

Civil Service LEADER

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Niagara Picketing

See Page 3

Job Freeze Thawed At Letchworth Village And Wassaic Schools

THIELLS—It took a hungry child to convince the State Administration that serious personnel shortages exist at two Downstate Mental Hygiene institutions.

Because of the job freeze on hiring and filling of vacancies in State departments and agencies initiated by the Administration in December, Letchworth Village in Thiells and Wassaic State School were caught seriously understaffed and unable to hire ward service personnel to care for the retarded children.

Protests by the Civil Service Employees Assn., hospital officials, and a group of State legislators who toured Letchworth, over the deplorable conditions and lack of patient care, resulted in the State Division of the Budget's allowing Letchworth to immediately hire 81 additional employees, and Wassaic, 24 positions in ward service.

An administration spokesman said that these two institutions, in comparison with others, were seriously understaffed when the freeze was imposed and that the filling of the recently authorized positions would result in roughly the same proportion of employees on the payroll at these facilities as other institutions had at the time of the freeze.

John Clark, president of the CSEA chapter at Letchworth,

CSEA Wins New Security Jobs At B'klyn State Hosp.

BROOKLYN—As a result of complaints from the Civil Service Employees Assn. concerning lack of adequate security personnel at Metropolitan area New York State hospitals, three new security officer items have been added at Brooklyn State Hospital.

CSEA president Theodore C. Wenzl, reacting to recent reports of violence including phys-

(Continued on Page 8)

called on the school's administration to concentrate its recruitment on psychiatric attendants since it is this area where the problems are most severe.

A New York "Daily News" article said that "... many of the retarded youngsters, unable to feed themselves, were missing meals because there were not enough attendants to help them."

Clark said: "If youngsters were missing meals because of an attendant shortage, it is obvious that rehabilitation and training has also suffered greatly. We need personnel to fill these vacancies who have a sense of dedication and are able to immediately step in and communicate with these youngsters."

Four New Chapters Accepted By CSEA

ALBANY — The charter committee and the Board of Directors of the Civil Service Employees Assn. have approved the formation of CSEA chapters at the State Dormitory Authority, the State University at Oneonta, Troop F of the New York State Police and the State University at Binghamton Faculty Student Assn.

Employees of the Dormitory Authority were previously in a unit of the Education Department chapter, and requested chapter status to serve the interests of its members.

Employees of the State University at Oneonta were pre-

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Don't Repeat This!

Strong Factors Fighting Against Revenue Sharing

IT IS becoming increasingly clear that Federal revenue sharing is an idea whose time has not yet come. The Nation's governors, led principally by Gov. Nelson A. Rockefeller,

(Continued from Page 2)

— March On Albany Today —

'No Thanks For Our Dedication', Willowbrook Therapists Complain As State Seeks To Reduce Jobs

STATEN ISLAND—A group of employees at Willowbrook State School who have dedicated much of their working lives to helping retarded youngsters have threatened an unspecified job action for March 16 if the State goes ahead with its plan to remove these employees from their jobs.

The State told more than 30 provisional employees involved in occupational, recreational and physical therapy at the School, that they would have to leave their current positions and take much lower-paying jobs in other areas of the institution or leave, although most of them have spent years and gained invaluable experience working in these therapy programs.

A group of the employees met early last week with CSEA officials in Albany, following which CSEA representatives met with officials of the State Office of Employee Relations and the Department of Mental Hygiene.

CSEA president Theodore C. Wenzl said the State Adminis-



Answering the question of Elsie Calvin, standing, left, are Thomas Delaney, chapter president and Patrick Fraser, chapter representative.

tration was unwilling to resolve the problem in the interests of the employees. Last Thursday, Wenzl and other CSEA representatives informed the employees at a meeting at Willowbrook of the State's feelings and pledged CSEA's full cooperation and support in settling the matter. The employees voted to go to Albany, today, March 2, and, with CSEA officials, visit Abe Lavine, director of State employee relations, at the State Capitol, to find why the State refuses to settle the issue.

Wenzl said that the problem

exists not only at Willowbrook, but at many other institutions and, "We intend to see it through to a successful conclusion."

Deprived Of Training

The angry workers charged that the State, specifically the Department of Mental Hygiene, had deprived them of the training that would have prepared them for an examination given for the positions last June.

A spokesman for the group said that the employees "were induced by the Department into leaving their permanent po-

(Continued on Page 16)

CSEA Votes Full Support For Donald Jurusek's Claim Against Workman's Comp. Bd.

ALBANY—Presidents of the Civil Service Employees Assn. chapters from all over the State have voted to give their organization's full support to Donald M. Jurusek, a State claims examiner at Albany, in Workman's Compensation Board pursuing a grievance against his employer.

The commitment to back Jurusek was voiced by the more than 150 chapter leaders who considered a varied agenda at a meeting here last week (see Page 9), on a motion introduced by Solomon Bendet, second vice-president of the Employees Assn. and president of CSEA's New York City chapter. Jurusek, who is president of a CSEA chapter, in his agency, was also present at the meeting.

Jurusek initiated his grievance when the duties of a position to which he was recently promoted

were allegedly expanded. According to Jurusek, prior to his promotion there had been a verbal understanding that certain duties of his future job were to be reshuffled to the mutual satisfaction of him and his employer. Jurusek contends, however, that the supposed changes to be made proved instead to be an actual expansion of duties, which in fact turned the position into more than a one-man job.

When his original complaint on the matter was rejected as being unfounded, Jurusek

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Elizabeth Nelson jerks her thumb as if to say "throw out the high price top level bosses and keep the little people who do the work of caring for the mentally ill patients at Willowbrook."

Inside The Leader

Presidents Meeting
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Syracuse Chapter
Banquet Photos
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Eligibles
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DON'T REPEAT THIS!

(Continued from Page 1)

and the Nation's mayors, led principally by Mayor John V. Lindsay, are putting up a spirited battle for Federal revenue sharing. The Nixon Administration is galvanizing all of its resources to promote Congressional action on this major phase of the goals described by President Richard M. Nixon in his State of the Union address as the New American Revolution. Yet despite the massive pressure being exerted, it appears highly likely that Congress will not be moved.

Two major factors militate against Congressional approval of Federal revenue sharing at this time. First is the deficit state of the Federal budget, coupled with the characteristic reluctance of Congressmen to vote for tax increases where they have no control over expenditures. Second is the generally low esteem held by the public of the quality of performance by local governments.

Federal Deficit

According to Nixon Administration fiscal experts, the Federal budget will wind up this fiscal year with a deficit of \$11.6 billion. Fiscal experts of the House Ways and Means Committee challenge that estimate with the prediction that the deficit will be closer to \$25 billion. In addition, the National debt is at staggering levels and keeps rising. On June 30, 1968, the National debt amounted to \$348 billion. On June 3, 1970, Congress increased the permanent debt ceiling to \$380 billion and the temporary ceiling to \$395 billion. And just two weeks ago, Treas-

ury Secretary John Connally officially asked Congress to lift the ceiling further by the end of March to \$435 billion.

With the Federal budget operating at a deficit level and the National debt continuing to mount, many Congressmen who would like to share the Federal wealth with states and local governments find that there is in fact no wealth to share. In their

Paterson Named To State Commission On Local Government

ALBANY—Governor Rockefeller has announced the appointment of Basil A. Paterson of New York City to the Temporary State Commission on the Powers of Local Government.

Paterson, an attorney, is executive vice-president and special features editor of The New York Law Journal of which Jerry Finkelstein, publisher of The Leader, is also publisher. A former State Senator, he was a candidate for Lt. Governor in last November's election.

The commission to which he was named is headed by former New York City Mayor Robert F. Wagner. Created last July, the commission is now engaged in a broad study of the powers, responsibilities and fiscal affairs of local government. Members serve without salary.

Mayor Wagner commended the appointment of Paterson, saying: "Mr. Paterson's acceptance of" (Continued on Page 15)

view the Federal cupboard is as bare as those of the states and local governments.

Local Governments

Other Congressmen question the ability of state and local governments to spend money wisely. Corruption and venality among local government officials have for generations been a blight on American municipal administration. In addition, local government structures were by and large designed to meet the simpler needs of a simpler society, and have but slowly and reluctantly adapted to modern times. In 1966, the important Committee on Economic Development, reporting on local governments, asserted:

"There are strong reasons for disenchantment. American crime rates in rural, urban, and suburban areas are high. Several countries with less per capita wealth have lower infant mortality rates and longer life expectancies. Public school deficiencies are more noticeable. The character of welfare programs and the competence of their administration are under attack. Urban transportation problems outpace attempted solutions. Slum clearance and redevelopment lag behind the processes of decay. Economic development of most communities is frustrated by want of government power. Local units depend too heavily on the property tax, administration of which is generally so inequitable as to be scandalous."

Many local government officials will agree with the conclusion of the Committee about general disenchantment with local government operations, but disagree sharply with Committee views as to the causes of the disenchantment. Many top flight local government officials and municipal administrators have been frustrated by their inability to act because of their limited powers, because of Federal and state red-tape requirements in various financial grant programs, and because of the severe limitations on their fiscal resources.

These officials see in Federal revenue sharing a release from their fiscal confinement and a release of local energies to achieve the goals and objectives of local government organizations. Congress may be reluctant to approve Federal revenue sharing this year. On the other hand progress in that direction, and in the direction of increased Federal aid to states and local governments, will no doubt be made this year through assumption by the Federal government of a greater share of welfare costs. This would by no means satisfy Governor Rockefeller and Mayor Lindsay, or other vigorous proponents of Federal revenue sharing, but it will help alleviate in some respects the fiscal crisis that confronts so many states and cities.

Inside Fire Lines



by Michael J. Maye

President, Uniformed Firefighters Assn.

