

Civil Service LEADER

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Convention Photos

See Pages 8 & 9



DONATES TREASURY — As a final gesture by the membership of the Civil Service Employees Assn. Suffolk Psychiatric Hospital chapter, being dissolved because of the shut-down of the facility, Alfred Henneborn, chapter president, presents a check for \$2,423.25, representing the funds remaining in the chapter treasury, to the CSEA Welfare Fund. Receiving the check is fund coordinator Hazel Abrams, right. Looking on is Barbara Allen, chapter treasurer. Members of the former CSEA chapter who were transferred to Central Islip State Hospital are now members of the CSEA chapter there.

Six Non-Teaching Chapters Granted Charters Following Change In CSEA Constitution

(Special to The Leader)

ALBANY—After two years of talking, planning and patient waiting, six non-teaching school district employee chapters have been approved by the Civil Service Employees Assn.'s charter committee and Board of Directors.

CSEA's president Theodore C. Wenzl stated, "It is a great day

Notice!

Because the Political Action committee of the Civil Service Employees Assn. is meeting this week to update its reports, its recommendations will not appear this week, as announced previously, but in a future issue.

for the future of CSEA as this new concept of chapter organization reaches reality. The problems of the non-teaching school district employee are just as unique to that specific field as are the problems of state or other local government employees. This recognition of the differences will help CSEA grow

(Continued on Page 16)

State Stalled In Parking Dispute As CSEA Gears Up Arguments For PERB

(Special to The Leader)

ALBANY—The Civil Service Employees Assn. has all but stopped the State cold in its attempt to impose a \$5 monthly parking fee on State workers in the Albany area.

As The Leader goes to press, the Albany State Building Campus, scene of last week's futile attempt by the State to enforce its threat to tow away permitless autos, is quiet.

"No cars have been towed. No tickets have been issued to motorists who refused to buy the \$5 permit," a CSEA fieldman reports.

The Governor's office and the State Office of General Services, which supervises the State parking facilities, indicates that there has been no change in policy and that the October parking permits have been put up for sale.

The Public Employment Relations Board began hearing CSEA's improper practice charge against the State last Wednesday, amid numerous rumors.

A national business news magazine carried an item about a federal labor board decision concerning a private industry case supposedly similar in many ways to CSEA's case against the State.

The federal board ruled that a private firm was in violation of the Taft-Hartley Act when it discontinued a long standing policy to pay parking fees of certain employees without notifying and

bargaining with the employees union.

Various CSEA leaders believe this decision will be noted by

PERB and Harold G. Bayer Jr., attorney for CSEA in this matter, commented, "Although PERB

(Continued on Page 16)

—George Wachob—

George Wachob, 46, a vice-president of Ter Bush & Powell, Inc., insurance agents to the Civil Service Employees Assn., died of a heart attack on Sept. 22 on his way home from the CSEA convention that was held in Rochester.

Mr. Wachob was a familiar and popular figure to thousands of CSEA members. During his two decades with the company, he had attended almost every major meeting of the Employees Association and was known for his dedication and service to CSEA members.

He is survived by his wife, Norma, and a son, Dennis.

Services and burial were in Niagara Falls, N. Y.



Civil Service Has Its Work Cut Out For Coming Year

AT ITS Rochester convention a couple of weeks ago, the Civil Service Employees Assn. cleared the decks for the forthcoming collective bargaining negotiations

(Continued on Page 6)

To Distribute CSEA Contract By Mid-Month

ALBANY — Copies of the current contract between the Civil Service Employees Assn. and the State of New York should be in the hands of State employees no later than the second week of October.

A CSEA spokesman stated that arrangements have been made with the State Office of Employee Relations to distribute the agreements in bulk to the various departments and agencies.

A memorandum from OER will accompany the bulk delivery of contracts urging the department and agencies to make every effort to provide each employee with a copy of the appropriate agreement.

According to the CSEA spokesman, the contracts will be included with pay checks if the delivery coincides with a pay period, but distribution of the contracts will not be delayed if this is not the case.



MENTAL HYGIENE DELEGATES MEET—At the recent Delegates Meeting of the Civil Service Employees Assn., held in Rochester, one of the liveliest departmental meetings was held by Mental Hygiene Dept. representatives. Opening the session, at left, is William McGowan, CSEA fourth vice-president and a Mental Hygiene representative on CSEA's Board of Directors. Center photo shows the attentive delegates.



At right, Julia Duffy and Ronnie Smith, also MH representatives on the statewide Board of Directors, share a pleasantry. The heavy program included presentation by Robert Guild, collective negotiating specialist for CSEA, of guidelines on how to combat forthcoming union challenges in the Institutional Unit. He warned members not to relax their guard while at the same time, expressing confidence CSEA would beat down the



challenge. A general report on restructuring was given by Phillip Del Pizzo, of Middletown State Hospital, and John Mroczkowski, of Mt. McGregor Division, explained how restructuring would affect Mental Hygiene representation on the CSEA's Board of Directors. Ms. Duffy reported that Mental Hygiene negotiations with the State had been concluded and gave a general outline of the negotiating team's accomplishments.

Focus Mental Hygiene Hiring Picture In Metropolitan Area

The need for mental hygiene assistant therapy aides varies considerably between the State hospitals and schools in the metropolitan area, The Leader learned after a survey of personnel needs at these institutions for the mentally ill or retarded. A detailed round-up of the hiring picture at each institution appears below.

A large response was received by these hospitals following last week's story in the Leader about mental hygiene assistant therapy aide, a job open without education or experience requirements, paying approximately \$6,410 to \$7,596 yearly. Duties involve direct care and contact with patients, supervising them in activities and helping them to return to the community.

Candidates should write directly to the institution(s) of their choice for application forms, attention Personnel Officer, or visit in person. Applicants are usually called for the short written test as vacancies occur.

A similar title, mental hygiene ward aide, with starting salary of \$5,472, also requires no education or experience credentials, and is open to non-citizens. No written test is required. Applicants for assistant therapy aide who fail the test may also be offered jobs as ward aides.

In most institutions, applications are dated as they are received, and applicants are called for testing in the general order of application. While many facilities report a backlog of applicants, applying now may improve a candidate's chances for future appointment.

South Beach Psychiatric Center
490 Fulton St.

Brooklyn, N.Y. 11201

Personnel officer Patricia Oul-

ton indicated that up to 65 assistant therapy aides will be hired as new in-patient facilities open early in 1973. The Center does already have a backlog of applications, however.

Bronx State Hospital
1500 Waters Place
Bronx, N.Y. 10461

Four or five vacancies are expected between now and March 1973 for assistant therapy aide, according to personnel administrator Paul Jayne. Applications are being accepted.

Creedmoor State Hospital
80-45 Winchester Blvd.
Queens Village, N.Y. 11427

Personnel officer Claude Lemonier advised the Leader that he has just filled many vacancies, and that because of the backlog of applicants for assistant therapy aide, applicants now on file will be considered first for the next testing, expected in March.

Dunlap Psychiatric Hospital
Kirby Psychiatric Hospital
Meyer Psychiatric Hospital
600 East 125 St.
New York, N.Y. 10035

These three hospitals, all located in the Wards Island Complex, present very different hiring forecasts.

Dunlap Hospital personnel officer John Frangos said that tests are held very frequently—every three weeks, on the average—to fill the two to four vacancies occurring each month in assistant therapy aide jobs.

Kirby Hospital plans no hiring for a couple of months, and already has an eligible list and backlog of applicants, according to personnel officer Netty Meshel.

Meyer Hospital is not hiring now, but expects to hire about 35 temporary assistant therapy aides next summer, according to personnel officer Milton Zelermeyer. Applications for those summer positions, which may lead to full-time employment, are welcome now.

Willowbrook State School
2760 Victory Blvd.
Staten Island, N.Y. 10314

Willowbrook, after the publicity it received on understaffing, has a backlog of 800 applications for assistant therapy aide and doesn't want any more for several months, according to personnel officer James Thurston.

Queens State School
37-10 114 St.
Corona, N.Y. 10314

Harold Podeswa, personnel officer, said that Queens State has enough applications for assistant therapy aide and for ward aide already on file to fill vacancies for the next six months.

Bronx Children's Psychiatric Hospital
1500 Waters Place
Bronx, N.Y. 10461

Although no hiring is being conducted at the moment, said Elizabeth Cannon, personnel administrator, applications for assistant therapy aide are being accepted (ward aide is not offered at this hospital). She indicated that more male applicants are sought.

Queens Children's Hospital
80-45 Winchester Blvd.
Queens Village, N.Y. 11427

"A tremendous backlog" of applications exists for assistant therapy aide, according to the personnel officer, but the hospital is interested in receiving applications from men. Also, there are currently six to eight openings for ward aide, for which applications are now being accepted.

Psychiatric Institute
722 West 168 St.
New York, N.Y. 10032

No vacancies and low turnover were reported by this institution for assistant therapy aide.

Institute for Basic Research and Mental Retardation
1050 Forest Hill Road
Staten Island, N.Y. 10314

This small institute, housing only 27 patients, employs only 14 assistant therapy aides, according to personnel officer Grace Alexander, but permanent and temporary vacancies do occur from time to time and applications are welcome.

For a complete list of all mental hygiene facilities in New York State, contact the State Dept. of Civil Service at one of the addresses listed on page 15. Request job announcement No. 20-394, mental hygiene assistant therapy aide.

Graphic Director

A public hearing will be held Oct. 10 at 10:30 a.m. in Room 401, 220 Church St., Manhattan, on a resolution to classify director of graphics and production, Dept. of Purchase, in the non-competitive class.

FIREFIGHTERS FIGHT FIRES . . . NOT PEOPLE

Engineering Titles Offered In Suffolk

Three civil engineering titles have been opened for application by Suffolk County until Nov. 17. There are no residence requirements.

Senior engineering aide, paying approximately \$293 bi-weekly, requires a high school diploma or equivalency plus two years experience or further education in sub-professional civil engineering. Duties involve elementary technical work in assisting on engineering projects in field or office. More information will be found in announcement number 12-284.

Assistant civil engineer (trainee) requires only a bachelor's degree in civil engineering, and pays approximately \$369 bi-weekly. This post provides on-the-job training in investigation,

P. D. Makes 175 Sgts.

Ninety-four promotions to sergeant were made Sept. 29 by the New York City Police Department at ceremonies at the Police Academy.

Appointments reached number 1,106 on the 1,555-name eligible list established Dec. 18, 1970. The names of the new sergeants were not available at Leader press-time, but will appear in next week's issue.

Promotions of 81 policemen to sergeant were made Sept. 22; their names and former assignments appear below.

