation to provide subject to reasonable rules and regulations of the Comptroller approved by the State and CSEA for the payment of claims not in excess of three hundred dollars (\$300) submitted by an employee approved by the appointing authority, or his designee, for personal property damaged or destroyed by an inmate, patient or client of such department or agency in the course of such employee's performance of his official duties without fault.

Day Care Centers

Local labor-management committees may lend support and assistance, at no cost to the State, to non-profit groups interested in establishing day care centers.

Verification Of Doctor's Statement

When the State requires medi-

cal examination of an employee who has been absent on sick leave by a doctor selected by the appointing authority, before allowing such employee to return to work, the appointing authority shall make reasonable effort to schedule such medical examination within five working days of the date upon which notice is received that the employee has the approval of his own physician to return to work.

Review Of Personal History Folder

An employee shall have an opportunity to review his personal history folder in the presence of an appropriate official of the department or agency upon 15 days notice, and to place in such file a response of reasonable length to anything contained therein which such employee deems to be adverse. The personal history folder shall contain all memoranda or documents relating to such employee's performance on his job, including criticism, commendation, appraisal or rating. Copies of such memoranda or documents shall be sent to such employee simultaneously with their being placed in his personal history folder.

Supplement To Attendance And Leave Vacation Use

If an employee's properly submitted request for use of accrued vacation credits is denied, the employee shall receive, upon written request, a written statement of the reasons for such denial.

Administrative Services Unit (Contractual)

1. Establishment and implementation of Administrative Career Ladder.

2. Continuance of \$250,000 for Employee Development and Training.

3. Article 10.9.

Absence—Extraordinary Circumstances. Issuance of memo to all Department Heads by OER relating to phrase "other than those related to weather conditions." This phrase will no longer be interpreted as relating to physical breakdown, i.e., air conditioning, heating. Rather will relate directly to weather.

4. Article 15.2—Mileage Allowance. Mileage will be at the rate of 11 cents per mile.

5. Article 17—Alternate Examination Date, "in no event

shall such examination be scheduled sooner than 2 days following the date of burial" shall be changed to read "sooner than seven days following the date of burial."

6. Contractual articles that have not been enumerated will continue in effect with necessary date changes to correspond to the negotiated agreement.

Operational Services Unit

1. Balloting space for CSEA organizational elections.

2. Compensatory time off in lieu of holidays shall be added to an employee's vacation accruals.

3. Accumulation of up to 40 days of vacation credit.

4. a. Seniority shall be the determining factor when choosing vacations.

b. Seniority shall be the determining factor in choosing of shift assignments when all other conditions are equal.

5. Several improvements in Workmen's Compensation Leave to be outlined in the final contract.

6. A reasonable amount of time off for tardiness for volunteer firemen and ambulance squads.

7. A completely new safety program to be established on a Statewide level with the authority to enforce matters mutually agreed to and to also have the authority to create local safety committees where necessary. Those conditions that cannot be mutually agreed to shall be appealable under the grievance machinery. This committee to be established thirty days after the signing of the contract.

8. Continuance of the \$300,000 for employee development and training.

9. The establishment and implementation of a Maintenance Career Ladder by 4-1-73.

10. A joint committee to be established for the purpose of investigating and making recommendations on several matters unresolved through negotiations. (Example—Clothing allowance and replacement of tools.)

11. Employees who are required to take a written Civil Service test will not be required to work during the eight hour period immediately prior to the

time the employee is scheduled to report for such test.

12. State cars to be purchased in 1973-74 will be purchased in assorted colors for reasons of safety.

Professional-Scientific-Technical Services Unit

1. Employees in this unit are now guaranteed 11 paid holidays.

2. Compensatory time off received in lieu of a holiday can now be added to vacation accruals and such time can be liquidated in the same manner as vacation.

3. Vacation scheduling—In the event of problems in vacation scheduling, seniority will be the determining factor.

4. Several improvements in Workmen's Compensation Leave which will be outlined in the final contract.

5. Previous contract clause involving maintenance of time records has been improved and clarified.

6. Probationary employees in the noncompetitive class will be able to enjoy the same benefits with regard to leave of absence provisions as those in the competitive class.

7. The sum of \$200,000 is provided for the continuation of the Professional Development Program.

8. Employees who have personal property damage or destroyed while an official duty can be reimbursed for claims up to \$300.