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

BEAUTY, they say, is in the eye of the beholder.

THIS FIREFIGHTER is beginning to believe it's in his pocketbook — particularly if he is the builder of the many new glass-and-concrete office skyscrapers going up in Manhattan.

IN TOO MANY of these buildings, the fire exits are camouflaged for beauty's sake, and the people who are there on a daily basis are either told casually, not told at all or left to their own resources in finding fire exits, secondary means of leaving a floor, etc.

TWO PEOPLE were killed and 30 injured in the fire that involved three floors of the 50-story building at 1 New York Plaza last Aug. 5. Like all of its contemporaries, this building had sealed windows. For beauty, I have been told.

HOGWASH! For-the-almighty-buck is closed to the truth.

SEAL THE WINDOWS and you can control the internal temperature year-around — keep in the air conditioning in the Summer months and retain the heat in the Winter. And forget about the guy who remembers what a breath of fresh air is like, because the odds are that he would only get a snootful of pollution if he were able to open one of those sealed windows, Winter or Summer.

ONE OF the major problems in finding the fire at 1 New York Plaza was the heat. The firefighter was asked to go — and he went — into a glass-windowed oven in which the heat climbed to an unbelievable 1,500 degrees!

NOW, EVEN if the structure of a building has limitations for safety reasons, there are no rules or regulations governing the interior furnishing except beauty — and, of course, the ever-present dollar.

IT IS IMPORTANT to be aware of this for several reasons: various new items of office equipment and decoration are coming on the market almost daily, without anyone testing to see at what temperature they will burn or what kind of gases they give off when they do burn.

AT 1 NEW YORK Plaza, for example, it was discovered after the fire that some of the interior furnishings were made of materials which produced flammable gases at 212 deg. — in other words, that they were capable of bursting into flame at a temperature one-seventh the intensity that actually was reached in that oven!

THE DAMAGE in that fire, incidentally, apart from the loss of human life and the unnecessary suffering of those who survived, has been estimated at \$10,000,000!

ON TOP OF THAT, I have been informed that fire insurance rates are to be upped some 20 percent because of such heavy losses.

ONE BENEFICIAL result of that fire (if there really is such a thing) and other similar fires in the City in re-

(Continued on Page 4)

Insurance Examiners Upgrading Rejected

ALBANY—The appeal of insurance examiners for reallocation has been rejected by the Division of Classification and Compensation, it was learned at Leader presstime.

The appeal was brought by the Association of New York State Insurance Department Examiners.

— Run To The Sun —

CSE&RA Spring Program

AIR/SEA CARIBBEAN CRUISE — SS REGINA flying to CURACAO via KLM visiting 6 beautiful ports — leaving March 13. **\$296.00 up**

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(plus \$10 taxes)

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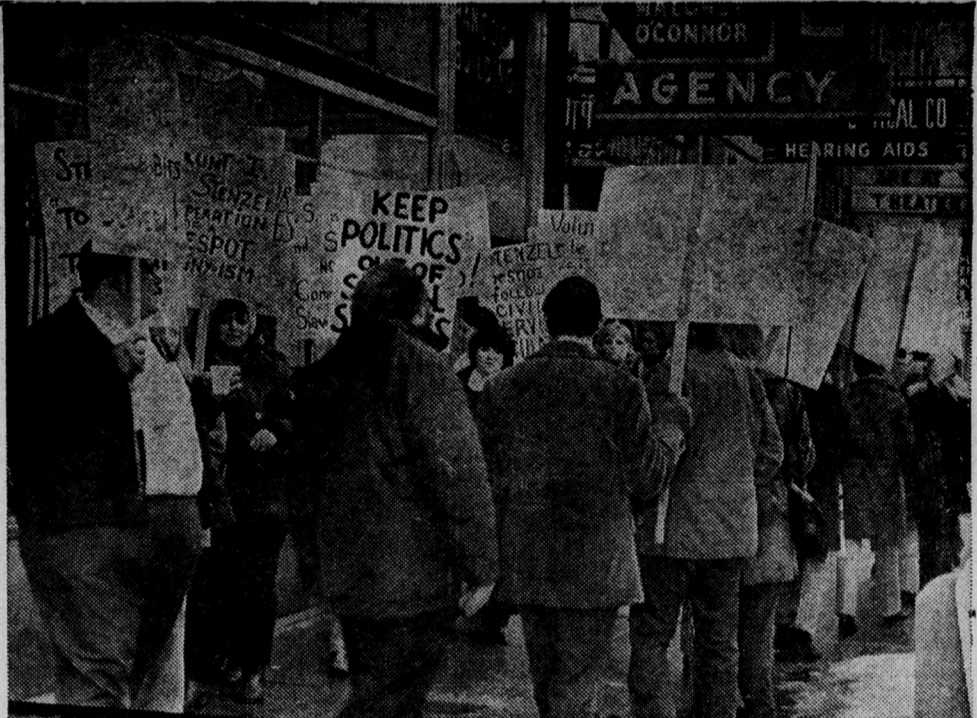
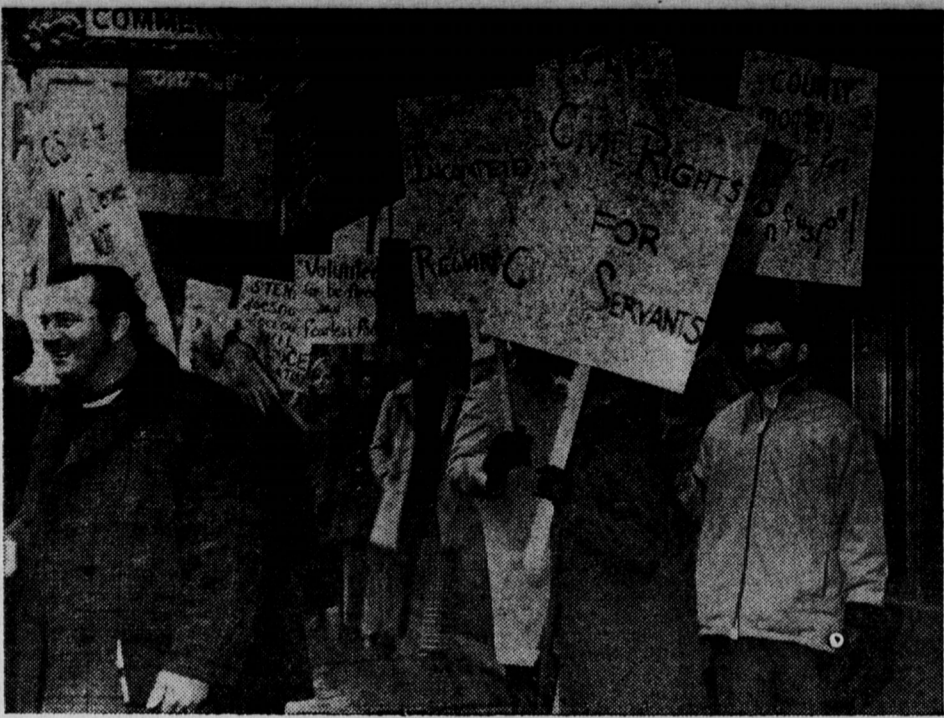
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Niagara Social Service Workers Picket Offices To Protest Firing Of Aides Who Refused Overtime

(From Leader Correspondent)

NIAGARA FALLS—More than 40 Social Service caseworkers from Niagara County picketed their offices here recently to protest the firing of two co-workers who refused to work overtime.

The caseworkers, all members of the Civil Service Employees Assn. walked the picket line with signs in hand for 7½ hours on a Saturday, their day off, and then before reporting to work and during lunch hours on subsequent weekdays.

Meanwhile, Daunt I. Stenzel, County Social Services Commissioner, who triggered the dispute when he fired the two CSEA employees, was reportedly attempting to settle the dispute by seeking a meeting with Robert A. Milling, CSEA field representative, and William M. Doyle, president of the Niagara County CSEA chapter.

One Niagara county legislator, William Feder of Niagara Falls, a Republican, visited the picket lines and tried to resolve the issue. But his attempts to contact Stenzel the first day of the picketing were unsuccessful.

The two CSEA employees were discharged after Stenzel circulated a note among caseworkers asking for volunteers to work Saturdays for compensatory time and the two workers, both classified as temporary, refused.

Prior to their dismissal, the CSEA caseworkers had endeavored to enlist support for Stenzel's work request on a strictly volunteer basis.

Stenzel has denied a report that he threatened insubordination proceedings against the pickets. The Commissioner reportedly said no disciplinary action was planned.

He contends the firings of the

two workers, George Otto and Diane Remick, was in his power and left to his discretion.

He said the overtime work

was needed because of changes in State rules that consolidated welfare programs and made easier the mailing of welfare checks on time.

— CSEA Complains —

Wilton School Official Too Busy To Bargain—Reading A Newspaper

WILTON—Officials at Wilton State School in Saratoga County, an institution that treats mentally retarded children, have been accused of "arrogance and immaturity" by the Civil Service Employees Assn. in connection with negotiations affecting employees at the institution.

John P. McGraw, CSEA field representative, said certain officials at the school, in the absence of the institution director who is away on vacation, "have shown a complete disregard for the collective negotiating process by displaying an arrogant and immature attitude during the first session of institution level negotiations."

McGraw said that the employees' negotiating team "had entered the meeting with a sincere desire to bilaterally discuss the many problems that face the employees at Wilton, with an aim toward mutually resolving these issues. Instead we were greeted with an attitude bordering on contempt by the institution's personnel director and business officer. It is obvious that the recent labor relations and negotiations workshop for the Department of Mental Hygiene's management employees, including Vell Avery, personnel director, and William Foley, business officer at Wilton State School, flopped."

