

Civil Service LEADER

America's Largest Weekly for Public Employees

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Local Negotiations Under Way

See Page 6



For A Bigger, Stronger Organization CSEA Kicks Off GIANT Membership Drive; Sets Goal At 200,000 Plus

Sam Emmett, chairman of a Statewide membership drive being launched this week by the Civil Service Employees Assn., announced that the major goal of the drive was to push CSEA membership "over the 200,000 mark and beyond."

October 1 is the push-off date for the Employees Association's "Super Sign-Up Season" and a variety of rewards are being offered to those who recruit new members.

"We are the State's biggest employee organization right now," Emmett said, "but there are thousands of civil servants still unorganized. We need them and they need us."

The membership chairman noted that CSEA's basic aim was to increase the strength of the Employees Association in its role as the major bargainer for employees on all levels of government in New York State.

The Rewards

"Every CSEA member in good standing as of October 1, 1970 is eligible to recruit new members," said Emmett. "For every new member you sign up, you get an award certificate worth one book of stamps (retail value approximately \$3.00 to \$3.50) redeemable at any S & H redemption center in the U.S. plus a chance in the \$10,000 Super-Prize Jackpot. And there's no limit on the

number of award certificates and jackpot chances a recruiter can earn."

Besides getting an award certificate, the recruiter of a new member has a chance to win the Super-Jackpot first prize — a sparkling 1971 Camaro. The recruiter's name is entered in the jackpot drawing each time he signs up a new member. If he signs up 10 members, he gets 10 award certificates plus 10 chances at the Super-Prize Jack-

pot. The new member who is sign-up during the eight week Super Sign-Up period automatically receives one chance in the Super-Jackpot.

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JOINT EFFORT— Solomon Bendet, right, first vice-president of the Civil Service Employees Assn. and president of its New York City chapter, is seen with Edward Kiernan, president of the New York City Patrolman's Benevolent Assn., as they meet to discuss a retirement proposal that would provide for an employee's pension to rise correspondingly as the grade from which he retired rises in salary. The proposal was approved by delegates attending the recent convention of the CSEA and by the PBA. Bendet and Kiernan are exploring the possibility of joint sponsorship of the measure for action in next year's session of the State Legislature.

Funeral Rites Held For Four Slain State Aides

ALBANY — Funeral services were conducted last week for four young State employees who were shot to death shortly after reporting for work by a co-worker who took his life following the shooting.

Rites were conducted last Saturday for Mrs. Sandra L. Peters, 24, of Amsterdam; Patricia Chromik, 22, of nearby Guilderland; Mary Ann Rejnisch, 27, of Albany, and Linda D. Willis, 21, Waterford. The victims were shot last Wednesday in their offices at the Department of Labor building at the State Campus here by Joseph W. White, 25, of Albany, a senior administra-

tive analyst in the Department, who had been on sick leave since Aug. 12 reportedly suffering from acute colitis.

White walked in to the building carrying a high-powered rifle in a wrapped package. Witnesses reconstructing the tragedy reported that White had

(Continued on Page 3)

MetroConf. Sets Bklyn. Meeting For Oct. 17 Date

Oct. 17 at noontime has been set aside for the next meeting of the Metropolitan Conference, Civil Service Employees Assn., noted Conference president Randolph V. Jacobs in explaining that the Brooklyn State Hospital chapter will host this meeting. The place will be the Farragut Inn, Farragut Rd. and Flatbush Ave., Brooklyn.

In addition to the regular agenda, declared Jacobs, the Conference is making arrangements for a staff spokesman from Albany to address the membership on the "problems and procedures with respect to negotiations at department and agency level under our current contract."

Persons planning to attend were asked to advise the Conference's corresponding secretary, Moe Brown, at WO 4-7100, ext. 409. An Oct. 13 deadline for reservations has been indicated.



Cattaraugus To Host Next W. Conf. Meet

OLEAN — The Cattaraugus County chapter of the Civil Service Employees Assn. will host the Saturday, Oct. 3, meeting of the Western Conference at the Castle Restaurant here.

The following is a schedule of the day's main activities:

- County Workshop meeting, 10 a.m.
- Western Conference meeting, 1 p.m.
- Dutch-treat cocktail party, 6-7 p.m.
- Dinner (\$5 a person), 7 p.m.

Reservations should be sent to: Mrs. L. W. Felton, ticket chairman, R.D. No. 2, Box 517, Olean 14760; or Mrs. Josephine Jackson, chapter president, 238 E. State St., Salamanca 14779.