9. Establishment of a committee which will study and define safety problems as they affect civilian personnel employed in the State institutions in order that these items will then be guaranteed as proper subjects for resolution in departmental level negotiations.

10. The State has agreed to assume responsibility for emergency first aid and/or the necessary transportation to obtain such aid to any employee injured while on duty.

11. Free passage to and from work on the Triborough Bridge for all employees up to grade 23.

12. Employees have the right to review their own personal history folder and respond to any adverse material in the file.



INFORMS CHAPTER — Charles Peritore, president of Craig State School and Hospital chapter of the Civil Service Employees Assn., brings chapter members up to date on conclusions reached at the recent statewide CSEA convention at the Concord. Seated in foreground are, from left, CSEA field representative Gary Johnson, chapter council members Mable Constantine, Lyn Boyer and Edna Carney.

Veterinarian Jobs Open Next Week

Veterinarian is the latest title to be placed on the City's open-continuous list, Department of Personnel officials disclosed this week.

The \$11,850 title opens May 3 on a daily filing basis. However, applications must be submitted only between 9 a.m. and 11 a.m.

in Room M-1, 40 Worth St., Manhattan.

Requirements call only for a State license to practice veterinarian medicine, with training and experience receiving total weight. However, higher credit will be given to persons who also have a year of experience as a public health veterinarian, epidemiolo-

gist or specialist in animal diseases communicable to humans. Relevant graduate work brings additional credits.

Key Answers

Exam No. 1551
PROM. TO TRACKMAN
NYC TA

Test Held April 8, 1972

Candidates who wish to file protests against these proposed key answers have until May 9, 1972 to submit their protests, in writing, together with the evidence upon which such protests are based. Taking the test were 348 candidates out of the 427 called.

1, C; 2, C; 3, C; 4, C; 5, B; 6, B; 7, B; 8, A; 9, A; 10, B; 11, A; 12, A; 13, A; 14, A; 15, C; 16, C; 17, D; 18, C; 19, D; 20, D; 21, A; 22, C; 23, A; 24, C; 25, D; 26, D; 27, B; 28, B; 29, C; 30, D; 31, C; 32, B; 33, C; 34, B; 35, B; 36, C; 37, D; 38, D; 39, A; 40, D; 41, C; 42, B; 43, A; 44, D; 45, C; 46, D; 47, A; 48, C; 49, D; 50, C;
51, C; 52, C; 53, D; 54, C; 55, C; 56, D; 57, C; 58, C; 59, A; 60, D; 61, D; 62, D; 63, C; 64, D; 65, A; 66, B; 67, A; 68, B; 69, D; 70, B; 71, B; 72, A; 73, D; 74, D; 75, A;
76, C; 77, A; 78, D; 79, C; 80, B.

EXAM NO. 1601
PROM. TO SR. STATISTICIAN
Test Held April 11, 1972

Candidates who wish to file protests against these tentative key answers have until May 11, 1972 to submit their protests in writing, together with the evidence upon which such protests are based. Twenty-seven applicants were called; 20 appeared for the test.

1, C; 2, B; 3, C; 4, D; 5, D; 6, B; 7, B; 8, A; 9, C; 10, C; 11, A; 12, C and/or D; 13, B; 14, A; 15, D; 16, D; 17, C; 18, D; 19, C; 20, B; 21, D; 22, B; 23, A; 24, B; 25, C;
26, B; 27, A; 28, B; 29, A; 30, D; 31, B; 32, A; 33, C; 34, D; 35, C; 36, C; 37, A; 38, A; 39, D; 40, B; 41, B; 42, C; 43, A; 44, D; 45, D; 46, C; 47, A; 48, A; 49, B; 50, D.

Exam No. 1537
PROM. TO CONDUCTOR
NYCTA

Test Held Jan. 29, 1972

The final key answers for this exam were adopted on April 13, with no changes from the proposed key answers. The test was taken by 464 candidates; one candidate had protested 8 key answers.

Nix Mail Requests

The State Employment Service has applications on hand but insists entrants obtain them in person. No mail requests will be honored, says the agency.

Eternally Searching

The U.S. Civil Service Commission accepts applications without deadlines, thus permitting filing on an open-continuous basis.

Have a Happy Anniversary Family Plan

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

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



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