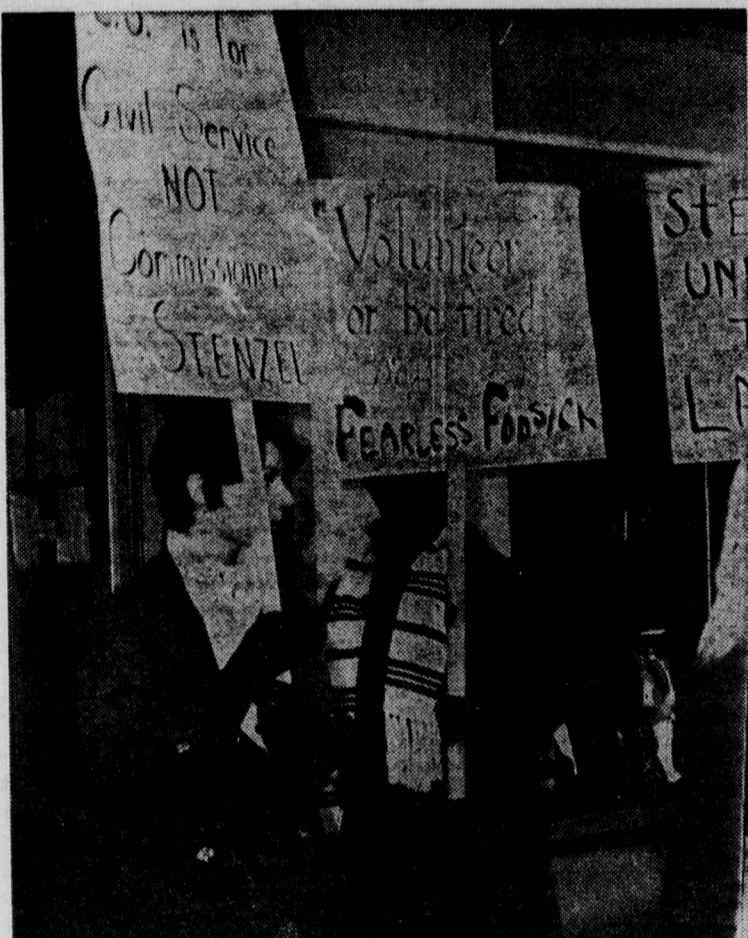
"The first session was scheduled to discuss ground rules. Our negotiating team submitted ground rules demands and Mr.

Avery, instead of responding, immersed himself in reading a local newspaper, pretending to be oblivious of the reasons why we were there in the first place. Mr. Foley treated the negotiating session as one big joke. As a result, our employees were insulted and humiliated by the actions of these so-called responsible officers and declared an impasse. In fact after almost two hours of this charade, the only ground rule agreement reached was to declare a news blackout until the conclusion of negotiations.

"Our members will not subject themselves again to such treatment and will return to the bargaining table only when the Institution is willing to truly negotiate as called for under the Taylor Law."

McGraw said that Dr. Immanuel Rechter, the institution director, was on vacation in Europe and that CSEA's current feelings in the matter were not intended to cast aspersions on him. "Dr. Rechter has been more than cooperative in his dealings with us concerning employee problems. We are sure that had he been here, this problem would never

(Continued on Page 14)



The above photos show just a part of the collection of signs indicating employees displeasure over the firing of their co-workers for refusing overtime. The picketing has been continuing by Niagara employees during their off-duty hours.

Buffalo Chapter Hears Retirement Discussion

(From Leader Correspondent)

BUFFALO—Donald Rosenbaum and Joseph Yacobucci of the State Retirement System information department relayed news of changing retirement benefits to a recent gathering of the Buffalo chapter of the Civil Service Employees Assn.

Fred E. Huber Jr., chapter president, presided at the meeting in the Park Lane Restaurant here. Celeste Rosenkranz, chapter education chairman, introduced the speakers.

Yacobucci announced he will be available for individual counseling on retirement benefits the first and third Wednesdays of each month in the Gen. Donovan State Office Bldg. and the second and fourth Wednesdays of each month in the Gen. Donovan State Office Bldg. and the second and fourth Wednesdays of each month in the State Office Bldg., 65 Court St., Buffalo.

It was also revealed at the meeting that chest X-rays will

be available for State employees April 6 at the State Office Bldg. on Court St., April 19 at the Gen. Donovan State Office Bldg., and April 23 at the Elmwood Ave. campus of Buffalo State University College.

The March meeting of the chapter was postponed a week to March 24, because of the Statewide CSEA convention next month.

Stone Appointed

ALBANY—Lewis Bart Stone, 32, of Albany, has been named a special assistant to Governor Rockefeller in the fields of housing, urban development, consumer and business affairs.

Nassau Chapter Meeting Postponed

MINEOLA — The regularly scheduled membership meeting of the Nassau chapter, Civil Service Employees Assn., has been postponed because of a conflict with a State delegates meeting.

The next meeting will be held May 19 at the police auditorium in Mineola. Irving Flaumenbaum, president, said delegates will be meeting March 16 to 19 at the Concord Hotel, conflicting with the scheduled chapter meeting date.

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— Inside Fire Lines —

(Continued from Page 2)

cent years has been a basic internal structural change in the Twin Towers of the World Trade Center, the monstrous buildings that already dominate the City's skyline at the southern tip of Manhattan.

AT A COST of \$750,000, the Port Authority is installing in the ventilation system of the Twin Towers an emergency system for expelling heat and smoke. I don't know how beautiful this system will look, but I'm sure the builders and owners can see the beauty of a \$750,000 investment that may avert fire losses of tens of millions of dollars and, hopefully reduce the number of lives lost and people hurt in smoke, heat and fire.

THE NEW YORK City firefighter has been asked to do a lot of impossible things over the years — and he's done them.

BUT I STILL wonder how he got through the 1,500 deg. heat of 1 New York Plaza because, brave, heroic and dedicated as he may be, the asbestos man is yet to be invested.

IF AND WHEN it is, I'm sure it will be a thing of beauty.

Beef Up Recruiting For Phys. Therapists With 5 Yrs. Experience

A full-scale drive for physical therapists is now under way by the City Department of Personnel, which is accepting applications any weekday between 9 a.m. and 1 p.m. at 55 Thomas St., Manhattan, in Room M-1.

Offering a salary scale of \$8,600-10,700, these jobs also entail the opportunity for promotion to the senior therapist post

at \$9,850-12,250. State licensure is required, but a one-year eligibility certificate issued by the State will be an acceptable substitute. Experiencewise, you'll need five years of treating children having neuromuscular diseases in a rehabilitation center or in an industrial setting. Certification for employment is prerequisite to appointment.

The physical therapist is charged with giving prescribed treatment in electrotherapy, hydrotherapy, actinotherapy, thermotherapy, massage and therapeutic remedial exercise, also performing muscle and other diagnostic tests and recording results. Candidates should ask for Job Bulletin No. 0155 when applying.

Restructure Comm. To Meet On March 3

A. Victor Costa, recently named to head the special committee on restructuring the Civil Service Employees Assn., has called a March 3 meeting of that committee for 2 p.m. at CSEA Headquarters, 33 Elk St. in Albany.

The main item will be a progress report by the sub-committees on convention, structure and committees. "It is imperative that all members of the committee attend this meeting," declared Costa.

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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.

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 566-8700.

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's QT, RR local's stop is City Hall. Both lines have exits near Chamber Street, a short walk from the Personnel Department.

STATE — Department of Civil Service has regional offices at: 1350 Ave. of Americas, N.Y. 10019, phone 765-3811; The State Office Campus, Albany 12226; Suite 750, 1 West Genessee St., Buffalo 14202; State Office Bldg., Syracuse 13202; 500 Midtown Tower, Rochester 14604 (Wednesdays only). Not open Saturdays.

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 only in person at the offices of the New York State Employment Service.

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 6 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.

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Tuesday, March 2

- 9:30 a.m. (color) — Around the Clock — NYC Police Dept. training series.
- 1:30 p.m. (color) — Around the Clock — NYC Police Dept. training series.
- 3:00 p.m. — Return to Nursing— No. 19, "Problem of Infection." Refresher course for nurses.
- 3:30 p.m. — Staten Island Today — Guest is William O'Connell, Parks Dept. P.R. office.
- 7:00 p.m. (color) — Around the Clock — NYC Police Dept. training series.

Wednesday, March 3

- 9:30 a.m. (color) — Around the Clock — NYC Police Dept. training series.
- 1:00 p.m. — American Government — "Watchdog of the Treasury."
- 1:30 p.m. (color) — Around the Clock — NYC Police Dept. training series.
- 3:00 p.m. — Return to Nursing— No. 20, "Nursing Team." Refresher course for nurses.
- 6:30 p.m. — Man Against His Environment — "Outfalls May Be Our Downfall."
- 7:00 p.m. (color) — On the Job— NYC Fire Dept. training program.

Thursday, March 4

- 9:30 a.m. (color) — Around the Clock — NYC Police Dept. training series.
- 1:30 p.m. (color) — Around the Clock — NYC Police Dept. training series.
- 2:30 p.m. — Community Action— Series on health and welfare services.
- 3:00 p.m. — Return to Nursing— No. 20, "Nursing Team." Refresher course for nurses.
- 7:00 p.m. (color) — Around the Clock — NYC Police Dept. training series.

Friday, March 5

- 9:30 a.m. (color) — Around the Clock — NYC Police Dept. training series.
 - 11:00 p.m. (color) — Frontline— NYC Social Services Dept. series.
 - 1:30 p.m. (color) — Around the Clock — NYC Police Dept. training series.
- (Continued from Page 13)

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TUESDAY, MARCH 2, 1971

Safety Survey Needed

CIVIL service employees are not required to work in unsafe conditions, yet the Division of Employment has, for over six months, tolerated unsafe and unsanitary conditions at its rented offices at 1181 East New York Ave., Brooklyn.