Second Grade Detectives: William P. Torpey, Crime Lab. Section; James J. Doherty, Jr., Intel. Div.; William V. Dunn, Intel. Div.; Frank J. Randise, Det. Bur., 12th Det. Dist. Sq.; John J. Vobis, Intel. Div.; William J. McNeice, Jr., DB., 1 D.D., B-L Sq.; Jack T. Carall, D.B., 16 D.D., H-A Egd.; Edwin J. Callahan, D.B., 17 D.D., B-L Sq.

Third Grade Detectives: Pasquale J. Martinucci, Forensic Technician Section; George Greenberg, Foren. Tech. Sect.; Donald E. Ostrowski, Narc. Div. (OCCB); Frank A. Trefer, D.B., D.A.O. Sq., N.Y. Co.; Charles J. Diecidue, D.B., 3 D.D., B-L Sq.

Patrolmen: Leon Krauss, Pension Section; William T. Monahan, Office for Programs and Policies; Louis J. Sassi, Public Morals Section; John J. Tarpey, Jr., Office of Programs and Policies; John E. Keogh, T.S.S.; Timothy J. Devane, S.E.E.; Richard M. Gallano, E.S.S. No. 3; Arthur J. Rose, 48 Pct.; Royal L. Knab, 94 Pct.; Edward J. Monks, H.P.P. 1; Francis A. Hopkins, H.P.P. 2; Gilbert R. Hoffman, Jr., H.P.P. 2; Francis A. Cahill, H.P.P. 3; Jordan L. Zung, H.P.P. 3; Richard J. Hoffman, H.P.P. 3; Franco A. Mingo, 19 Pct.; Thomas F. Frawley, 44 Pct.; John W. Murphy, 75 Pct.; James Creighton, D.B., O.C.D.; Francis J. O'Neill, Narc. Div. (OCCB); Thomas G. Kenny, 109 Pct.; James T. McGrath, 105 Pct.; John E. McDonald, P.M.D. (OCCB); Robert B. DeStefano, Office for Prog & Pol.; Allen J. Smith, Office for Prog. & Pol.; Andrew Perlof, Ct. Div.; Arr. Proc. Sec.; Robert G. Davies,

Ct. Div., Warr. Sec.; Daniel Byrne, Y.A.D.; Peter J. Misiti, D.B., D.B.Qns.

Leonard F. Allen, Crime Lab. Sec.; James M. Healy, Comm. Div.; William C. Martorano, T.P.F.; Alphonsus J. Bauer, Jr., D.C.L.M.; Thomas J. Fitzgibbons, M.T.D.; Vito J. Pezzulo, E.R.D.; Robert J. Stanulis, P.A.; Lawrence A. Levin, H.P. Dist.; LeRoy L. Brathwaite, 9 Pct.; William J. Lee, 10 Pct.; Frank J. Rossi, 10 Pct.; Arthur B. Mallon, M-T Pct. No.; James H. Bunn, M-T Pct. No.; Walter J. Hopper, 19 Pct.; William J. Allison, 24 Pct.; Patrick J. Skelly, 40 Pct.; Matthew P. Dall, 40 Pct.; Lawrence Mullane, 50 Pct.; John M. Damone, 70 Pct.; William P. Burke, 73 Pct.; Pasquale Cotroneo, 75 Pct.; Richard A. Windram, 78 Pct.; Leroy Spivey, 79 Pct.; Frederick O. Foster, 80 Pct.; Edward P. Ehrenberg, 83 Pct.; William M. Stinson, 83 Pct.; Ernest R. Rosini, 84 Pct.; John S. Brady, 84 Pct.; Stanley E. Kriegsman, 90 Pct.; Francis A. Mobilio, 102 Pct.; Camillo A. Mango, 104 Pct.; Daniel M. Grossane, 107 Pct.; Richard D. Breuser, 110 Pct.; Robert F. Huckemeyer, 111 Pct.; Patrick J. Cox, Pct.; Leslie H. Merrell, 122 Pct.

Policewoman: Meryl Grant, Deputy Commissioner, Community Affairs.

Feds Open Trainee Jobs In Suburbs

The U.S. Civil Service Commission has reopened filing for worker trainee, a title requiring no written exam and no education or experience standards, for four work locations in New York City suburbs. Starting salary is \$3.00 per hour, or \$120 a week, for most jobs filled through this title.

Several vacancies currently exist at each of the following work locations, and high turnover is reported: U.S. Military Academy, West Point, N.Y.; U.S. Public Health Service Hospital, Staten Island, N.Y.; Veterans Administration Hospital, Northport, N.Y. and Internal Revenue Service, Brookhaven Center, Holtsville, N.Y.

Jobs filled through application for worker trainee include food service worker, housekeeping aide-custodial laborer, laborer, grounds maintenance worker, printing plant worker, warehouseman, elevator operator and clerical jobs (this last paying \$88 per week).

For more information and application forms, contact the Federal Job Information Center, at the address listed on page 15. Ask for announcement number NY-1-08.

Applicants who wish to work at the U.S. Public Health Service Hospital in Staten Island may write directly to the hospital at Bay & Vanderbilt Aves., Zip 10304; attention personnel officer.

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PR Report To Delegates Cites Advances, Makes Proposals For Future

Highlights from the Civil Service Employees Assn's public relations committee report, given to delegates at their recent Annual Meeting in Rochester, indicated advances on some fronts and contained recommendations in several public relations areas:

The committee formulated its recommendations at a meeting held prior to the convention. In attendance at that session were Raymond G. Castle, chairman; Virginia Colgan, Helene Callahan, Arthur Bolton, Viola Demorest, Mildred Wands, John Wyld, Evelyn Glenn, Joseph B. Roulier, Marvin G. Nallor, Paul Kyer, editor of *The Leader*, and Bud Johnson of Van de Car, DePorte and Johnson.

Bolton opened the business part of the session and moved

that the committee ask the president to fill the three vacancies on the committee caused by the death of Fannie Smith, the resignation of Virginia Leatham, and the unavailability of William Forsbach, who no longer works for the State. It was suggested that the new appointees come from different geographic areas to ensure proper statewide representation. The motion was passed unanimously.

Bolton also asked the com-
(Continued on Page 14)

PERB Opts For Mail Ballot In Representation Contest Between CSEA, Other Unions

(Special to The Leader)

Although no date has been set for an election challenge by two units in State service now represented by the Civil Service Employees Assn., a ruling on how the balloting shall be conducted was issued by the Public Employment Relations Board last week, which declared that a mail vote would be conducted in both units.

The Employees Association is being challenged for representation in the Institutional and the Professional-Scientific-Technical units by two other unions.

To give our readers a full idea of the issue at stake, the PERB ruling, signed by the board's Chairman, Robert D. Helsby, is

printed in full below:

Context of Ruling

My colleague, Professor Crowley and I have studied the position of the parties as set forth in the pre-election conference that was held on Wednesday, Sept. 20, 1972, and in the writ-

ten presentations that we have received from them. There was unanimous agreement among the four parties as to the objectives that should guide us in determining the form of the election. You are all agreed that the form of the election should be one that:

1. Will assure a maximum number of employees in the two units an opportunity to vote;
2. Will best insulate voting employees against undue influence by their supervisors or the appearance of any such undue influence; and
3. Will best safeguard the ballots against being tampered with.

The parties do not agree, however, on the form of election that will accomplish these goals.

The petitioner, SEIU, has urged us to hold an *in personam*, ballot-box election. Among the arguments advanced in support of this proposal are (1) that many employees, especially in the Institutional Services Unit, lack the sophistication to comprehend the complex instructions that need accompany a mail ballot, and (2) that an employee may be better insulated from undue influence of his supervisors if he casts his ballot in a public place in the presence of observers, than if he receives the ballot at his residence and is free to mail it in privacy, or not in privacy. In the latter connection, the petitioner was particularly concerned about the employees in the Institutional Services Unit who reside on the premises of the employer.

CSEA's Stand

The employer and the incumbent, CSEA, both urge the adoption of a mail ballot. They have presented information that approximately 16 percent of State employees (18 percent in the Security Services Unit) are absent on any given day. Moreover, the need to maintain institutions seven days a week, twenty-four

(Continued on Page 16)

Secretary MacTavish Accepts New Position

ALBANY—Dorothy E. MacTavish, statewide secretary of the Civil Services Employees Assn., has accepted a position as secretary to the Division for Emotionally Handicapped Children in the State Education Department.

Ms. MacTavish started her new duties Sept. 7 after her appointment to the competitive civil service position. She had resigned her former post with the Court of Appeals in Albany several months ago, devoting much of her time while unemployed to CSEA activities. She will continue to carry on her CSEA secretarial duties.

Effort To Save 29 Positions At Dannemora

ALBANY — Civil Service Employees Assn. officials met late last week with officials from the Department of Correctional Services in an effort to save 29 positions which are being abolished at Dannemora State Hospital.

Tom Linden, CSEA collective negotiating specialist, stated that CSEA was mustered all available high level staff, including attorneys, to deal with this problem. He said: "We are trying to minimize the effects of the establishment of the Adirondack Treatment Center in Dannemora."



Celeste Rosenkranz, chairman of the CSEA statewide education committee, prepares to introduce panelists at Health Maintenance seminar held during Rochester convention. From left are Dr. Harry Smith of Blue Cross/Blue Shield, James Nelson of Group Health Insurance and Arthur Rosen of Metropolitan Diagnostic Institute.

Discuss Health Maintenance At Seminar Sponsored By CSEA Education Committee

ROCHESTER — HMO — An exciting new concept in group health care — was discussed at a special educational session of CSEA's September meeting. The letters stand for Health Maintenance Organization — termed a multiple delivery system of health maintenance and care on a group basis, similar to plans currently in use in the Scandinavian countries.

Panel participants included Dr. Harry Smith, president of the Capital Area HMO, Inc. and director of the School of Management at Rensselaer Polytechnic Institute; James Nelson, director, pre-paid group practice, for the Genesee Health Planning

Association, and Art Rosen, of Metropolitan Diagnostic Institute.

A singular feature of HMO is that it offers continual maintenance in addition to treatment for actual illness. The inclusion of preventive medicine was held by all speakers to be a major factor in keeping costs down. In addition to guaranteeing accessibility of doctors as needed for regular examinations as well as treatments, HMO backers claimed use of para-medical personnel such as technicians, therapists and others, made the plans both more fully used and also cut total costs when applied on a group scale.

Morella Announces Two October Events For Westchester Unit

WHITE PLAINS—Westchester County unit of the Civil Service Employees Assn. has scheduled a meeting for Oct. 9, according to unit president Michael Morella.