For those who wish to stay overnight, reservations must be made directly with the Castle Inn, 3220 West State Rd., Olean 14760. Rates for singles start as low as \$9 per person.

- BULLETIN -

At Leader press time, it was learned that Westchester County chapter of the Civil Service Employees Assn. had filed papers on a court suit against the County to force it to comply with State laws on the payment of extra benefits to social welfare workers.

Michael Del Vecchio, chapter president, said that a 10 percent pay bonus is due workers with a bachelor of arts degree and a 20 percent increase is mandated for those with a master's degree. The County has adamantly refused to recognize the law and pay these increases, he said.

Full details on the suit will appear in next week's issue of The Leader.

Don't Repeat This!

Victory For Buckley A Real Possibility Now In Senate Race

JAMES L. Buckley the Conservative Party standard bearer for the United States Senate, upset all political calculations and set a new record for votes re-

(Continued on Page 2)

SIGNED UP YET? —

That's the question Eileen De-George and other active Civil Service Employees Assn. members will be asking the many thousands of eligible non-members during CSEA's eight-week Super Sign-Up period. If you're not already a member, why not ask about the benefits of belonging to New York State's Number One Civil Service Union. Details on Pages 8, 9 and 16.

Inside The Leader

- Labor Accounts Auditor Test Protest — Page 14
- W. Seneca-Orchard Park Pact Approved — Page 3
- Onondaga Mediation Talks Set — Page 3

Called Bright Idea

ALBANY—Lt. Gov. Malcolm Wilson has commended a Thruway toll collector, Marilyn DeAngelo, for her courteous sug-

gestion that the headlights on his car be dimmed when approaching a Thruway booth so that the Thruway plate would be more easily visible.

ROME-GREECE-TURKEY & SPAIN

SPAIN — Costa del Sol — October 10 to 18, only \$329.00 via Iberian Airline Jet at the beachfront Hotel Riviera in Torremolinos, transfers, Continental breakfast, full-course dinner, full-day excursion to Granada, taxes and gratuities. Write to Sam Emmett, 1060 E. 28th Street, Brooklyn, N.Y. Tel 212 253-4488 (after 5:00 PM).

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Open only to members of Civil Service Education & Recreation Assn. For Fall and Winter program brochure, write to CSE&RA, P.O. Box 772, Times Square Station, New York, N.Y. 10036.

DON'T REPEAT THIS!

(Continued from Page 1)

ceived by a third-party candidate when two years ago he garnered over one million votes in his first outing as a political candidate, for the office to which he aspires.

An older brother of William Buckley, Jr., the publisher-columnist, polemicist and a losing Conservative Party candidate for Mayor of New York in 1965, James Buckley lacks his brother's ornate tongue, his expressive, mobile eyebrows and patrician nose. On the other hand, the slender, crew-cut James emerges as the clean-cut Horatio Alger type, whose warm personality and lucidity of thought have won him the respect of conservative people throughout the Nation.

In his race for the Senate seat two years ago against Senator Jacob K. Javits and Democratic candidate Paul O'Dwyer, both prestigious members of the eastern liberal establish-

ment, Buckley's candidacy became the anchor not only for conservatives identified with his own political party, but also for Republicans and Democrats who became disenchanted with liberal domination of their parties.

A Major Difference

This year, Buckley finds himself once again in a contest against two liberally oriented opponents, Republican incumbent Senator Charles Goodell, who also has the Liberal Party endorsement, and Democratic Congressman Richard Ottinger, of Westchester County. But there is one major difference: the Republican organization stood firmly behind Javits, but is divided in its support of Goodell. Some Republican county leaders have openly endorsed Buckley; others are sitting on their hands. A group of State legislators, led by Senator John Marchi, of Staten Island, have proclaimed their support for Buckley. From the Demo-

cratic side, many are expected to rally to the support of Buckley, following in the footsteps of former City Comptroller Mario A. Procaccino, the defeated Democratic candidate for Mayor last year.

Buckley's own strength as a candidate, coupled with substantial defections from the two major political parties, have made Buckley a viable candidate, with bright prospects for winning the Senate seat. Unlike his opponents, Buckley is a warm supporter of Nixon Administration foreign policies, favors a carefully planned and phased pull-out from Vietnam and believes that the armed forces of the United States should be organized on a volunteer basis. Buckley's position on Vietnam has brought to him the wholehearted support of the construction workers, veterans' organizations and patriotic groups. The Buckley forces also expect to do well with policemen and others who have become angered by campus radicals and violence and by street demonstrations and confrontations.