A leaking roof, loose ceiling fixtures and falling, chipped plaster were just a few of the complaints brought by the Civil Service Employees Assn. against the property. Only after employees, supported by CSEA, refused to work in certain areas of the building were employees moved to more safe sections.

The Division maintained that they were making a mountain out of a mole hill, but recently the mole hill collapsed—the entire ceiling section where employees had worked, fell to the desks and floor below. Only that the employees had been moved prevented serious injury and possible death.

Similar conditions occurred in Rockland County in another building rented by New York State.

Both conditions have been corrected, but only after action by CSEA.

However, let's have no more in the future. We urge the Office of General Services to establish teams of building experts to survey all rented facilities in New York State for possible dangers and to force the landlords to make the necessary repairs. Then the same team should survey State-owned buildings for the same conditions.

Employee safety training programs are useless unless the State itself takes an active interest in its own safety shortcomings.

A Cruel Delay

AUSTERITY program or not, it is unjust—yes, even cruel, for the City of New York to delay payment of pension checks to its retirees for periods of over a year. The current delay, according to a top official of the City's Comptroller's office, is now 15 months.

The City answers that it is giving a partial return of contributions too "keep the pensioners going," but this is not enough. Pensions, as unknowing taxpayers fail to realize, are not as lucrative as they are thought to be, but to hold them up because of a lack of manpower is a disgrace that would not be tolerated for one minute in private industry.

One pensioner, retired over a year, pointed out that except the fact that his wife is still working and that he has social security and a Navy disability pension, he would have to go on welfare. Although he was a member of the pension system for over 30 years, his pension will be small enough indeed, but he still doesn't even know what the total monthly check will be.

We ask the Mayor and the Comptroller to waive the rules about rehiring pensioners and bring back some qualified employees to the pension bureau without suspending their retirement benefits. The emergency period could not last very long once a super effort is made to clear up the backlog.

LETTERS TO THE EDITOR

Westchester Unit Clarifies Stand On Deputy Sheriff Status

Editor, The Leader:

The following letter was sent to Westchester County Sheriff Daniel M. McMahon by Carmine Lamagna, Westchester unit president, in an effort to clarify several misconceptions as reported in the local press concerning the status of deputy sheriffs in this County.

MICHAEL DEL VECCHIO, pres. Westchester Chapter, CSEA

February 19, 1971

Honorable Daniel F. McMahon Sheriff, County of Westchester Westchester County Courthouse 166 Main Street White Plains, New York

Dear Sir:

Since the inception of the Taylor Law in 1967, the Westchester County Civil Service Employees' Association, Inc. has been recognized by Resolution as the official representative of the deputy sheriffs, along with the majority of other County employees.

Since we are the official representative, as per the Taylor Law, we have the right to negotiate for said employees, notwithstanding any other contention made by the "Deputy Sheriffs Association," which independent organization has petitioned the Westchester County Public Employment Relations Board for de-certification and certification. However, since no decision has yet been made by the Westchester County Public Employment Relations Board under the provisions set down under the Public Employees' Fair Employment Act, no other organization has the right or authority to say that they represent the said deputy sheriffs or to negotiate for their terms and conditions of employment.

It has come to the attention of the Westchester County Civil Service Employees' Association, Inc. that statements have been made by you, and are being made by supervisory employees in your department, which are supposed to be "from the front office," which are untrue.

The latest of such statements was made individually, to each of the Deputy Sheriff-Court Officers, by Mr. James Kretz, the Chief Court Officer. He individually approached each of the deputies in question and presumably read from a written statement which he had in hand, the requirements and qualifications for all deputy sheriffs when Civil Service status becomes effective. He informed them that any deputy who wished to keep his job would have to take a civil service test, no matter how long he had been employed in the department. He further stated that anyone over 45 years of age or under five feet seven inches in height would be terminated because they would not meet the qualifications.

It is our considered opinion that this statement, as well as similar statements made during the past several weeks, have been intended to harass and con-

(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.

In Matters Of Time

IN RESPONSE to charges that he was absent from work without leave or notification, a male nurse with more than 20 years of service in the State Department of Mental Hygiene submitted a letter of resignation to be effective Feb. 14, 1954. It was noted in the files of the hospital where he was employed that the resignation was being accepted to allow the employee to obtain necessary treatment, rest and reorientation, and that no further disciplinary measures would be taken in light of the fact the employee was suffering from emotional disturbances. The hospital's file contained the further notation, "When he is physically and emotionally able, he can apply for reinstatement which will be granted to him."

APPROXIMATELY nine months after he resigned, the employee was committed to a State mental hospital as an incompetent, and a committee was appointed in his behalf. He remained in the hospital for three years until 1957.

ON FEB. 27, 1959 he filed an application with the State Retirement System for ordinary disability retirement on the ground that he was disabled for the performance of his duties by reason of mental incapacity. The application was rejected by the State Comptroller on the ground that the applicant was not "in service" at the time his application was filed, since he had resigned some five years earlier. No determination on the merits of the application was made.

IN DECIDING this case, the court reviewed the applicable sections of the Retirement and Social Security Law and the Civil Service Law and reached the conclusion that the employee's rights were covered by section 78(a) of the CSL that was in effect in 1954 at the time of his resignation. The court stated that section 78(a) should be given the same interpretation as section 79 CSL, which covered accidental disability benefits. Section 79 had been interpreted previously by the courts in *Silson v. New York State Retirement System*, 208 Misc. 62, affd. 286 App. Div. 936, to mean that the application need not be made while the employee was "in service"; rather that the disability had to occur while the employee was in service. Section 78(a) and 79 CSL are now section 62 and 63 of the RSSL respectively.

THE COURT appears, however, to impose another condition; that is, the application for disability retirement must be filed within a reasonable time after the termination of employment. In this case, the employee was confined to a mental hospital for three years as an adjudicated incompetent. He filed his application within two years after his discharge, which the court held to be reasonable. The Comptroller was directed to make a determination on the merits of the case as to whether or not the retired employee was entitled to disability retirement, since previously the Comptroller had determined only that the application was not timely. (*Clark v. Levitt*, 316 N.Y.S. 2d 855; App. Div. 3d Dept. 1970.)

THE EDUCATION Law gives school boards the right to grant sabbatical leaves to its teachers. In the case to be discussed here, the Board granted the defendant a sabbatical leave for one year at half pay. The Board's rules provided that a teacher, as a condition of receiving a sabbatical leave, had to agree to return to the district to teach for two years after the sabbatical leave was over. The defendant teacher received her half salary during her leave and at the end of a year she requested another year off without pay to complete her studies.

THE PLAINTIFF Board of Education agreed to extend the leave and wrote to the defendant, "It is understood that this action extends your commitment to return for at least two years." Several months prior to her scheduled return, the teacher sent a written resignation to the District. She was advised by the superintendent of schools that she had to return or refund the money paid to her during her sabbatical leave. After the defendant wrote again confirming her intention not to return, the District commenced an action to recover the pay.

(Continued on Page 15)

Wantagh School Employees Again Choose CSEA

MINEOLA — The Service Employees International Union has been turned back again on Long Island after bidding for representation rights among custodians in the Wantagh School District.

The employees voted to retain representation by their unit of the Civil Service Employees Assn.

Nassau CSEA chapter president Irving Flaumenbaum noted that the outcome was a repeat of the union's last bid on Long Island for a custodians unit, when Huntington School District 3 employees last year voted to keep CSEA representation.

Another CSEA official contributed the victory to CSEA's record of accomplishment for the employees: "We had a two-year contract, and last Spring we went to the school board and got an additional two percent cost-of-living raise for the workers there. The employees didn't forget this, and they trust CSEA."

LETTERS

(Continued from Page 6)

fuse the deputy sheriffs, and to alienate them from CSEA.

Should such misstatements continue, without being refuted by yourself, we will have no recourse but to pursue this matter through proper application for an Improper Practice Charge to the Public Employment Relations Board.

Very truly yours,
Carmin Lamagna
President

Feels Oral Exams Should Be Changed

Editor, The Leader:

While some written examinations may be poorly validated or unfair, one compensating element in our civil service merit system is that the scoring machine never shows an iota of partiality. Regrettably no instrument is available yet which can grade candidates on their orals as well. Consequently some method—if the benefits of orals are not to be eliminated altogether—must be utilized which will not pull the curtain completely on deserving competitors.