The meeting will be at 8 p.m. in the Health and Social Services Building here at 85 Court St.

Morella also announced that tickets are still available for the unit's annual dinner-dance on Oct. 14 at Post Lodge in Larchmont. Irene Amaral is handling ticket distribution, and may be contacted at (914) 949-1300, ext. 2371.

Flaumenbaum Hails Plan

Nassau May Be Pilot For Productivity Experiment

(From Leader Correspondent)

MINEOLA—Nassau County may be selected for a pioneering national experiment in labor-management, multi-government productivity bargaining, it was announced by Irving Flaumenbaum, president of the 20,000-member Nassau chapter of the Civil Service Employees Assn.

The plan advanced by Nassau has received the endorsement of Secretary of Commerce Peter Peterson, who is chairman of the National Commission on Productivity, and Labor Secre-

tary James Hodgson, a member of the group.

The commission was scheduled to meet Sept. 29 on the plan.

It would be the first such effort undertaken in the nation.

However, an appropriation of \$350,000 to \$450,000 will be required to finance the plan.

Flaumenbaum said the plan offered opportunities for labor, management and the public and, as it now stands, has the support of CSEA. Flaumenbaum has worked on the plan with the heads of three Town units, Alex Bozza of North Hempstead, Bea-

trice Jeanson of Oyster Bay and Kenneth Cadieux of Hempstead.

Vincent Macri, special assistant assigned by County Executive Ralph G. Caso to explore the idea, said "we think we can be more productive and find a formula to share the results, and all of that redounds to the benefit of the taxpayer."

Macri said that proposals for increased efficiency would come from the employees "on the front lines" and that cost savings would provide a basis for higher pay even exceeding the federal wage guidelines. The guidelines

may be exceeded on the basis of increased productivity, he said.

The program would have to devise ways of measuring increased productivity, determining its extent and apportion the benefits.

"Where are these formulas today?" he asked. "Basically they are with the man who has never been asked, the employee on the front line of service."

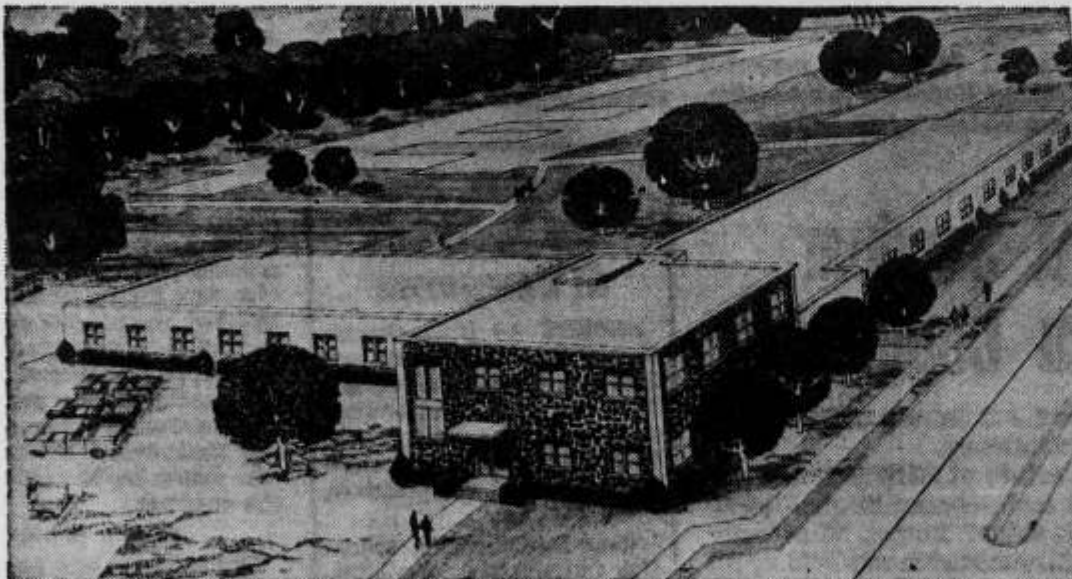
Efficiency in a service, which government is, is difficult to measure, he admitted.

Aides to the commission said

(Continued on Page 16)

Attention all New York State employees— Blue Cross Statewide insurance plan* covers Rehabilitation Medicine at Brunswick Hospital Center

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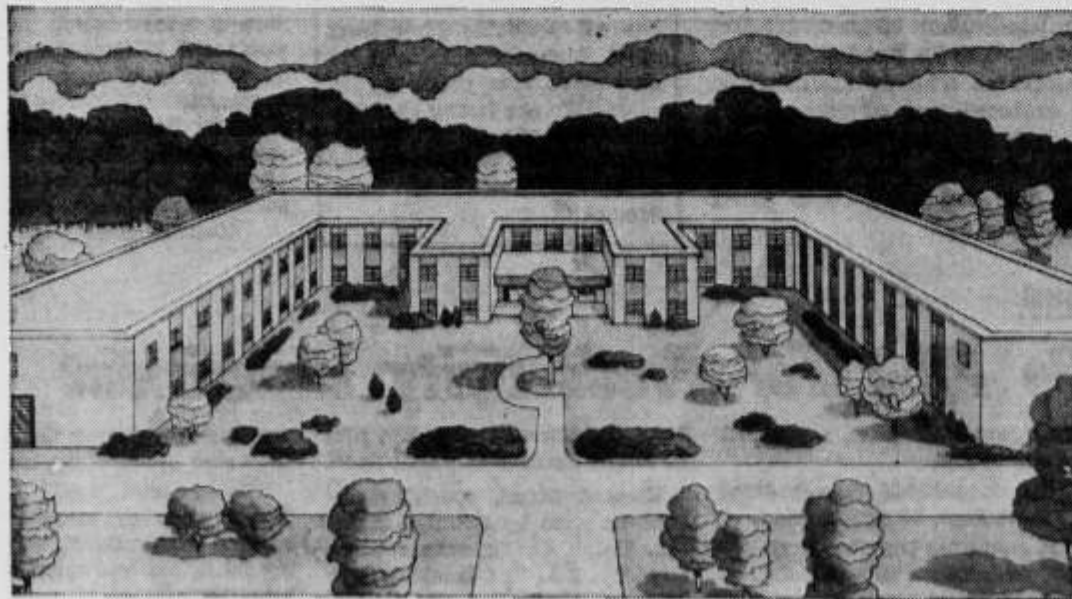


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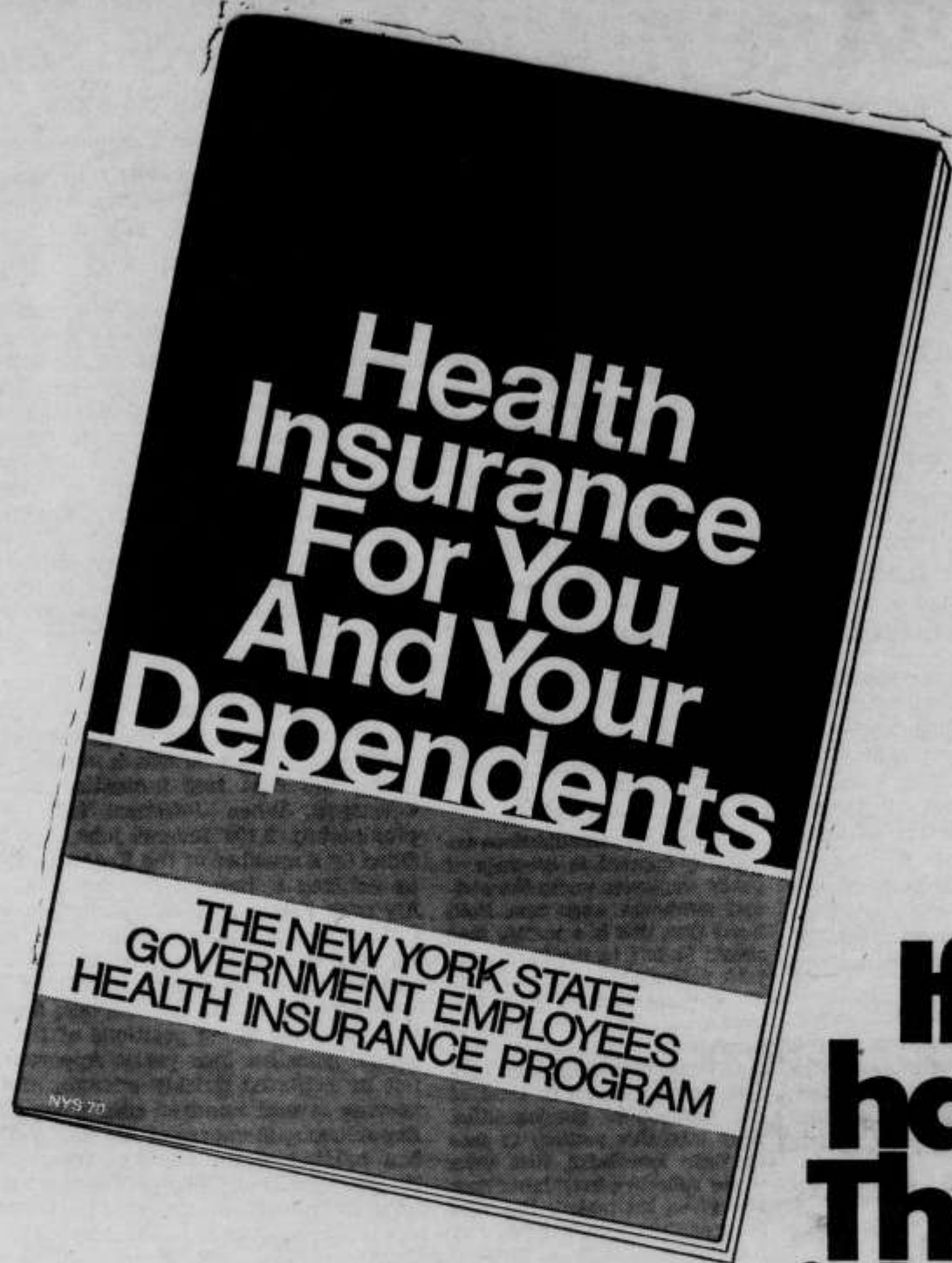
Philip Goldberg, M.D.
Medical Director

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Second Thoughts Needed

NEW YORK STATE reportedly is planning to experiment with placing juvenile offenders in private homes during the period of their term of sentence and, thus, eventually close down some of the State training schools now performing the task.

It is said that the State believes these boys will have a better chance of being returned to society better adjusted than they can be by being institutionalized.