Buckley applauded the defeat in the Senate of the Hatfield-McGovern amendment with the following words: "I am proud that the people have not succumbed to the pressures of the vocal minority. I feel more secure knowing that as a nation we are committed, and by this vote have expressed our commitment, to a consistent and responsible foreign policy. I am relieved that this opening wedge of new isolationism has been rejected."

The other day, Buckley called upon Gov. Nelson A. Rockefeller to investigate the role of "militant factions" in attacks on New York City police. "If there is a guerrilla war being carried on by militants against the police and other groups," Buckley wrote to the Governor, "the public has every right to be informed of this situation."

Polls Confirm Strength

Public opinion polls confirm the consensus among political leaders that Buckley has a clear shot at victory in the Senate campaign. What is even more important is that political contributors, even during these days of tight money, have opened up their check books for the Buckley campaign coffers. In a tight three-way race, only a little more than one-third of the total votes cast is needed for victory. Many believe that James L. Buckley is within that batting range.

(This is the first in a series of three articles on the contenders for New York State's seat in the United States Senate).

Hellriegel Picked

ALBANY—Raymond J. Hellriegel, public relation director for the State Fire Fighters, has been named a member of the Governor's Committee for International Official Visitors.

NOTE: Did you know that GHdI reduced premium rates by 10%?

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"What Do You Want?" CSEA Asks Members In Div. Of Employment

ALBANY—The Civil Service Employees Assn. negotiating team for employees in the Division of Employment has issued a request for more negotiations proposals from D of E employees.

One of the major aims of department negotiations is to incorporate as many employee proposals in the negotiations as possible, CSEA sources said.

"We put out a call for proposals some time ago," said a committee spokesman, "but so far the response has been low. I think that D of E employees should know that proposals submitted to us will have a definite effect on the outcome of our negotiations, and the lack of such proposals will have an equal effect. The point is that the employees should tell us what they want now, because complaints and suggestions submitted after the negotiations will be no good at all. Also, non-CSEA members should be aware that their proposals will also be welcomed."

Employees may submit their proposals to members of the D of E department negotiating team at their work locations:

—Edward Allen, chairman,

employment security manager, Division of Employment, 25 Glen Cove Ave., Glen Cove, 11542;

—John Wolfe, vice chairman, principal statistics clerk, Bldg. 12, State Campus, Albany;

—Joy Colon, employment counselor, 558 Southern Blvd., Bronx 10455;

—Paul Greenberg, employment interviewer, 578 Main St., New Rochelle;

—Lillian Adams, 1181 East New York Ave., Brooklyn 11212;

—Alphonse Briere, file clerk, Division of Employment, 950 Broadway, Buffalo;

—Jeremy Pingleton, Division of Employment, 191 Franklin St., Rochester 14604;

—Frank Whitson, community worker, Division of Employment, 950 Broadway, Buffalo;

—John LoMonaco, 250 Schermerhorn St., Brooklyn 11223.

Employees are urged to submit their proposals as soon as possible.

Court Rules Against Schools' Prohibition Against Mail Box Use

ALBANY—A restriction on the use of school mail boxes and other school facilities for distribution of materials has been ruled unconstitutional by a Federal court.

Charging that this restriction violated rights of freedom of speech under the First and Fourteenth Amendments, the president of the Bay Shore Classroom Teachers' Assn. challenged the constitutionality of a section of an administrative manual barring use of mail boxes

for anything other than official business of the Bay Shore School District in Suffolk County.

The Court found the section of the manual "void on its face and in its application as an over-broad prohibition of the First Amendment rights of the public school teachers in the District."

In Albany, Joseph D. Lochner, executive director of the Civil Service Employees Assn., which represents 185,000 public employees in New York State, applauded the court's decision.

"This decision has widespread implications for all those in public employment," he said, "and CSEA is grateful that the matter has been made clear now. Labor organizations like CSEA, for example, must often communicate with their members on matters of the utmost importance—matters involving wages, working conditions and other tremendously important issues. Free channels through which such information may flow are essential to the well-being and the freedom of all employees involved."

New Post For Nyquist

Governor Rockefeller has made the recess reappointment of State Education Commissioner Ewald B. Nyquist of Selkirk to the Board of Directors of the State Science and Technology Foundation. The position is unsalaried.

Onondaga Mediation Meetings Will Start Next Week Following Breakdown Of Bargaining Talks

(From Leader Correspondent)

SYRACUSE—Mediation meetings will begin Oct. 6 between Onondaga chapter, Civil Service Employees Assn., and Onondaga County officials, in an attempt to reach agreement on a 1971 contract for County employees.