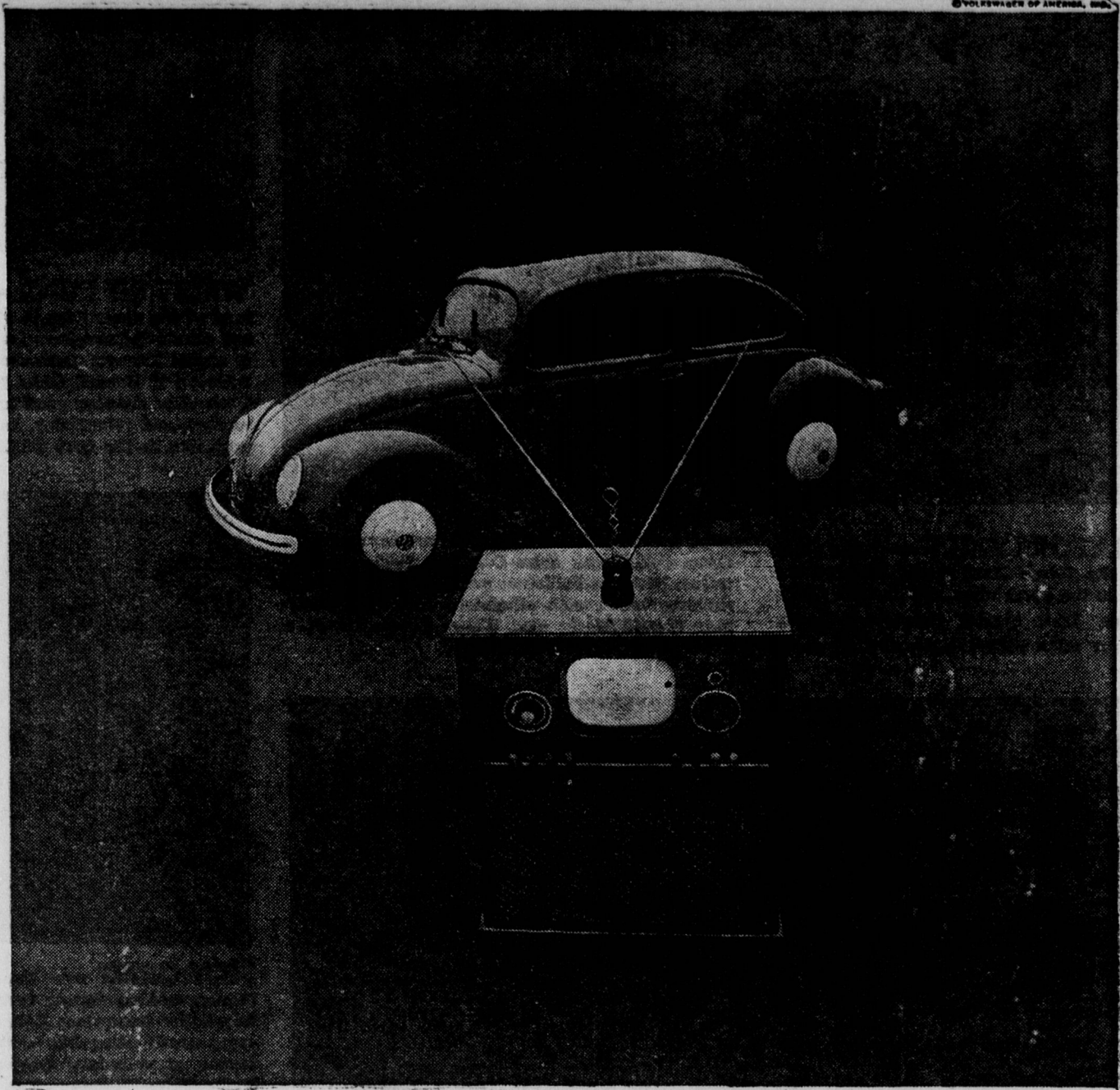
One means would be to limit the power of the oral examiners to the issuance of grades between 75 and 100. Such system would not wholly circumvent partiality or subjectivity, but it would compel a degree of restraint.

Some of the by-products of the plan would be (a) less pressure on both candidates and the boards (b) lower State costs because lists would not be chewed up so rapidly (c) lower costs because the number of appeals would be decreased (d) a wider array of talent per list would be available (e) embarrassment wherein one oral board flunks while another passes the same candidate for a similar position would be mitigated.

There are other advantages to the proposal outlined above but they are too self-evident to require elaboration.

JOSEPH GREENBERGER
Ithaca

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Two ridiculous gimmicks of the 1940's.

Everyone laughed when they came out with the television.

A box that could show pictures from 3,000 miles away? Absurd.

But everyone really cracked up when we came out with the Volkswagen.

A car with its engine in the back? Its trunk in the front? And its radiator in neither the front nor the back?

It even looked like a joke.

But time marched on.

The television clicked.

The Volkswagen accelerated.

People liked the idea of a car that didn't drink gas like water. Or oil like water. Or, for that matter, didn't even drink water.

Some strange people even liked the idea that it was strange looking.

In fact, Detroit car makers now like the idea of a VW so much that they decided to make their own.

And even with all those new small cars around, the fate of the bug is still secure.

This is the first year for all of the others.

We've had 23 years of re-runs.

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Brooklyn Volkswagen of Bay Ridge, Inc.
Buffalo Butler Volkswagen, Inc.
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Cortland Cortland Foreign Motors
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Woodbury Courtesy Volkswagen, Inc.
Woodside Queensboro Volkswagen, Inc.
Yonkers Dunwoodie Motor Corp.
Yorktown Mohegan Volkswagen, Inc.





NEGOTIATORS MEET — Good cheer prevails at the Kings Park State Hospital on Long Island as the bargaining team for the Kings Park chapter, Civil Service Employees Assn., squares off for talks with the hospital management team, right. From far left are: James Jewel; Gwen Colquhoun; John Corrigan, field representative; Nicholas Pollicino; president Joseph Aiello, shaking hands with administration team chairman Harold Block; also, Walter Lynch, Dr. John Pitrelli and Dr. Robert Garcia.

ment team, right. From far left are: James Jewel; Gwen Colquhoun; John Corrigan, field representative; Nicholas Pollicino; president Joseph Aiello, shaking hands with administration team chairman Harold Block; also, Walter Lynch, Dr. John Pitrelli and Dr. Robert Garcia.



WELFARE FUND — Discussing strategy for future meetings of the committee to study a welfare fund for State employees are committee members from the Civil Service Employees Assn., left to right: Thomas J. Linden, CSEA collective bargaining specialist; Solomon T. Bendet, CSEA Statewide second vice-president and New York City chapter president; Anthony Campione, CSEA research analyst, and John Daley. Tax Dept. Frederick Huber, Dept. of Transportation, is the fifth CSEA member.



COURSES COMPLETED — Persevering students at Matteawan State Hospital, Beacon, were recently given achievement certificates for special training classes they took successfully in connection with their job duties. Recipients include, front row: Daniel Nevins, correction senior officer; Virgil Henderson, senior

correction officer; Herbert Kaplan, training director; Victor DiGiovanni, Jr., correction officer, and Donald Mauch, senior correction officer. In second row are: Dr. W. C. Johnston, director; Daniel Keenan, senior correction officer; Fred Millspaugh, senior correction officer; John F. Sherlock, coordinator of training, and John Tighe, supervising correction officer.



HONORED — Dr. August S. Di Augustinis of Briarcliff Manor, retiring deputy surgeon for the Westchester County Parkway Police force since 1959, second from left, is presented with honorary scroll citing his contributions to the department during his tenure of voluntary service. Looking on, from left, is Parkway Police Chief William S. Nelson; County Executive Edwin G. Michaelian, third from left, who made the presentation, and Joseph J. Brady of Ossining, chairman of the Parkway Police Board, far right.

Full Support For Jurusek

(Continued from Page 1)
launched a formal grievance through his CSEA chapter grievance committee. The matter has now progressed through the second stage of the agency's three-stage grievance procedure with no relief yet in sight for him; a hearing officer has ruled there is no basis for a grievance. The final third-step hearing, at the top departmental level, is expected within a few weeks. If this hearing falls to rule in Jurusek's favor, he has made it clear he will pursue the matter to the State's Grievance Appeals Board.

In calling for all-out CSEA support of the grievance, Bendet revealed that his concern was prompted by reports reaching him to the effect that Jurusek was being victimized by his agency for past and present activities as president of his local CSEA chapter. The reports, according to Bendet, indicate a strong possibility of an element

of reprisal on the part of the employer.
Spearheading support for Jurusek from his co-workers is Francis J. Kirby, chairman of the grievance committee of CSEA's Workmen's Compensation Board chapter. James Featherstonhaugh, CSEA assistant counsel, is legal representative for Jurusek, with Joseph Sykes and Rex Trowbridge, CSEA field representatives, providing general assistance in the case.

OGS Negotiators Ready To Set Forth Demands

Joseph Reedy has reported that a March 1 meeting was to have been held by the Office of General Services Negotiating committee under the auspices of the Civil Service Employees Assn. Reedy, a collective bargaining specialist, noted that the meeting was called "to formulate additional demands" for inclusion in the contract with CSEA.

New Security Jobs At Brooklyn State

(Continued from Page 1)
ical assault and threats of bodily harm at Brooklyn State Hospital and other mental hygiene institutions, had requested that Mental Hygiene Commissioner Alan D. Miller "beef up" the security forces at these institutions because of "totally inadequate protection for employees and patients."

Wenzl said that the addition of the three security items at Brooklyn State is "a long way from providing what CSEA considers adequate protection, and we are certainly not satisfied, but this is a step in the right direction.

"Hopefully," Wenzl added, "this is just the first indication of an increased effort by the Mental Hygiene Department to provide proper protection for its employees and patients."

To Keep Informed, Follow The Leader.

Nassau Chap. Plans Visit To Legislature

(From Leader Correspondent)
MINEOLA—A busload of officers and directors of the Nassau chapter, Civil Service Employees Assn., will go to Albany March 8 for a day with the Legislature.
The group, according to chap-

ter president Irving Flaumenbaum, will meet with Legislators and observe the Legislature in session. The bus leaves from Mineola at 7 a.m. and will return by midnight.

"Our people will gain greater familiarity with the workings of the Legislature and see our representatives on the scene," said Flaumenbaum, "all of which will help when it comes to pushing our Association's legislative objectives."

Frances Reder, a director of the chapter, and Flaumenbaum are handling arrangements for the bus-in at Albany.

Retirees Chap. To Hear Brown

ALBANY—Members of the Capital District Retirees chapter of the Civil Service Employees Assn. will have freshman New York State Assemblyman Thomas W. Brown, of Albany, as their guest speaker at their next meeting, on March 10, it has been announced by Dr. David M. Schneider, chapter president.

The meeting will be at 1 p.m. in the Auditorium of CSEA headquarters, 33 Elk St, here.