On the surface, this sounds like a reasonable experiment. But a little poking around reveals that the basic idea is to save money. The State is throwing around a figure of \$20,000 a year to take care of each delinquent, when the true figure appears to be slightly half that.

The economy approach is bad enough. What is really wrong-headed about this idea is that helping young people to adjust requires experienced professionals who not only recognize individual problems but also know how to cope with them. The best-intentioned lay person could find himself with a load of trouble by accepting a young person with obvious social problems into his home.

This whole idea needs some very deep second thoughts.

City Provisionals

THE MYSTERY of how many provisionals are on the City payroll has always been a hard thing to unravel. One of the reasons this is so is that some top officials in the Administration who could give an accurate count are suddenly unavailable when the subject is brought up. A particular dodger is the City's Budget Director, David Grossman, who always has a reason not to talk to reporters about anything unless he is forced to do so.

These columns have long fought the retention of so many provisionals for two basic reasons: they keep qualified people who have passed exams from getting the positions they deserve, and, worse, the use of any large numbers of provisionals is a direct blow to the Merit System.

We do not intend to pass judgment here on all the charges flying around about political patronage, etc. What we do intend to do, however, is expose any substantiated charge and explain its destructive effect on the Merit System.

Questions and Answers



Q. Our five-year-old granddaughter gets social security checks because her father died. We are thinking of adopting her. Would this stop her social security checks?

A. No. Adoption by a grandparent does not stop a child's social security benefits. However, if the child were adopted by anyone other than a grandparent, stepparent, aunt, uncle, brother, or sister, the benefits would stop.

Q. I collect monthly social security checks and work part time during the year. Since I won't earn over \$1,680 this year, must I file any report of my earnings with social security?

A. Not unless you previously reported to social security that you would earn over \$1,680. In that case, you would need to file a report to receive any monthly benefits that have been withheld on the basis of your previous estimate of earnings.

Don't Repeat This!

(Continued from Page 1)

on salary scales and other working conditions for State employees. The bargaining sessions promise to be rough and tough, since they will coincide with the nadir of relations between the administration and CSEA. Relations between the administration and the Association have been strained by continued harassment of the Association over an alleged strike last Easter and by the imposition of parking fees on what had previously been free parking areas for State employees.

The basic CSEA demands for a minimum State wage of \$6,500 and a twenty-year pension are so completely supported by economic facts of life that they do not require elaborate statistical documentation. Yet the achievement of those goals is likely to run into all kinds of obstacles. If there is any doubt on that score, it is necessary only to observe the reaction of the United States Conference of Mayors and the National Municipal League to a bill pending in Congress to establish a \$2 per hour minimum wage for all employees including public employees.

Minimum Wage Law

Both of those organizations are violently opposed to coverage of public employees under the Federal minimum wage law. Both insist that this is a matter that should be left to the bargaining table between the public employer and representatives of the public employees. They take this position in the face of their knowledge that collective bargaining is unknown in most of the country's municipalities. They take this position in face of their knowledge that even where collective bargaining does take place, the table is tipped in favor of the employer because of penalties that may be invoked should the employees decide to strike.

In addition, both of these prestigious organizations of local governments found it particularly offensive that coverage of their employees by the Federal minimum wage law would require time and one-half pay for each hour worked over 8 hours a day and over 40 hours a week. In their view, a civil service employee should regard it as a privilege to work endless hours without compensation.

The atmosphere in which the collective bargaining will take place is also colored by adverse legislative reaction to progress made by employee organizations. One indication of this is approval by the Legislature of a bill that removed from CSEA protection groups of administrative and confidential employees. A further indication of this adverse legislative reaction is the establishment of a special committee on pensions to serve as a roadblock to pension reform and to improvements of benefits.

Restricts Negotiating

A final indication of this is sponsorship of a bill last year by the Rules Committee which would substantially fence in the area of collective bargaining on the negotiating table. Among items that would no longer be bargainable under this proposal are matters of manning tables and employee workloads and items relating to promotion, discipline and assignment, job standards and classification.

(Continued on Page 13)

Civil Service Law & You

By RICHARD GABA



Mr. Gaba is a member of the firm of White, Walsh and Gaba, P.C., and chairman of the Nassau County Bar Association Labor Law Committee.

Evolution Of Civil Service

The history of civil service in the United States is rooted in the years when George Washington became President of the United States. He established high standards of integrity, nonpartisanship and permanence of tenure at the time when there were approximately 350 employees working for the Federal Government. He was opposed to nepotism and would not employ individuals if they were not qualified for the jobs they wanted, even if they were veterans of the Revolutionary War. However, in spite of his good intentions, certain things became evident that have remained engrained in civil service throughout its history. Preference in appointments for veterans developed; there was a tendency to fill jobs based upon geographical distribution of employees; and a great reliance was placed upon recommendations from legislators.

THIS SYSTEM continued to a great extent under John Adams, the second President. However, when Thomas Jefferson was elected, who was a member of a different political party, the first real indication of the patronage system developed. When Jefferson took office, there were approximately 2,100 federal jobs, and almost every one was filled by a member of the Federalist party. Jefferson wanted to achieve a balance between the Federalist party and his own party, and indicated that once this was carried out, he would make appointments on the basis of ability, honesty and loyalty to the United States Constitution. It was his intention to do this not by dismissing people who were already in the civil service, but merely by filling new positions and filling positions of those who left office with people from his own party. Apparently, this balance could not be achieved quickly enough, and he wound up by removing several hundred employees and replaced them with Republicans, members of his own party, in order to achieve the balance more rapidly. Interestingly enough, it was Thomas Jefferson who believed initially in training young men for public service, and he was the first President to place a ban against political activity by federal employees.

Under President Andrew Jackson, rotation in office, partisan and personal favoritism introduced the spoils system on a national scale. This lasted until about 1883, when the present National Civil Service Act was passed, commonly known as the Pendleton Act. After 1883, the civil service system, in much the form as we know it today, was extended and refined along with the merit system. However, patronage continued to play an important part in the selecting of employees in the public service. After 1883, there was increasing coverage of the merit system in the Federal Government, not only by legislation but by means of executive order. In 1940, the Ramspeck plan was passed. Positions were classified by duties. A systematic pay plan was introduced in 1923, and a Pension Act in 1920. In 1939, the merit system was extended to State service which received federal grants. The Hatch Act was passed in 1939 and 1940 which curtailed political activity by federal employees. Numerous veterans' preferences were introduced, and in 1947 an executive order was promulgated concerning employee loyalty.

IN THE EARLY 1960's, the merit system included more than 95 percent of all permanent federal employees. It included all state and county personnel receiving federal funds. Approximately 22 states had civil service statutes, and in several states, county employees generally, and in major cities, civil service systems had been introduced.

About half of the states now have formal merit systems. Some are administered better than others. However, the number of states with formal civil service merit plans is steadily increasing and the standards appear to be steadily improving. According to some writers, there appears to be a trend in changing from the traditional bipartisan three-man civil service commission to the personnel officer type of administration. Although there is no formal connection between the federal civil service system and any of the state or local systems, in 1906 civil service commissions founded an assembly, which in 1957 became known as the Public Personnel Association. This group is headquartered in Chicago, holds an annual convention, and upon request, furnishes technical advice and performs research, and publishes bulletins and a periodic journal.

Letters To The Editor

Steno List Dumped To Save Provisionals

To The Editor:

An administrative assistant clerk stenographer examination was given in May or June of 1970. A list was established two years ago and although the A.A. clerk list has been exhausted, the A.A. stenographer list is about to die without one appointee having been appointed.

After having gone to the expense of taking courses at Delehanty, Eastern and other schools and after spending \$10 or \$15 to hire our own typewriter in order to be able to take dictation at 100 words per minute to qualify for the position, all these positions are filled with provisional A.A. stenographers, and have been for the past two years, with the active list in existence.

When we protested this unfair practice of Civil Service regulations, the City flagrantly stated that it will purposely change the title of the job in order to make the Civil Service A.A. stenographer list ineligible and thereby retain all their provisionals in these jobs regardless of the active list!

Just because (Human Resources Administration) Commissioner Sugarman's secretary is a provisional A.A. stenographer and other provisional A.A. secretaries like her are in the upper echelons, is no reason to destroy the present Civil Service system.

Weeding out non-civil service employees is just not enough. Since its inception, the civil service system warranted passing a test to qualify you for a promotion after you worked hard for it and proved yourself eligible. This system should not be ignored. This is as much a violation as the other.

If the City is permitted to do this to us now, it means the end of the civil service system. The Police, Fire and Sanitation will be next. What is happening to our City?

(NAME WITHHELD)
Brooklyn

(Ed. Note: The test, promotion to administrative assistant, was held June 20, 1970. The list was established June 18, 1971. The eligible titles included supervising clerk, supervising stenographer, and supervising typist.)

LATEST ELIGIBLES ON STATE AND COUNTY LISTS

SR EMPLOYMENT SECURITY CLK

EXAM 34638	
Test Held Feb. 26, 1972	
List Est. July 21, 1972	
1 Stewart B Jamaica	95.9
2 Kerbel E Middletown	95.9
3 Breen G Rexford	95.8
4 Hendrickson M Jamestown	95.5
5 Levitch B Loudonville	94.8
6 Ryberg B Frewsburg	94.7
7 Babcock D Canastota	94.2
8 Collins J Bay Shore	94.1
9 Lasky H Brooklyn	93.7
10 Bussey R Troy	93.7
11 Cahill R Averill Park	93.4
12 Griehbeck M W Babylon	93.3
13 Ling M Albany	93.0
14 Cavalier L NY Mills	92.9
15 McCants R Bronx	92.8
16 Owings M Bronx	92.4
17 Schaller D Rome	92.3
18 Travis M Corning	92.2
19 Setobel J Mt Morris	92.2
20 Atkinson S Chenango Fks	92.2
21 Klinowski F Troy	92.2
22 Articola T Latham	91.5
23 Weisbecker M Buffalo	91.4
24 McCarthy J Island Park	91.2
25 Caracane Y Mohawk	91.0
26 Hall S Sanborn	90.9