The CSEA unit asked for—and was granted—mediation after its leaders charged that County officials have refused to make any counter-proposals to the chapter's demands.

The State Public Employees Relations Board appointed Professor James Markowitz of Le Moyne College's labor relations department as mediator.

Andrew H. Placito, Sr., chapter president, said that the chapter has presented the County with proposals for an across-the-board pay increase for employees it represents, plus improvements in fringe benefits including vacations, retirement benefits, time off and others.

"The County has refused to come back with a meaningful counter-proposal so we had to declare an impasse and ask for mediation," he said.

A. Gerald Roseman, chairman of the chapter's negotiating committee, said the chapter has asked for a two-year contract

and presented a list of items for the County to consider.

"We have cut the list time and again," he said, "but the County has come back with nothing." He said most of the deleted items will probably be returned to the list of mediation sessions.

The only offer made by the County "we consider nothing," Roseman said, "and the County has refused to change this."

Lee Frank, CSEA field representative, is directing the negotiating efforts of the chapter, which represents City employees and other groups, as well as County workers.

Placito reported on the County developments and other negotiating units at the Chapter's quarterly meeting. He said all units are working on new contracts for the next year.

In the chapter's newsletter, "Smoke Signals," Pacito urged that members "bear in mind that negotiations in the public sector are a mixture of politics and pure negotiations. Every effort should be made to resolve issues at the negotiating table; and beware of political maneuvering that might make a sham of the negotiating process."

Also, he said, that a "freeze" on news releases is necessary during negotiations because of the "horse trading" nature of bargaining.

Some items tentatively agreed upon early in negotiations may have to be traded in whole or part as bargaining continues, Placito said. "If a public release was made on an issue, then it becomes very difficult, if not impossible, to trade or amend it," he said.

West Seneca-Orchard Park Schools Okay CSEA Pact

WEST SENECA—A two-year contract for non-teaching employees of the West Seneca and Orchard Park Central School District, Erie County, has been signed by school officials and representatives of the Civil Service Employees Assn.

An eight percent across-the-board salary increase the first year and a 6½ percent increase the second year highlight the contract. All terms of the pact are retroactive to Aug. 31, 1970.

Other benefits include:

- Longevity increments: \$100 after 15 years of service; \$225 after 20 years, and \$225 after 25 years;
- Medical insurance and hospitalization fully paid by the school district;
- Vacations: 10 days after one year of service; 15 days after five years; 20 days after 15 years; 22 days after 20 years;
- 11 paid holidays per year;
- 11 paid holidays per year;
- 1/50th non-contributory retirement plan;
- Grievance procedure with binding arbitration, and many more benefits.

CSEA Field Representative Eulis Cathey, who assisted the CSEA unit in negotiations, praised the CSEA bargaining team for "their fine work and the great contract they negotiated."

Marquette Back

POUGHKEEPSIE — Gary L. Marquette, electrical and audio visual technician for the Poughkeepsie City School system, has returned from four years in the Army security agency.

Prior to his enlistment, Marquette was a charter member of non-teaching unit of the Civil Services Employees Assn.



CONTRACT SIGNED — Signing the contract between the Central School District No. 1 of the Towns of West Seneca and Orchard Park and the Civil Service Employees Assn. are, standing left to right, Carl Markello, negotiator for the district; Dr. Stephen Prescott, director of personnel; Eulis Cathey, CSEA field representative, and Dr. Joseph Yarbrough, assistant superintendent for business. Seated are J. Pierce McGrath, superintendent of schools, and Harold Dobstaff, CSEA unit president.

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OCT. 1 - NOV. 27, 1970

see details on pages 8, 9, 16

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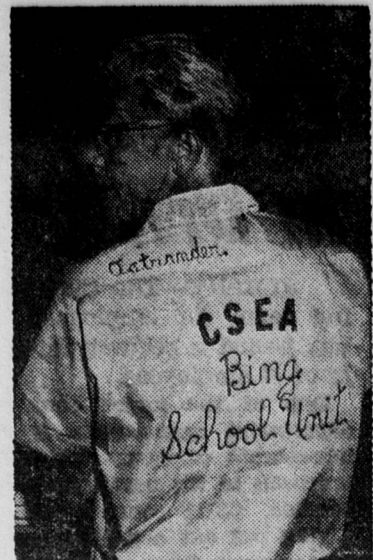
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UNIFORM — Binghamton School unit, Civil Service Employees Assn. bowling team captain John Ostrand shows off the team bowling shirt. For those without color sets, it's canary yellow with purple lettering.