Brown has indicated that his subject will be: "Helping Meet The Needs of State Civil Service Retiree." Following his talk, he will participate in an open discussion period with the members and will respond to their questions.

Blanche Nechanicky, first vice-president, will conduct the business meeting and the agenda will include reports from F. Henry Galpin, assistant executive director, CSEA, chapter liaison officer; the membership committee, and the nominating committee.

New Chapters

(Continued from Page 1)
viously in a unit of the Oneonta chapter. Temporary officers are: Thomas M. Curry, president; Franklin Ames, first vice-president; Reginald Searles, second vice-president; Cheryl Angellotti, secretary; Blanche Pugley, treasurer; Mina Weir, delegate; Dorothy Johnston and Phillip Strong, alternate delegates.

The new Troop F chapter is composed of members who were previously affiliated with Troop G chapter and Troop K chapter.

The State University at Binghamton FSA chapter will hold an election of officers in the near future, and has filed for representation rights at Binghamton.

Presidents Vote For State Job Titles

9
CIVIL SERVICE LEADER, Tuesday, March 2, 1971

Also Discuss Dues Increase— On Delegates' March Agenda

By MARVIN BAXLEY

AFTER voting to go on record in favor of an official State job title for Civil Service Employees Assn. chapter presidents, the Presidents Meeting in Albany on Feb. 21 then discussed the possibility of a dues increase for members.

In the treasurer's report, F. John Gallagher, cited the need for additional regional offices, bargaining specialists, public relations specialists, legal representatives and field representatives and detailed the increased costs that presently recommend for a dues increase. The presidents were also informed of three plans that will be submitted at the Statewide Delegates Meeting next month. These plans provide for biweekly dues increases of either 25 cents, 50 cents or one dollar and would be tied in with a revision of percentage of refund to the chapters.

Statewide treasurer Gallagher also explained that the current dues refunds have been delayed, but that his office is prepared to meet emergency situations upon request.

The motion for State job titles for chapter presidents met with unanimous approval at the meeting. As offered by Phil Del Pizzo, president of Middletown State Hospital chapter, CSEA would attempt to negotiate an official job title to be paid for by the State.

In opening remarks to the presidents, Statewide president Theodore Wenzl discussed the austerity program and said he was "very confident that we will hold our own."



It's ladies first as Margaret Anastasia, president of Albion Correction Facility, speaks her mind during discussion on negotiations, while Darwin Dale, president of Bedford Hills Correction Facility, seeks recognition next.



Joseph Lochner, CSEA executive director, addresses the delegates.



John Carey, senior program specialist, listens intently to question from floor during discussion on negotiations.



Statewide officers focusing attention on dais are, from left: fifth vice-president George DeLong, first vice-president Irving Flaumenbaum and secretary Dorothy MacTavish. For them it was a long day, with the Presidents Meeting in the afternoon following the Board of Directors meeting in the morning.



Comparing notes at Presidents Meeting are, from left, Andrew Placito, president of Onondaga chapter; Joseph Dolan, director of local government operations, and Louis Sunderhaft, president of Oneida City chapter.



Part of the overflow crowd at the Presidents Meeting had to stand along the walls, as are, these attendees from Willowbrook State School chapter, from left: Eva Nelson, first vice-president; John LeFevre, second vice-president; Thomas Delaney, president, and Irene Hillis, president of the Mental Hygiene Employees Assn. and proxy for Salvatore Butero, Mental Hygiene representative to the Board of Directors from the Metropolitan and Long Island Conferences.



Head table dignitaries included these Statewide officers, from left: president Theodore C. Wenzl, second vice-president Solomon Bendet;

fourth vice-president Richard Tarmey, treasurer F. John Gallagher and third vice-president Hazel Abrams.



SIF NEGOTIATORS — Meeting recently in New York City were members of the State Insurance Fund negotiating committee of the Civil Service Employees Assn., who assembled to work out preliminaries of their pact demands.

Listening to W. William Goring, collective bargaining specialist, are from left to right: Grace Hillery, Buffalo; Helen Byrum, Buffalo; Casey Wilbert, Buffalo; Edward Call, Albany; Adele Padgett; Randolph V. Jacobs; Vincent F. Rubano; Nathan Goldstein, all of New York City.

Courses To Open At State University

ALBANY—State and municipal workers could benefit directly from a new State University program leading to college degrees for off-campus study.

Announced this week at coordinated press conferences by Dr. Ernest L. Boyer, Chancellor of the State University, and Education Commissioner Ewald Nyquist, the new programs result from grants totalling \$1.8 million from Carnegie Corp. and the Ford Foundation—each of whom gave \$500,000 to the State University and \$400,000 to the State Education Dept.

The money will be disbursed over two years to help initiate

programs to permit non-residential students, many of whom will be adults, to earn college degrees through independent study and examination. Students of the new college will, under faculty direction, pursue individual programs of study through correspondence work, television, counseling or occasional seminars at one or more of the University's 70 campuses.

Nassau Chap. Wants Binding Arbitration In Doctors Dispute

MINEOLA — The Nassau chapter, Civil Service Employees Assn., has demanded County Executive Ralph G. Caso submit to binding arbitration a dispute over promised pay boosts for staff doctors at the County hospital.

The County has notified CSEA of an offer that was immediately rejected by chapter president Irving Flaumenbaum as "far from what the agreement was." Meanwhile, the 180 staff doctors have refused to perform non-medical duties.

The former County administration last year had agreed to grant the doctors a \$1,000 pay boost this year in satisfaction of their expressed needs, according to CSEA. "In fact, this was the agreement negotiated with County Executive Eugene H. Nickerson," who left office Dec. 31, Flaumenbaum said. "We will pursue this matter. The Caso offer is far from the mark."

Rosenbaum to Speak At Buffalo SUNY Nominating Meeting

(From Leader Correspondent) BUFFALO—Donald Rosenbaum of the State Retirement System will be the principal speaker at the quarterly meeting of the State University of Buffalo chapter of the Civil Service Employees Assn. at 7 p.m., March 4, in the Faculty Club on campus.

A spaghetti dinner will be served prior to the meeting, starting at 5:30 p.m. The price is \$2 each. During the meeting, candidates for election will be announced.

Low Requisites Viewed As Lure To Candidates Vying For Toll Positions

In view of the waiving of formal requirements—that is training and experience—the State is anticipating an accelerated influx of entries for toll collector, a \$7,930 title. The application barrier comes down March 22, with an April 24 written exam on the horizon.

Primary requirement revolves around having a valid State driver's license, with evidence of good character also a necessity. Passing of medical and physical standards, moreover, leads to appointment by your potential employer: Rockland or Westchester County.

The exam, candidates should observe, will cover subject matter like clerical and change-making accuracy, understanding and interpreting written material. Such tabular data can be anticipated.

In brief, toll collectors check vehicle classifications, toll receipts and handle various emergencies on the road adjacent to the booths. Collection of tolls on bridges and highways is a basic part of the responsibilities. The East Hudson Parkway Authority is expected to have similar vacancies and may differ slightly in pay. The written test is slated to be held in White Plains only. Request Exam Notice No. 20-967 from the regional office of the State Civil Service Dept.

Correction Team Plans Sessions

Thomas J. Linden, collective

HR Bargainers Slated To Sift Pact Proposals

ALBANY—The Civil Service Employees Assn.'s Commission for Human Rights negotiating team will begin negotiations with the Commission soon in New York City.

The negotiating team, including Salvatore Guarisco of Jamaica, Thomas Baron of Albertson, Anson Wright of Troy and Benjamin Witherspoon, Jr. of Buffalo, along with CSEA collective bargaining specialist W. Reuben Goring, are now considering proposals for demands in the bargaining talks.

All Commission employees should submit their proposed demands in writing to Goring at CSEA Headquarters, 33 Elk St., Albany 12207.

bargaining specialist for the Civil Service Employees Assn., has pointed out that a two-day series of meetings has been set for the Correction Services Negotiating Committee for March 2 and 3.

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Cut Height Requirement

Alert Men In 18-29 Age Bracket To Recruiting For Firefighters

Metropolitan area recruitment continues in full swing for firefighter jobs, termed by a recent National Safety Council study as "most hazardous" among all occupations. Nevertheless, because of the degree of challenge to be found in these jobs, the response has been high.

Age range remains the same—18 through 29—but height has been reduced slightly to 5-foot-6 to permit more men who can meet the other physical requirements to be chosen. Demonstration of stamina and endurance as well as evidence of good character, in addition to a high school diploma, are the general qualifications. There is no need for experience to be appointed, extensive training is provided.

Residence eligibility extends beyond the five City boroughs and includes persons who live in Nassau, Putnam, Rockland, Suffolk and Westchester. The original filing period has been broadened, allowing for candidates to file through Aug. 31.

Situation On Salary

On entering service as a fireman, at present salary scales, you earn \$9,499; three years of tenure brings you incrementally to \$10,950 in pay plus the chance to compete on the next promotional test for the rank of fire lieutenant at \$13,524. Contract negotiations are now in progress between the City and the Uniformed Firefighters Assn., and a salary hike is expected to result from these talks.

In addition to a written, multiple-choice test, weighing 100, a qualifying medical and physical test will be administered. Portions of that test will include agility, strength in dumbbell lifting, abdominal strength, pectoral strength and a power broad jump. "Candidates must qualify in every one of these sub-tests," says the official exam notice.

The written test, moreover, will pose questions on verbal ability, reading comprehension, City government and current events, sci-

entific and math aptitude. On the medical test, candidates will be rejected for "any deficiency, abnormality or disease that tends to impair health or usefulness." One opportunity will be given for re-examination if a written request is submitted.

Full details on medical and other standards appear on the Department of Personnel job bulletins, available at 49 Thomas St., Manhattan, weekdays between 9 a.m. and 5 p.m. For the convenience of those not working in the area, the Department also stays open each Saturday between 9 a.m. and noon.