27 Brown R Albany	90.8
28 Brooks L A Albany	90.3
29 Hallum J Stillwater	90.2
30 Goemley S Sherrill	90.2
31 Michelson R Albany	90.2
32 Stoutenburg J M Kenmore	89.4
33 Band J Floral Park	89.2
34 Grant D New York	89.2
35 Kane S Binghamton	89.2
36 Ditrani D New York	89.1
37 Lord M Schenectady	88.9
38 Graber E Buffalo	88.8
39 Devery M Ballston Spa	88.7
40 Tuzolino C Frankfort	88.7
41 Treadway R Albany	88.4
42 Elias R Syracuse	88.4
43 Parker A Medina	88.3
44 Gunther H N Syracuse	88.2
45 Cring L Syracuse	88.2
46 Angell A Gorham	88.1
47 Fisher R Queens Vill	88.0
48 McManus B Lockport	88.0
49 Partridge A Painted Post	87.9
50 Witte G Sooy Brook	87.8
51 Dolzel P Albany	87.4
52 Sperbeck S Richmondvil	87.4
53 Colvin V Rensselaer	87.3
54 Breen D Albany	87.3
55 Murray A Albion	87.3
56 Stone J Walworth	87.2

57 Jepson V Mechanicvil	87.2
58 Kelley I Scotia	87.2
59 Couper F Albany	87.2
60 Klein N Masspeth	87.0
61 Rizzotto R New Paltz	86.8
62 Brodie M Canandaigua	86.8
63 Las Thomas J Elnoza	86.5
64 Barney R Dalton	86.5
65 Ginas R Scotia	86.4
66 Raskin S Brooklyn	86.4
67 Rockensyre D Albany	86.4
68 Russell D Schenectady	86.2
69 Borodinsky M Brooklyn	86.2
70 Austin M Brooklyn	86.0
71 Liuzzi L Altamont	85.8
72 Gabel P Albany	85.6
73 Johnson L Bronx	85.6
74 Grady W Johnston	85.6
75 Acosta E Niagara Fls	85.3
76 Shaw T Elmira	85.3
77 Wall E Amsterdam	85.3
78 Mylott R Troy	85.2
79 Macfie C Saratoga Spg	85.2
80 Filarecki L Troy	85.2
81 Gross D Kirkwood	85.2
82 Abrams V Schenectady	85.2
83 Broadman M Kew Gardens	85.2
84 Smi J Troy	85.2
85 Hollister K Hornell	85.1

86 Fitzpatrick I New York	85.1
87 Charbonneau T Waterford	84.8
88 Anderson V Brooklyn	84.7
89 Perkins D Binghamton	84.6
90 Legree L New York	84.4
91 Conroy M Watervliet	84.4
92 Muse J Brooklyn	84.4
93 Fleming W Troy	84.3
94 Hans M Amsterdam	84.3
95 Gressick C Amsterdam	84.3
96 Forte N Mechanicvil	84.3
97 Boyd J Watervliet	84.2
98 Harbeck J Rensselaer	84.2
99 Gatus B Waterford	84.2
100 Camerka J Brooklyn	84.1
101 Plumadore S Mechanicvil	84.1
102 Sapone D Troy	84.0
103 Forbes S Coboes	83.8
104 Kraemer M Bronx	83.8
105 Hoag E Buffalo	83.8
106 Goldstein I Brooklyn	83.7
107 Reilly E S Richmsd Hl	83.6
108 Doane P Horseheads	83.6
109 Beaubarnois P Plattsburgh	83.4
110 Jack M Elmira	83.6
111 Hotaling P A Coxsackie	83.3
112 Texter L Bladell	83.3
113 Ertel D Slingerlands	83.2

(Continued on Page 10)

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Southern Conference delegation was out in force during the statewide convention in Rochester. Shown here, listening to discussion, are, from left, Conference first vice-president James Lennon, John Preisel, Conference president Nicholas Puzziferri and Dominick Ambra.

BELOW: Quick procedural conference is held by advisor Mary Blair, seated, and Dorothy Rabin, chairman of the statewide resolutions committee. Ms. Rabin presided over convention during presentation of resolutions to delegates.



All Roads To Rochester...

Additional photo coverage of the September convention of the Civil Service Employees Assn. in Rochester will appear in next week's edition of The Leader.



Pension committee report is delivered by Ernest Wager, president of Capital District Conference. Delegates voted to seek 20-year pension plan.



Statewide third vice-president Richard Tarmey leans over shoulder of president Theodore C. Wenzl to explain a point, while secretary Dorothy MacTavish looks on. The three leaders were seated at the main table during presentations of officers' reports.



Statewide second vice-president A. Victor Costa presents Phase III of restructuring report to Delegates. Phases I and II also got final approval and can now go into effect.



ABOVE: Three leaders who have held both chapter and conference presidencies line up to speak during discussion on resolutions. From left are Nassau County chapter president and former Long Island Conference president Irving Flaumenbaum, Rochester chapter and Western Conference president Samuel Grossfield and New York City chapter president and former Metropolitan Conference president Solomon Bendet.



LEFT: Jack Weisz, Metropolitan Conference president and Corrections representative to statewide Board of Directors, speaks while assistant sergeant-at-arms Paul St. John stands guard at microphone.



Consultation is held by two top office-holders in statewide organization: president Theodore C. Wenzl and, seated, first vice-president Thomas McDonough prior to McDonough's presentation of political action committee report.

BELOW: CSEA executive director Joseph Lochner, left, looks over convention agenda with statewide fifth vice-president Hazel Abrams and statewide treasurer Jack Gallagher.



(Leader photos by Ted Kaplan)



ABOVE: Statewide salary committee chairman Randolph V. Jacobs presents report to delegates, who approved demands for 10 percent raise.



ABOVE: Albany County chapter president Howard Cropsey, left, and Long Island Conference president George Koch, both members of the restructuring committee, exchange ideas during convention.



LEFT BELOW: Sam Mogavero, left, Erie County delegate to Board, and Harold Dobstaff, first vice-president of West Seneca School unit, give their attention during intense moment of debate.

RIGHT: Statewide president Theodore C. Wenzl is shown here greeting three ladies from one of the northernmost outposts of the Association, St. Lawrence County. From left are Agnes Earl, Marlene Sullivan and chapter president Flora Jane Beaton.



Eligibles On State and County Lists

(Continued from Page 7)

114 Toomey E Glens Falls	83.2	135 Samuel G Albany	81.9	158 Morrison D Buffalo	80.4	181 Doan R Schenectady	79.8	238 Levitt I New York	77.7
115 Galinski R Amsterdam	83.2	136 Bennett L W Coxsackie	81.8	159 Rogers C Buffalo	80.4	182 Vodron S Peru	79.7	239 Mahar D Rensselaer	77.7
116 Beck M Albany	83.2	137 Fernaus C Stafford	81.6	160 Hamm D Rochester	80.3	183 Teetsel M Schenectady	79.7	240 Condoluci J Eagle Harbor	77.6
117 Bossert B Albany	83.2	138 Blawn V Massapequa	81.5	161 Kuhrt M Schenectady	80.3	184 Thomas B Jamaica	79.6	241 Lyons R Mechanicvil	77.6
118 Flores E Mt Vernon	83.2	139 Abrams P Rotterdam	81.5	162 Brecker A Massapequa	80.3	185 Herkenham G Mechanicvil	79.6	242 Schuttig M Amsterdam	77.6
119 Hazell V Astoria	83.1	140 Schiffer J Brooklyn	81.3	163 Tefoe G Troy	80.3	186 Brown V Schenectady	79.6	243 Occhino J Buffalo	77.6
120 Morrison R Farlawn NJ	83.1	141 Maloney M Watervliet	81.3	164 Lashure R Hornell	80.3	187 Sreeter E Brooklyn	79.6	244 Levy R Bklyn	77.5
121 O'Brien K Rochester	82.8	142 Dodds F Newburgh	81.3	165 Richards J Waterford	80.3	188 Brandt M Rochester	79.5	245 Fry M Bklyn	77.4
122 Dinon D Troy	82.8	143 Thomas G Ft Johnson	81.3	166 Niedbalec P Cohoes	80.3	189 Williams M Albany	79.5	246 Green L Albany	77.4
123 Shivokevich J Peru	82.6	144 Lowery C Astoria	81.2	167 Farron J Troy	80.3	190 Wolfson L Albany	79.3	247 Lind A Bklyn	77.3
124 Dulin D Schenectady	82.4	145 Shaub B Albany	81.2	168 Spaulding S Sinclairvil	80.2	191 Purvis N Brooklyn	79.3	248 Freer K Binghamton	77.3
125 Price B Buffalo	82.4	146 Ryan T Cohoes	81.2	169 Cooke B Albany	80.2	192 Rose M Albany	79.3	249 Sharpley E Sand Lake	77.3
126 Israel N Albany	82.3	147 Kornspan L Spring Val	81.2	170 Roll R Alden	80.2	193 Mausert F Albany	79.3	250 Mutterer M Loudonville	77.3
127 Sardisco B Albany	82.3	148 Arcuri F Utica	81.0	171 Warfield A Syracuse	80.2	194 Spasa R Watervliet	79.3	251 Currier S Castleton	77.3
128 Pulliam C Catham	82.3	149 Schwartz A New York	80.9	172 Indovina P Rochester	80.1	195 Jackson E Troy	79.3	252 Jacobs J Freeport	77.3
129 Richter M Brooklyn	82.2	150 Osborne E Brooklyn	80.8	173 Rimpel A Queens VII	80.1	196 Studnicki J Troy	79.3	253 Devaul C Syracuse	77.3
130 Drexler M Loudonville	82.2	151 Schmitz J Nassau	80.7	174 Scrom T Schenectady	80.0	197 Goosby E Jamaica	79.2	254 Lamanche P Schenectady	77.3
131 Molyneux P Whitney Pat	82.2	152 Tyler L Amsterdam	80.7	175 Dejullus J Amsterdam	80.0	198 Crannell M Amsterdam	79.2	255 Addy J Cohoes	77.3
132 Ergmann M Scotia	82.2	153 Taylor S Hollis	80.6	176 Burton M Brooklyn	80.0	199 Radish C Tonawanda	79.2	256 Subock J Schenectady	77.3
133 Wojtanowski E Utica	82.0	154 Mazur D Middleport	80.5	177 Sringer M NYC	80.0	200 Harris V Bronx	79.2	257 Roberts M Glenmont	77.2
134 Montague M Buffalo	81.9	155 Vallone H Hamburg	80.6	178 Leiguarda L NY Mills	79.9	201 Lattimer J Far Rockaway	79.2	258 Fitzgerald A Troy	77.2
		156 Norris R Newfield	80.5	179 Ford L Binghamton	79.9	202 Sessions K Binghamton	79.2	259 Danielson J Ashville	77.2
		157 Davis M Brooklyn	80.5	180 Vandusen H Troy	79.9	203 Hibok E Saratoga Spg	79.2	260 Ristau M Delmar	77.2
						204 Hudson E Brooklyn	79.1	261 Williams N Endcott	77.2
						205 Daquino A Brooklyn	79.0	262 Beebe D Syracuse	77.2
						206 Jablow N Lefrak City	79.0	263 Aceme M Bklyn	77.2
						207 Mauger E Brooklyn	79.0	264 Dawes D Binghamton	77.2
						208 Roberts M Cohoes	78.8	265 Tierman M Mechanicvil	77.1
						209 Johnston B Albany	78.8	266 Lyons S Mechanicvil	77.1
						210 Spieler P Arverne	78.7	267 Roberts A Utica	77.0
						211 Barone C Albany	78.7	268 Eiser E Auburn	77.0
						212 Bellardini R Amsterdam	78.7	269 Petrelli M Hornell	77.0
						213 Elder J Norwich	78.7	270 Schonfeld G Bklyn	76.7
						214 Williams M NYC	78.6	271 Schonfeld G Brooklyn	76.7
						215 Fulton L Elmhurst	78.6	272 Glenn M NY	76.7
						216 Kast C Wells Vt	78.5	273 Levine Clara Levittown	76.6
						217 Galarneau P Waterford	78.5	274 Moran B Cohoes	76.6
						218 Blosser D Schenectady	78.5	275 Shoddy P Clarksville	76.6
						219 Buckley J Schenectady	78.4	276 Brown J Rochester	76.6
						220 Stumpf E Rochester	78.4	277 Graffunder J Waterford	76.6
						221 Hladik H Schenectady	78.3	278 Panetta S Elmira	76.5
						222 Berkun T Elmont	78.3	279 Kaczor E Schenectady	76.4
						223 Reynolds D Averill Park	78.3	280 Bednarski H Syracuse	76.4
						224 Reiter P Troy	78.3	281 Paratore D Liverpool	76.4
						225 Womer D Albany	78.3	282 Callahan I Freeport	76.4
						226 Vanamburgh C Albany	78.3	283 Eiaz M Bklyn	76.4
						227 Margolius S Albany	78.2	284 Schaible J Schenectady	76.3
						228 Selekof M Brooklyn	78.2	285 Malionowski H New Hyde Pk	76.3
						229 Ives B Troy	78.2	286 Ingraham D Mechanicvil	76.3
						230 Krutka E Troy	78.2	287 Leake R Rensselaer	76.3
						231 Diminick J Troy	78.1	288 Porter M Buffalo	76.2
						232 Coleman P Almond	78.1	289 Kelleher E Buffalo	76.2
						233 Martin B Rome	78.0	290 Conti G Jericho	76.2
						234 Russell L Schenectady	78.0		
						235 Hertzog E Albany	77.9		
						236 Dessingue D Cohoes	77.8		
						237 Rehm C Troy	77.8		