Named To Buffalo St. Hospital Bd. Of Visitors

BUFFALO—Mrs. Jean M. Conroy, of Buffalo, an associate professor of home economics at the State University at Buffalo, has been nominated as a member of the Board of Visitors to the Buffalo State Hospital for a term to expire Dec. 31, 1973. At the same time, Mrs. Edith S. Goldstein, of Buffalo, was renominated to the same Board of Visitors for a term to expire Dec. 31, 1977. Members of Boards of Visitors serve without salary.

Get 'Go' Signal

Eight applicants for railroad signal specialist are to be recipients of list notices issued by the City for Exam No. 0562.

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Cite Pair Of Titles

Janitors: Many Pickings Offered In State Service

The last day of collecting applications for various janitorial jobs, observes the State, will be March 22; moreover, those filing will be able to compete on an April 22 test for supervising and head janitor.

The first title pinpoints a requirement of two years in care and maintenance of buildings. Offering \$6,890-8,130, this post allows high school graduation to substitute for one year in the experience ledger. Such items as building cleaning, supervision, operations and maintenance are to be subjects stressed on the written exam.

Head janitors will need three years in care and maintenance work, one of which must include supervisory functions. The pay goes from \$8,170 to \$9,582 in annual increments. Candidates for chief janitor, at \$10,255-11,935, must produce two years of background in supervising

the cleaning "of a large building complex." Both these titles will have questions on preparing and interpreting written material as well as covering the areas noted for the supervising janitor test.

Exam Bulletin No. 22-719, which explains requirements for the janitorial job group, can be obtained at any regional office of the State Department of Civil Service by writing or phoning. Locations of offices are Albany, Buffalo, Syracuse and New York City.

To Keep Informed, Follow The Leader.

Joins Buffalo Bd.

Mrs. Jean M. Conroy of Buffalo, an associate professor of home economics at the State University, has been selected as a member of the Buffalo State Hospital board of visitors. She succeeds Mrs. Dorothy Knapp, who died, and will serve without pay.

Keyboard Candidate

One contestant for typist in the Social Service Dept. was scheduled to take the qualifying exam, said the City Personnel Dept.

A HEALTHY CONCERN

What is the state of health of your health insurance policy?

When did you last look at your health insurance policy?

Over 160 million Americans have some form of health insurance.

It sounds great.

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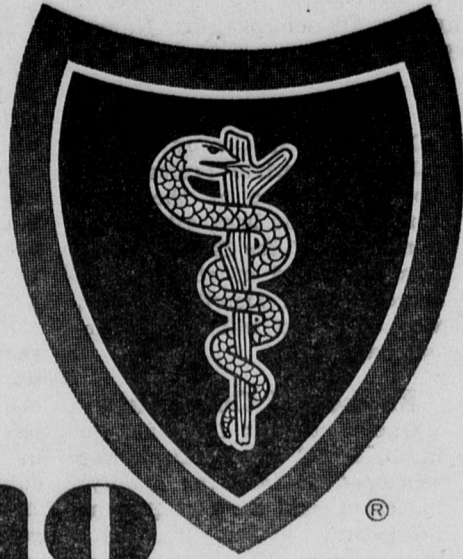
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Syracuse Chapter Annual Banquet



Assemblyman Leonard Bersani, left, listens to Joseph Dolan, CSEA director of local government affairs, describe some of the problems facing employees of political subdivisions.



Seated at the dais at the banquet are, Richard Cleary, chapter president; Joe Deasy, Jr., City editor of *The Leader* and toastmaster and Dr. Theodore Wenzl, Statewide president of CSEA.



The Rev. Richard McKeon, director of Lemoyne College Institute of Industrial Relations, the principal speaker at the annual banquet of the Syracuse chapter, CSEA, gives the invocation while Richard Cleary, chapter president, looks on.



Andrew H. Placito, president of the Onondaga chapter, isn't letting his chapter's trophy get out of sight. The award was presented for the best scrapbook on CSEA affairs as chosen by judges at the Winter meeting of the Central Conference, CSEA, which preceded the Syracuse chapter banquet.

Wilton Talks Are A Farce

(Continued from Page 3)

have come up. But, unfortunately, while the cat's away, the mice will play."

The CSEA field representative said that CSEA and the institution must reach agreement on local-level negotiations by March 18 and that he told the Wilton officials that the CSEA team would be willing to meet any time, day or night, or on week ends, but that Avery said he would only be able to meet tomorrow (March 3) for an hour and a half. "It's apparent that Mr. Avery and Mr. Foley have no intentions of negotiating with us despite the fact that they are mandated to under the State-CSEA contract."

McGraw further condemned the Wilton officials for refusing to allow CSEA regional supervisor John D. Corcoran Jr. to act as an observer during the first session, despite the fact that Corcoran had obtained permission to sit in on the talks from Mental Hygiene headquarters in Albany.

"This amateurish approach to employer-employee relations will not be tolerated," McGraw concluded.

March 15 Deadline Due

State Clerical Jobs Plentiful On Upcoming Promotion Exams

Only about two weeks remain for filing on the State's series of interdepartmental promotion exams scheduled for April 24, all of them subject to a March 15 deadline. Clerical posts predominate, but there are opportunities, too, in the areas of audit and janitorial work as well as the motor equipment maintenance field.

The Leader has listed the pertinent titles along with information about which incumbents are eligible. The span of tenure required is also specified below:

- Associate Internal Auditor, G-23: Open to senior internal auditors with six months of tenure, or G-18 titleholders in "professional accounting, auditing, administrative analysis or budgeting."
- Senior Internal Auditor, G-18: Open to internal auditors who have six months of tenure, or G-14 titleholders in "professional accounting, auditing, administrative analysis or budgeting."
- Head Janitor, G-12: Open to supervising janitors with six months of tenure.
- Chief Janitor, G-16: Open to head janitors with six months of tenure.
- Senior Clerk, Payroll, G-7: Open to G-3 titleholders in clerical posts.
- Senior Clerk, Purchase, G-7: Open to G-3 titleholders in clerical posts.
- Principal Clerk, G-11: Open to G-7 titleholders in clerical or stenographic positions.
- Principal Clerk, Payroll, G-11: Same qualifications as above.
- Principal Clerk, Personnel, G-11: Same qualifications as above.
- Principal Clerk, Purchase, G-11: Same qualifications as above.

- Principal File Clerk, G-11: Same qualifications as above.
- Principal Mail & Supply Clerk, G-11: Same qualifications as above.
- Principal Statistics Clerk, G-12: Same qualifications as above.
- Principal Stores Clerk, G-12: Same qualifications as above.
- Principal Stenographer, G-12: Same qualifications as above.
- Principal Stenographer, G-12: Same qualifications as above.
- Motor Equipment Maintenance Supervisor, G-19: Open to assistant maintenance supervisors, maintenance foremen with one year of tenure.
- Assistant Motor Equipment Supervisor, G-15: Open to motor equipment maintenance foremen, motor equipment field inspectors, partsmen, mechanics and repairmen with one year of tenure.
- Motor Equipment Field Supervisor, G-15: Same qualifications as above.
- Motor Equipment Maintenance Foreman, G-14: Same qualifications as above.

The aforementioned titles are situated in various agencies and test content differs from title to title. For more complete information, pick up a copy of the pertinent exam notice at your agency's personnel unit. These notices can also be received in person or by mail through the Department of Civil Service, 1220 Washington Ave., Albany 12226.

Suffolk Chapter Will Accept Fact-Finder's Recommendation, Imholz Tells Cty. Legislature

(From Leader Correspondent)

SMITHTOWN — Suffolk Civil Service Employees Assn. chapter president Frank Imholz personally appeared before the County Legislature last week as the body took up the County Executive's refusal to accept a fact-finder's report that could settle the contract negotiations.

Imholz told the board CSEA would accept the report's recommendation for pay boosts ranging from 8.5 to 13.22 percent for the County's 8,000 employees and other major new benefits.

County Executive H. Lee Dennison had rejected provision for binding arbitration on a ninth-step increment, which Imholz said was already in effect for some employees. Dennison also rejected CSEA's right to select a carrier for a new dental insurance program, although Imholz said that that had been agreed upon in earlier negotiations.

The legislature is expected to take up the questions at its next meeting, March 9. It is up to the legislative body to resolve the dispute.

Hemstock Named CSEA Sgt-At-Arms

BINGHAMTON — Ernest Hemstock, an attendant with the New York State Department of Transportation in Castle Creek, has been appointed sergeant-at-arms for the Civil Service Employees Assn. by CSEA president Theodore C. Wenzl.

A member of the CSEA State-wide resolutions committee, Hemstock served on the Operational Services Unit negotiating team in last year's contract talks between CSEA and the State, which resulted in the signing of work contracts covering more than 135,000 State employees.

Hemstock will serve his first duty as sergeant-at-arms at the Concord Hotel in Klames Lake set for March 16-19.

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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.

Where Tax Is Rex

A BEST-SELLER written by civil servants is at the top of the list these days, eclipsing even "Love Story," which seems to be pushing the Bible as an all-time best-seller.

THE CIVIL SERVANT best-seller is the 160-page "Your Federal Income Tax 1971 Edition." At 75 cents, it is selling better than hot dogs at an amusement park.

OF COURSE, the subject matter of the civil service best-seller is currently on the minds of more than 100 million taxpayers, and will be until the payment deadline on April 15, 1971.

ON THAT DATE, Uncle Sam's giant vacuum cleaner will scoop up about \$120 billion of our hard-earned cash.

AS WE HAVE written many times before, Federal tax collection is the most efficient operation of its kind in the world.