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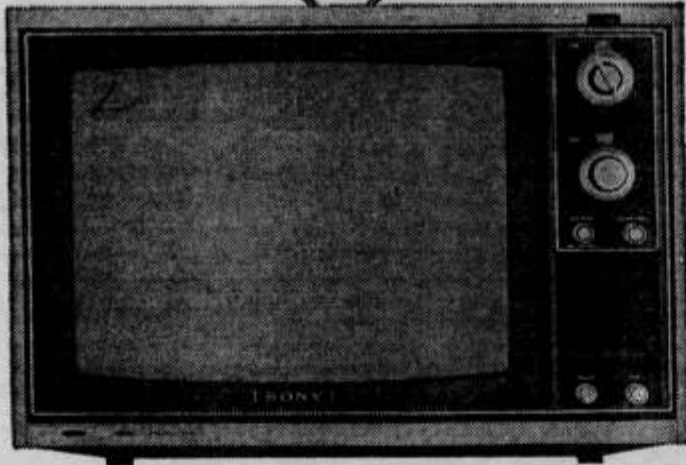
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Nov. 6 Deadline

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A varied series of State jobs are now open for application from the general public until Nov. 6, covering entry-level administrative positions, teaching, motor vehicle work and other fields.

College graduates without education credits or license may apply for the title of teacher I, with State agencies such as Correctional Services, Health, Mental Hygiene, Narcotic Addiction Control Commission and the Division for Youth. Application deadline is Nov. 6.

Nineteen teaching specialties are offered for this \$8,497 post, covering elementary and sec-

ondary levels. Candidates are required to present a specified number of credit hours in their specialties, varying between 12 and 36, and take a written test slated for Dec. 9. Subjects include agriculture, art, commercial subjects, English, homemaking, mechanical drawing, music, foreign languages, special education for the handicapped, and others. More details are available in announcement No. 23-6830.

For more information and how to apply for these and the following jobs, contact the State Department of Civil Service at the addresses listed on page 15 under "Where To Apply."

Other Tests

Administrative Services (Education) (\$9,005)—bachelor's degree with six credit hours in education. Includes Education Aide and Teacher Education Aide titles. See announcement No. 23-741.

Administrative Services (Park Management) (\$9,005)—bachelor's degree with 24 credit hours in engineering, landscape architecture, forestry or public or business administration, with at least 12 hours in one of these fields. See announcement No. 23-742. Includes Park Management Trainee title.

Assistant Investment Officer (\$11,929)—bachelor's degree plus three years of banking or investment experience. Currently one vacancy in Albany. See announcement No. 27-203.

Chemist (\$9,535)—bachelor's degree with at least 30 hours in chemistry, plus either a year of laboratory experience or 30 graduate semester hours in chemistry. Five vacancies in Brooklyn with Narcotic Addiction Control Commission; one Manhattan vacancy with Dept. of Labor. See announcement No. 27-108.

Chief System Planner (\$26,230)—bachelor's degree plus seven years experience involved

in planning for new or expanded facilities in Gas (announcement No. 27-208), Power (announcement No. 27-213) or Communications (announcement No. 27-223). All vacancies in Albany.

Dentist I, Public Health (\$20,197)—State dentist's license, one year of general dentist practice and one year of specialized practice. See announcement No. 27-118. Currently one vacancy in Albany.

General Administrative Service series (\$9,005)—bachelor's degree. Includes titles of Junior Administrative Assistant, Business Management Assistant, Civil Service Representative, Staffing Services Representative, Employee Insurance Representative, Personnel Administrator, Personnel Technician, Planning Coordinator and Public Employment Mediator Trainee I. See announcement No. 23-740.

Junior Physicist (\$9,535)—bachelor's degree with 30 semester hours in physics or nuclear engineering, plus either a year of teaching, technical or research experience, or 30 graduate semester hours in the field. Currently two vacancies in Albany.

Maintenance Man (Mechanic) (\$6,778)—two years experience in automotive or diesel repair shop under a journeyman mechanic, or AAS degree in auto

or diesel technology, or two-year post-high school program in auto or diesel mechanics plus six months experience, or completion of high school program in auto or diesel mechanics plus one year of experience. Vacancies in Binghamton and Syracuse areas; see Announcements 29-169 and 29-163, respectively.

Motor Equipment Repairman (\$8,497)—four years experience as automotive or diesel mechanic; satisfactory study at technical school substituted on a year-for-year basis. Vacancies in Binghamton and Syracuse areas; see announcement No. 29-159 and 29-153, respectively.

Motor Vehicle License Examiner (seasonal) (\$325.91 bi-weekly)—high school graduation plus either two years of college or business school, or work experience. Also, driver's license held for three years, age minimum of 21. For mid-May to September, 1973, vacancies expected statewide. See announcement No. 27-108.

Principal System Planner (\$23,599)—bachelor's degree plus six years of experience in planning expansion or new facilities for Gas (announcement No. 27-209), Communications (announcement No. 27-224) or Power (announcement No. 27-214). All vacancies in Albany.

Railroad Track and Structure Inspector (\$9,535)—four years of experience in railroad maintenance of way, including one year in supervisory capacity. See announcement No. 23-680. Vacancies in New York and Albany.

Real Estate Appraiser (\$11,929)—four years of responsible experience in real estate or acquisition of real estate for a governmental agency or large business. See announcement No. 23-682.

Supervisor of South Mall Grounds (\$9,535)—four years experience in maintenance of formal gardens or special parks, including one year in supervisory capacity. One vacancy in Albany. See announcement No. 23-681.

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9 Firefighters Upped

Nine promotions were made by the City Fire Department last week at ceremonies at department headquarters, 110 Church Street, Manhattan. The appointments took effect Sept. 30.

Promoted to battalion chief was number 77 on that 215-name list, established April 8, 1971, Michael Gerus of Ladder Co. 17.

Appointed to the rank of captain were Walter L. Sutton, E. 241; Albert K. Pearce, E. 153; John M. Klett, L. 116; John J. Malone (1), E. 219; Robert S. Bile, E. 201; Michael F. Laffey, L. 2; George J. Bennett, E. 231, and Thomas Zuecher, 7. 230. The last number reached on the 455-name captain eligible list, established Nov. 4, 1968, was number 348.

Don't Repeat This!

(Continued from Page 6)

These and other factors that come into play indicate that the CSEA negotiation committee will have its work cut out for its members.

Note: Last week, this column discussed the interest mounting in the races for seats coming open on the New York State Court of Appeals, the State's highest tribunal. The candidacy of Nassau County Supreme Court Justice Sol Wachtler, running on the Republican-Liberal Party tickets, was inadvertently omitted.

Final Key Answers

Prom. to Towerman, Transit Authority — Test held Sept. 18, 1971, taken by 581 candidates. No answers changed.

OCB Reserves Decision On Court Officer Representation

The Office of Collective Bargaining last week reserved decision on an appeal for reconsideration of their decision to deny Terminal Employees Local 832 I.B.T. exclusive representation of the Uniformed court officers in the City.

Arvid Anderson, chairman of the board, and other board members, questioned Eugene Friedman, attorney for Local 832, and Frank Prial, attorney for the Uniformed Court Officers Association, on the representation issue which involved Local 832 petitioning to the sole bargaining agent after the last contract with the court officers expired.

Friedman argued that the OCB, in its earlier decision against the Local, had failed to consider that most of the court officers no longer wanted to be represented by UCOA. He said the last contract expired June 31, 1971 and that a new contract had been agreed upon at that date. Local 832 filed their petition last February and the contract still had not been officially ratified by the membership. Friedman suggested that the OCB rules be amended to allow for replacement of the delinquent union or at least allow another representation election.

Prial suggested that reconsideration of the original OCB decision not be permitted as no additional evidence was submitted and no overlooked facts were presented at the hearing. He added that a change in the decision would result in chaos in management-employment relations as it would open the door to any union claiming bargaining rights after a contract had expired and a new contract had been negotiated within a seven month period.

Sr. Tellers

The City Dept. of Personnel has declared nine of the 90 applicants for promotion to senior housing teller, exam 2622, ineligible to take the Oct. 9 written exam.

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Westchester Seminar

WHITE PLAINS—The educational committee of Westchester County chapter, Civil Service Employees Assn., is sponsoring a "Basic Ship Steward Seminar" for all representatives of the chapter from Oct. 4 through Nov. 21, in conjunction with Cornell University.

Rochester Retirees

ROCHESTER—The Rochester Area Retirees chapter of the Civil Service Employees Assn. will meet Oct. 4 at 1:30 p.m. in Van De Mark Hall, Rochester State Hospital, according to chapter president Claude Rowell. The hospital is located here at 1600 South Ave.

Patterson Home Gives To Welfare

MINEOLA — The Patterson Home unit of the Nassau chapter, Civil Service Employees Assn., has contributed \$100 to the statewide welfare fund, it was announced this week by chapter president Irving Flaumenbaum. The county chapter had earlier contributed \$1,000.

The Plainview Division of the Nassau County Medical Center unit chimed in with a \$50 contribution, Flaumenbaum said. The Patterson Home unit is headed by Pauline Szymanski and the Plainview Division unit by Robert Short.

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Kukoleca Disagrees With Fact-Finder On Lackawanna Wages

(From Leader Correspondent)

LACKAWANNA — The president of the Lackawanna chapter of the Civil Service Employees Assn. disagrees with the wage recommendations of a fact-finder, but approves other elements of the fact-finder's report.

The chapter represents 240 non-teaching employees in the city bordering Buffalo and has been without a contract since the former pact expired June 30. "The fact-finder has been more than fair and, except for the wage increase, we could live with this report," said William

Kukoleca, chapter president.

The fact-finder recommended a wage boost of 30 cents an hour over two years compared to the 22- to 44-cent-an-hour hike sought by the CSEA.

Within Guidelines

Kukoleca said the fact-finder's wage suggestion amounted to under 4 percent. The chapter's proposal, he added, was still under the 5.5 guidelines established by the Federal Government.

The fact-finder, Robert K. Galley of Lewiston, also recommended that the Lackawanna Board of Education continue to pay full medical insurance premiums for all full-time employees.

Another recommendation was three personal days a year and an incentive sick-day plan that allows an extra sick day to an employee who works six months without an absence.

Kukoleca praised the fact-finder for the medical insurance recommendation. He said the board, which has been negotiating with the CSEA since February, had been trying to rescind the full-payment clause of the contract.

Dragging On

"We want to solidify what we have," Kukoleca said.

He added that the CSEA, which represents nurses, cafeteria aides, custodians and other non-teaching classifications, has reached tentative accord with the board on a seniority agreement he said was needed "to protect our present employees."

Field representative James Stewart is advising the Lackawanna chapter during the negotiations, which Kukoleca said, have been dragging on because the board is using a consulting firm "which can't make any decision when talking with us without going back for the board's approval."

Glazier Elected New President At Cortland U

CORTLAND—Roger Glazier is new president of the Cortland State University chapter of Civil Service Employees Assn.

Other officers elected for the 1972-74 term are: Carl Huff, vice-president; Louise Morton, secretary; Judy Knupp, treasurer; Ruth Webster, Rita Franklin, Clayton Dawley and William Burns, representatives, and Edward Zwack, Silvio Sardo, Betty Hitchcock and Marie Ray, delegates.

Glazier succeeds Patricia Crandall as head of the CSEA chapter whose members are employees in various State University of New York departments at Cortland.

HONOR ROLL

Below is a list of those individual CSEA members and chapters who have contributed to the CSEA Welfare Fund. In deference to the privacy of the individual contributors, this list does not include the amounts of their donations. The amounts given by CSEA chapters and units, however, will be printed. Names of contributors will be printed each week under the Honor Roll.

Frances Hammill, Carmella Nardi, Modesta Flanders, Glorila Glasgow-Gill, Gloria Hausner, Mary Dawson, Maine Baratz, Addie DiGuseppi, Anne Macenza, Maria De Jesus, Geraldine Knight, Nelida Henderson, Mary Colangelo, Dorothy Reich, Sam Graziano, Maryann Roe, Peggy Cooper, Justine Anderson, Arvella Haynes, A. Rieder, Agnes Loccalo, Willis Martin, Arthur Bitzenberg, J. Trushian, Eyomitov, Josh Simon, H. Hirschberg, D. Prompeter, R. Shultz, C. Rose, S. Dwyer, E. Zitron, H. Celez, Mary Zimmerman, J. Arent, C. Simm, M. Stern, B. Ricciardi, T. Aery, R. Bailey, H. Balkus, R. Bietry, C. Broms, V. DeSimone, A. Labita, J. Byrne, J. Stein, J. O'Bryan, W. Quinn, L. Shear, R. Wilkes, J. Culkia.

CHAPTER AND UNITS

Cayuga County, \$200; Bronx Tax Office Unit, \$261; SUNY College at Oswego, \$500; Rochester, \$14.50; Black River Valley Watertown Unit, \$50; State Bingo Control - NYC, \$30; Mid-State Armory, \$20; Hamburg DOT, \$252; Schoharie County, \$140; Poughkeepsie School District Unit, \$25; SUNY at Albany, \$100; NYS School for Blind, \$100; Gowaada State Hosp., \$1,000; Buffalo State Hosp., \$1,000; Nassau County School District Unit, \$50; DOT Region No. 8, \$518.06; Hudson River State Hospital, \$1,000; Central Islip State Hospital, \$5,000.



WILLARD INSTALLATION — Officer installation for Willard State Hospital chapter of the Civil Service Employees Assn. was conducted recently at Meadowbrook Restaurant in Waterloo. From left are Gertrude Brown (stand-in for Alice Hilkert, delegate); Norman Favreau (stand-in for Ed Limner, second vice-president); Beverly McDonald, secretary; Joseph McDonald, third vice-president; Georgianna Stenglein, first vice-president; Dorothy Moses, president; Harriet Casey, treasurer; Sara Wool-edge, delegate, and regional field supervisor Frank Martello, who was installing officer.

PR Committee Report

(Continued from Page 3)

committee to reaffirm its intentions to meet at least four times a year. The committee agreed. The next meeting was scheduled for 5 p.m. on Sept. 19, the first day of the current Annual Meeting.

Bolton also commented on the effectiveness of CSEA's Mobile Office which is under the supervision of the Public Relations Department. He then made a motion which was passed that the committee ask the president, the budget committee, and the Board of Directors to immediately study the feasibility of renting six smaller mobile units, one for each conference area, particularly during the SEIU election period.

Leader Series

As part of CSEA's ongoing education program for members, it was recommended by the committee that The Civil Service Leader should run a series of articles on the headquarters' and field staff and the services they provide. Kyer, editor of The Leader, agreed to assign his regional correspondents to undertake such a series.

Roulier, director of public relations, reported that two professional public relations positions became vacant as a result of resignations this summer and have been filled by Daniel Campbell and Margaret Eighmey, both of whom have had experience in the PR area. He also recommended that the PR staff submit to the committee each Spring budget recommendations for his

department, including cost figures on personnel services and estimates for on-going and planned programs and unanticipated expenditures.

Castle recommended that Headquarters be commended for the marked improvement in telephone communications in recent months.

Johnson reported to the committee that the slide presentation on CSEA, along with slide projectors, is in the hands of the six regional field supervisors and the Mobile Office. He noted that, as time passes, his firm plans to develop shorter slide presentations geared to specific areas of CSEA.

He stressed the need for more literature of a lasting nature for internal education and Johnson also spoke of the need to initiate a year-round statewide radio conditioning campaign, an idea which has been discussed for the last three years.

Burch Praised

Ms. Glenn moved that the committee commend Paul T. Burch, a staff collective negotiating specialist for the State Division, for his efforts in behalf of State Social Service employees. Virginia Colgan joined in praising Burch for his work with State University employees. The motion was approved. The

meeting adjourned at 10:50 p.m.

The committee felt it was worth reiterating certain points included in its report to the Delegates' Meeting last March. Whereas some progress in recommendations made at that time has been made, there are still many areas in which little or nothing has been done to implement our suggestions. The consensus of our committee in our last report noted that:

1. In general, a negligible expenditure was now being made by CSEA for public relations compared to other labor groups.

2. The relative increase in PR personnel compared to the increase in other CSEA departments was totally disproportionate. The various departments should all share commensurately in the continuing staff growth.

3. As a stopgap measure to meet immediate PR needs, the committee urgently recommended the hiring of at least five experienced journalists at Grade 21. These would be based at Headquarters but be free to travel at once to areas of specific need throughout the State, in the manner of our collective negotiating specialists.

4. Our PR staff operation should be decentralized so that everyone would not be covering the same areas of responsibility.

Flaumenbaum Critical Over Inability Of NMU To Reach Settlement

(From Leader Correspondent)

MINEOLA—After two months of a slowdown, two weeks of strike, heavy Taylor Law fines and a series of arrests, the National Maritime Union finally secured for Valley Stream garbage men a pay offer equalling the one that the Civil Service Employees Assn. peacefully negotiated for its bargaining unit nine months ago.

The situation was pointed up in fliers distributed by the Nassau chapter this week, it was announced by chapter president Irving Flaumenbaum.

"Isn't that something?" Flaumenbaum commented after hearing of the NMU performance.

The NMU was, nevertheless, still unable to settle the strike late last week as the Village prepared to assign the work to

a private contractor.

The Valley Stream unit is the only one in Nassau to have chosen representation by the NMU.

CSEA, representing other Village employees, negotiated a pact last December. The garbage men, CSEA officials noted, could have been under that settlement.

The strikers have been hit with fines of up to \$600 for the slowdown prior to their walkout. Presumably, they may face additional penalties.



ONONDAGA CLAMBAKE — Attendance far surpassed all previous records for the Onondaga County chapter, Civil Service Employees Assn., annual clambake, according to Andrew H. Placito, Sr., chapter president, third from right. The clambake, Placito said, afforded CSEA members and political candidates an opportunity to exchange views on legislative issues. From left are CSEA statewide first vice-president Thomas McDonough, chairman of the political action committee; Assemblyman Leonard Bersani, 118th Assembly District; Edward J. McLaughlin, candidate for Family Court Judge; Placito; chapter first vice-president William Massey, and Family Court Judge Ormand N. Gale.

WHERE TO APPLY FOR PUBLIC JOBS

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. Announcements are available only during the filing period.

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 11201, phone: 596-8060; NYC Transit Authority, 370 Jay St., Brooklyn 11201, phone: 852-5000.