BUT THE CIVIL service best-seller—officially designated as Internal Revenue Service's Publication 17—gives all individual Federal taxpayers a better than fighting chance to keep their tax bill reasonably accurate.

CIVIL SERVICE authors—anonymous, as usual—have done a superb writing job. In fact, we must report that this best-seller is better written than many of the \$5.95 to \$10 best-sellers on last Sunday's "N.Y. Times" best-seller list.

ONE EXPLANATION is that the civil service authors aim primarily to be accurate and informative, rather than literary. IN WRITING clearly, succinctly and authoritatively, the civil service authors give the taxpayers an opportunity to explore every possible legal method of reducing their taxes.

IF DOUBT STILL exists in the minds of any of our readers of how good this civil service best-seller is, let us tell you of the greatest accolade that can be given any book—plagiarism and lots of it.

SINCE NO FEDERAL Government publication can be copyrighted, "Your Federal Income Tax" is plagiarized as quickly as it rolls off the huge presses of the U.S. Government Printing Office.

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IF THIS IS inconvenient, send a check for 75 cents or three quarters to the Supt. of Documents, U.S. Govt. Printing Office, Washington, D.C. 20402 and ask for IRS Publication 17. You will receive it within a week.

Rocky Picks Stone

Lewis Bart Stone of Albany, an assistant counsel to the Governor, has been appointed a special assistant at a salary of \$22,575. His new assignment will involve projects in the areas of housing and community development, power supply, consumer and business affairs.

Spanning Success

Summoned for the assistant bridge & tunnel maintainer, exam, held recently, were 33 candidates, the City has noted.

Name Paterson To State Panel

(Continued from Page 2)

this assignment from the Governor bodes well for the work of our commission. Basil Paterson is a distinguished New Yorker, with a solid background of experience in the law and in public service. His understanding of the many complex problems confronting our major cities, especially qualifies him to assist in this panel in its examination of local government challenges."

Paterson, 44, was elected to the State Senate from Manhattan's 27th District in 1955, and re-elected in 1966 and 1968. A graduate of St. John's College and St. John's Law School, Paterson was admitted to the bar in 1952 and entered the general practice of law that year. He is a member of the law firm of

Paterson, Michaels and Murray, with offices at 2090, 7th Ave., Manhattan.

He is co-chairman of the Interracial Council for Business Opportunity Guaranty Fund. Paterson is married to the former Portia Hairston, and they have two children.

Law Column

(Continued from Page 6)

PLAINTIFF moved for summary judgement. The defendant argued that the agreement to return was not in writing and therefore not enforceable. The court said, however, "There is no valid defense to this action." Pursuant to section 1709 of the Education Law, the Board had adopted rules and regulations governing the granting of leaves of absence with or without pay. "Acceptance of the salary was acceptance of the condition imposed. Since she did not fulfill the condition, she must refund the monies paid her." (Board of Education U.F.S.D. No. 18 v. Boken, 386 N.S. 2d 286, Sup. Ct. Nassau County 1970.)

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Architect Council

ALBANY—Governor Rockefeller has sent to the Senate the nomination of William J. Strawbridge, Jr., of White Plains, as a member of the State Council on Architecture for a term to expire Oct. 14, 1975.

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Seek Nurses' Opinions On Pending Legislation

ALBANY—Several bills that could revolutionize the concept of nursing in New York State have been submitted to the State Legislature.

The Civil Service Employees Assn., which represents several hundred publicly employed nurses in the State, but which did not submit the bills, has called for a canvass of all nurses to determine whether nurses want the Employees Association to throw its weight behind the bills or oppose them.

CSEA collective bargaining specialist Bernard J. Ryan said, "CSEA wants to know how the nurses feel about each of these bills. We are asking the nurses who would be affected by them to familiarize themselves with the content of the bills and to let CSEA know whether they want us to support or oppose each one."

"CSEA will take a stand on each bill after we hear the will of the majority of the nurses. Nurses are asked to read carefully the following summaries of the new bills and to fill out and return the accompanying questionnaire to Ryan, at CSEA Headquarters, 33 Elk St., Albany 12207, as soon as possible," the CSEA aide said.

1. LAVERNE-PISANI BILL S. 191-8-A-2065, proposed amendment to professions bill defining the practice of nursing—proposed definition:

"A. The practice of the profession of nursing is defined as diagnosing and treating human responses to actual or potential health problems through such services as casefinding, health teaching, health counseling and provision of care supportive or restorative of life and well-being.

"B. The practice of nursing as a practical nurse is defined as performing such tasks and responsibilities within the framework of casefinding, health teaching, health counseling and provision of supportive and restorative services as are delegated by the profession of nursing."

SUPPORT THIS BILL ——— OPPOSE THIS BILL ———

2. LAVERNE-ET AL AND COOK-ET AL—350-A-359, proposed revision pertaining to use of title (Sec. 6902, Practice of Nursing and use of title "nurse" Or "practical nurse"):

"Only a person licensed or otherwise authorized under this article shall practice nursing and only a person licensed under sec. 60-904 shall use the title "nurse" and only a person licensed under sec. 60-905 of this article shall use this title, "practical nurse."

SUPPORT THIS BILL ——— OPPOSE THIS BILL ———

3. LAVERNE-PISANI BILL S. 1920-A, 2064, proposed revision to law regulating practice of certain professions:

"In the case of the health professions, applicants for biennial registration shall be required to present evidence of having participated in continuing education approved by the respective professional societies."

SUPPORT THIS BILL ——— OPPOSE THIS BILL ———

Mediator Named In Islip Impasse

SMITHTOWN—A mediator has been appointed and talks are to resume at Leader presstime in Islip Town, where the Civil Service Employees Assn. had been forced to call an impasse.

The mediator appointed by the State Public Employment Relations Board was Nat Cohen.

The Suffolk chapter of CSEA reported that the Town had failed to recognize the imperative need for the elimination of inequities in the salary schedule for the white-collar unit. Chapter president Frank Imholz and vice-president Peter D'Albert, who is serving as liaison with the beleaguered Town unit, expressed

hope that the mediation procedure would provide a fresh chance for quick agreement.

Veterans' Credit

In applying for World War II credit for retirement purposes, employees must have been residents of New York State at the time of entry into service and at the time of release from active duty. The fact that an employee seeking to buy back World War II credit must also be a resident at the time of release from service was inadvertently omitted from a story which appeared on page 1 of the February 16 edition.



CSEA president Theodore C. Wenzl addresses employees at Willowbrook State Hospital on status of austerity program in relation to therapist positions. Seated at the table in rear are, left to right: Robert Guild, CSEA collective bargain-

ing specialist; Eva Nelson, chapter representative; Mary Blair, CSEA program analyst; Thomas Delaney, chapter president; W. Reuben Goring, collective bargaining specialist; Adele V. West, CSEA field representative and Patrick Fraser, chapter representative.

State OK's Time For Special Presidents Meeting, Feb. 22

ALBANY—Chapter presidents of the Civil Service Employees Assn. who attended the special meeting of CSEA chapter presidents in Albany Feb. 22 will be allowed time-off from their jobs for that meeting without charge to their accumulated leave credits, CSEA officials have announced.

President Theodore C. Wenzl said that CSEA had obtained permission from the Department of Civil Service to allow the presidents or their duly appointed proxies time off for necessary travel time occurring during working hours on Feb. 22, to a maximum of four hour each way. No overtime or compensatory time off is to be approved.



Explaining some of the difficulties with the State austerity program is Robert Guild, left. Moderator Thomas Delaney, the chapter president, is controlling the questioning.

Narcotics Control Commission Pact Suggestions Sought

ALBANY—State employees who work in the Narcotics Addiction Control Commission should submit their proposals for negotiations to the Civil Service Employees Assn., CSEA leaders have announced.

Negotiations between a CSEA team and the NACC on items affecting employees of NACC will begin shortly, said Thomas J. Linden, CSEA collective bargaining specialist who will coordinate the talks.

"All employees should send me their proposals so our negotiating team can make up its list of demands for the talks," Linden said. "Remember, Statewide items such as salary and retirement will not be covered in these negotiations. Instead, we will concentrate on those problems, which affect NACC employees exclusively."

Suggestions should be sent to Linden at CSEA Headquarters, 33 Elk St., Albany, N. Y. 12207.

'No Thanks For Dedication'

(Continued from Page 1)
sitions to enter a new career program in the therapy field with the promises of advancement, for specialized training and personal satisfaction. Instead, they were forced to take an open competitive examination for these positions without any training whatsoever, and as a result, many of us failed."

The spokesman also questioned the validity of the examination, saying it did not pertain to specific work they are involved in, but concentrated on reading comprehension. "You don't teach a profoundly retarded child how to exercise his unused muscles through reading comprehension. It requires love, dedication, patience and perseverance. You don't acquire these qualities by passing an examination which is geared toward testing our intellectual capabilities or with two years of college.

Love And Affection

"Many of these youngsters, who have been patients at the School for years, have never known any family, care or affection other than that which they have received from these dedicated employees who are now being told they are no longer wanted. These same

workers watched these children admitted as hopelessly mentally and physically retarded cases and worked with them until they were able to walk, talk, play, write, tie their shoes and perform other functions never expected of them. It was their love and affection and simple things, such as taking the kids to the School commissary and buying them soda, cookies and candy out of their own pocket, that made these children respond. The employees look back with pride at the accomplishments they made with 'their children' while receiving pitiful salaries and working under the most intolerable conditions.

"The Civil Service Department has boasted in recent years of opening State employment to minority groups through training and education programs and career fields. What is the Department going to do about these minority group employees at Willowbrook who have been doing the job right along at low salaries without the benefit of education and training programs? We seriously question whether the spirit and intent of the Civil Service Law is being applied in the case of these employees."