The Board of Higher Education advises teaching staff applicants to contact the individual schools; non-faculty jobs are filled through the Personnel Department directly.

STATE—Regional offices of the Department of Civil Service are located at: 1350 Ave. of Americas, New York 10019; (phone: 765-9790 or 765-9791); State Office Campus, Albany, 12226; Suite 750, 1 W. Genesee St., Buffalo 14202. Applicants may obtain announcements

either in person or by sending a stamped, self-addressed envelope with their request.

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 5 p.m., weekdays only. Telephone 264-0422.

Federal entrants living upstate (north of Dutchess County) should contact the Syracuse Area Office, 301 Erie Blvd. West, Syracuse 13202. Toll-free calls may be made to (800) 522-7407. Federal titles have no deadline unless otherwise indicated.

Admin. Auditors

Six applicants for promotion to administrative auditor of accounts, exam 2526, have been declared ineligible by the City Dept. of Personnel.

Suffolk School Plans Carnival

MELVILLE—Civil Service Employees Assn. members throughout Long Island will stage a carnival day Oct. 4 for residents of the Suffolk State School.

Joseph Lavalle, president of the Suffolk State School chapter of CSEA, said members would provide three mechanical

rides, food booths and games in which "everyone is a winner." The carnival will be staged on the lawn outside Buildings 2, 3 and 4 from 10 a.m. to 3 p.m. Most of the 1,600 residents will be brought to the carnival for escorted tours.

The Long Island Conference and other chapters have shouldered part of the financing.

Orange County Ch. Plans For Election

MIDDLETOWN—The nominating committee of the Orange County chapter of the Civil Service Employees Assn. will hold its first meeting on Oct. 4, 1972, at 8 p.m., at the Grace Episcopal Church in Middletown, for the purpose of electing a chairman, vice-chairman and secretary, as well as dealing with any other business pertaining to the upcoming election to be held by the Orange County chapter of CSEA.

Members of the nominating committee are Harold McGulgan, Joseph Lilly, Larry Peterson, Kenneth Bougill, Jurgen Wekerle, Carol Dubovick, Dom Berry, Lou Serra and Ken Hunter.

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SOCIAL COMMITTEE — Smiling to show their relief at the conclusion of another successful convention banquet, members of the statewide social committee get together for a group photo. Seated, from left, are Mary Hart, Mary McCarthy, Ethel Chapman and Irene Carr; standing, John Sousa, chairman Deloras Fussell and John Tanzi.

PERB Opts For Mail Ballots In Vote

(Continued from Page 3)
 hours a day necessitates schedules which involve a substantial proportion of employees being absent for two consecutive days at any given time, and a major proportion of the remaining employees not working at any given time by virtue of their assignment to a different shift. On the basis of this information, the employer and the incumbent argue that a mail ballot would better serve the agreed-upon objectives.

The intervenor, AFSCME, took no position regarding the question of what form of election would best achieve the agreed-

upon objectives. This procedural issue was carefully considered by our Board in advance of the first elections which were held in these units in July, 1969. At a similar conference held June 16, 1969 in advance of those elections, we explored these and many other arguments in depth. Nothing that the parties have revealed in this most recent conference has persuaded us to change our minds; indeed, no significant arguments have been made at this time that were not made in 1969.

Mail Called 'Best'
 Having reviewed the arguments of the petitioner, the em-

ployer and the incumbent, we conclude that a mail ballot would best achieve the objectives. The high absentee rate and the work schedules of the employees involved mean that an *in personam* ballot-box election will disenfranchise many of the employees. Moreover, the large number of locations at which the election would have to be held and the extended time during which balloting would have to be permitted in order to reach a maximum number of employees would expose the ballots to an excessive opportunity for tampering. Finally, we are persuaded that the mailing of ballots to the home of an employee, or even to his residence at the institution, exposes him to undue influence by supervisory employees. We have conducted such mail ballots in both these units in the past and have had an opportunity to study the procedures and results of such elections. These studies have not revealed significant problems to us.

Westchester Unit To Honor Flood At Oct. 14 Affair

WHITE PLAINS — Westchester County unit of the Civil Service Employees Assn. will honor Ivan Flood at its annual dinner-dance Oct. 14 at the Post Lodge Restaurant in Larchmont.

Flood, a recent retiree, was the first president of the Westchester chapter as well as a member of the statewide Board of Directors and legal counsel for the chapter.

The Saturday evening affair will begin at 7:30, according to dinner chairman Irene Amaral. The restaurant is located on the Boston Post Road.

Tickets for the prime ribs dinner at \$12.50 a person are available from Ms. Amaral, Marilyn Matthews and unit president Michael Morella.

White Plains Unit To Honor Doherty

WHITE PLAINS — Robert J. Doherty, past president of the City of White Plains unit, Civil Service Employees Assn., will be honored at a dinner Oct. 30 in recognition of his retirement.

The dinner, according to unit president Stanley Boguski, will be at 6:30 p.m. at the Knights of Columbus Hall here, 137 North Broadway.

Southern Conf Meets Oct. 12

NEWBURGH — The Southern Conference of the Civil Service Employees Assn. has scheduled a special meeting Oct. 12 at the Holiday Inn on Route 17K here to discuss the pending challenge election for representation rights in the Institutional and the Professional - Scientific - Technical Units of CSEA.

The meeting, called by Conference president Nicholas Puziferri, is slated to begin at 7:30 p.m. with separate departmental and county chapter meetings. A full meeting of Conference delegates will be held at 9:30.

Nassau Experiment

(Continued from Page 3)
 in Washington that the plan was expected to gain approval. "We find the circumstances in Nassau ideal," said George Kuper, special assistant to the director. The Nassau experiment would involve a large body of CSEA workers in the county and three township governments. Officials said it was possible that the experiment could lead to a master contract for all employees of the county and towns, and might possibly be extended to employees of villages, cities, school and other districts, also represented by CSEA.

Capital Armories Sets Anniversary Meeting On Oct. 6

ALBANY — Capital District chapter of Armory Employees, Civil Service Employees Assn., will have its quarterly meeting at the Glens Falls Armory on Oct. 6, according to chapter president Charles W. Shatley.

There will be a program in observance of the chapter's 25 years as a part of CSEA. Since the granting of its charter on Sept. 18, 1947, chapter secretary John D. Corcoran pointed out, there have been 15 chapter presidents, with four of the eleven living presidents still serving as active employees.

Tompkins Installation

ITHACA — Tompkins County chapter of the Civil Service Employees Assn. will have statewide first vice-president Thomas McDonough as installing officer for the chapter installation ceremonies Oct. 5.

Approve Six School Chapters

(Continued from Page 1)
 stronger in its total understanding of the public employee, his various needs, problems and potential."

Wenzl conceived this idea two years ago when he addressed a group of CSEA members in Nassau County and stated that the non-teaching school district employees should be able to form their own chapters to provide such employees with the necessary specialized problem-solving apparatus needed by such a group.

Constitutional Change

The CSEA Constitution and Bylaws, however, did not provide for such a chapter concept, rather it limited the structure of CSEA chapters — to one per county, with separate non-teaching school district employee units within these chapters. After establishing a committee to study the organizational needs of such a chapter, Wenzl, assisted by state and local chapter leaders serving as committee members, proceeded with a series of statewide hearings and planning sessions.

In September of 1971, the committee reported its findings and recommended the formation of non-teaching school district employee chapters. The committee stated that if this concept were to work, the following criteria of formation must be met before CSJA could recognize such a chapter: First, 50 percent of the school districts of a county must participate in the chapter, and second, at least 200 members must belong to the chapter. The committee's recommendations were accepted at the September 1971 CSEA delegates meeting and the first of two required Constitutional amendment votes was recorded.

In March 1972, the second re-

quired vote of approval was obtained and the CSEA Constitution was amended to recognize the non-teaching school district chapter concept.

Committee Appointed

A non-teaching school district committee, made up of 15 non-teaching school district employees, was appointed in March and has been working with various interested districts in the State to see if chapters could be formed along the guidelines established by CSEA.

The charter committee considered the recognition of six new non-teaching school district employee chapters at the recent delegates convention in Rochester. All six chapters, the Educational chapter of Nassau County, the Educational chapter of Oneida County, the Educational chapter of Erie County, the Educational chapter of Saratoga County, the Educational chapter of Dutchess County and the Educational chapter of Broome County, were approved.

Parking Dispute

(Continued from Page 1)
 is not governed in any way by this decision, it can not be unaware of it."

CSEA has introduced various documents, letters and lists of demands into its PERB case, which show that the State recognized parking as a negotiable item in 1968.

CSEA's court case has been stalled by the State's contention that CSEA has yet to exhaust the administrative remedies, namely binding arbitration through the Office of Employee Relations, and the improper practice charge through PERB. CSEA is moving to get the case on the court calendar as soon as possible.

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.

- October**
- 4—Rochester Area Retirees chapter meeting: 1:30 p.m., Van De Mark Hall, Rochester State Hospital, 1600 South Ave., Rochester.
 - 5—Tompkins County chapter installation of officers.
 - 5—Metropolitan Armories chapter meeting: 2 p.m., Jamaica Armory, 93-05 168th St., Jamaica.
 - 7—Nassau County chapter, installation and dinner-dance: 7 p.m., Carl Hoppl's, Baldwin, L.I.
 - 9—Binghamton Area Retirees chapter meeting: 2 p.m., American Legion Post 80, 76 Main St., Binghamton.
 - 9—Westchester County unit meeting: 8 p.m., Health and Social Services Building 85 Court St., White Plains.
 - 13-14—Western Conference meeting: Holiday Inn, Geneseo.
 - 13-14—Central Conference meeting: Country House, off Thruway Exit '37, Syracuse.
 - 14—Sullivan County chapter fall dinner-dance: 7:30 p.m., Reber's Restaurant, Barryville.
 - 14—NYS Mental Hygiene Dentists luncheon meeting: 1 p.m., Hyatt House, Albany.
 - 14—Westchester County unit annual dinner-dance: 7:30 p.m., Post Lodge Restaurant, Boston Post Road, Larchmont.
 - 21—St. Lawrence County chapter annual fall banquet: 6 p.m., University Treadway Inn, Canton.
 - 27—Metropolitan Conference 25th anniversary dinner-dance: Glen Chateau, Brooklyn.
 - 28—Long Island Conference meeting: 12 noon, Carl Hoppl's, Baldwin, L.I.
 - 30—White Plains unit retirement dinner honoring Robert Doherty: 6:30 p.m., Knight of Columbus Hall, 137 No. Broadway, White Plains.