Troy City Manager Again Embroiled In CSEA Dispute

TROY—"Troy's City Manager has done it again," said Thomas Whitney, the Civil Service Employees Assn. field representative for the City of Troy, in a recent interview here.

"Ralph DeSantis, who has been the City Manager in Troy since January of this year, has found several occasions in this short period for stepping on the toes of the civil service system, and has thus embroiled himself in disputes with the Civil Service Employees Assn., which represents Troy City employees," said Whitney.

DeSantis' most recent "questionable" action is the dismissal without notice of Albert C. O'Neil, Troy's chief building inspector.

The dismissal apparently came after a dispute between the City manager and the chief building inspector over whether or not an establishment known as "Ruggy's Billiard Parlor and Restaurant" should be reopened one week after O'Neil had closed it due to building violations.

Claim Harassment

O'Neil claims that the violations had either been corrected or were in the process of being corrected, but DeSantis disagreed. He ordered O'Neil to re-close Ruggy's, and when O'Neil refused, he was summarily dismissed.

After firing O'Neil, DeSantis then ordered Frederick K. Ryan, building superintendent, to carry out the re-closing, which Ryan did.

The proprietor of Ruggy's, George Tourajian, claims that DeSantis ordered the measure as a form of harassment, since a factory employing 36 persons, which is located upstairs from his establishment, has continued to operate unmolested.

"CSEA is fighting O'Neil's dismissal as unjustified," said Whitney, and we have a disciplinary hearing coming up on Oct. 2. Although he has been suspended for 30 days pending the hearing, we are very optimistic about his reinstatement—particularly in the light of the questionable circumstances surrounding his dismissal."

Mt. Vernon Blue Collars Await Vote

MT. VERNON—Blue-collar employees of the City of Mt. Vernon will have the opportunity to elect a new bargaining agent tomorrow.

The Public Employment Relations Board has set tomorrow, Sept. 30, as the date for an election between the Civil Service

Employees Assn., Teamsters Local 456 (the current bargaining agent) and the American Federation of State, County and Municipal Employees. All eligible blue-collar employees of the City of Mt. Vernon may vote.

Titles eligible to vote are:

All blue-collar employees in

the Department of Public Works, Department of Recreation, Water Department and Department of Public Safety, including: motor equipment operators, sewer maintainers, laborers, heavy motor equipment operators, incinerator attendants, incinerator attendant stokers, weighers, watchmen, sanitation men "A," carpenters, skilled laborers, semi-skilled laborers, automotive mechanics, automotive mechanic foreman, storekeepers, garage attendants, tree trimmers, park

(Continued on Page 13)

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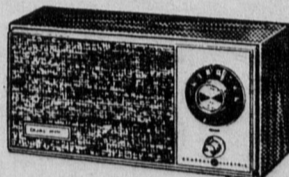
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Jerry Finkelstein, Publisher

Paul Kyer, Editor

Joe Deasy, Jr., City Editor

Marvin Baxley, Associate Editor

Barry L. Coyne, Assistant Editor

N. H. Mager, Business Manager

Advertising Representatives:

ALBANY — Joseph T. Bellew — 303 So. Manning Blvd., IV 2-5474
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TUESDAY, SEPTEMBER 29, 1970

A Bright Innovation

LITIGATION concerning the validity and appropriateness of questions in New York City Police Department promotional examinations is expected to be sharply reduced following the announcement of the establishment of review boards to screen questions on these examinations.

The board will be made up of representatives of the City and unions holding bargaining certificates for the titles for which the examination is being given.

This system, long in coming, is sure to prove a success both for the City and test-takers. The innovation of City Personnel Director Harry Bronstein, the plan has the strong approval of the employee organizations involved.

Should the system prove the success that is anticipated, we hope that it is expanded to other examinations in the uniformed forces. No one except those working these highly specialized jobs can really know the soundness of examination questions.

Local Negotiations Under State Contract Opening In 8 Depts.

ALBANY—The Civil Service Employees Assn., which has been negotiating at the local level for the employees in five State departments, will soon begin talks with officials of eight other departments.

Negotiations on the departmental level, an important benefit provided for under the CSEA contracts for State employees in four Statewide bargaining units, will begin soon with the departments of Motor Vehicles, Education, Environmental Conservation, Correction, Audit and Control and the Office of General Services.

CSEA has been negotiating for several weeks in behalf of employees in the departments of Mental Hygiene, Taxation and Finance, Transportation, State University and Division of Employment.

A CSEA spokesman said that collective bargaining specialists have been assigned to these departments and that they welcome any suggestions or recommendations from employees that could become part of CSEA's bargaining demands in each department. The departments and the bargaining specialists assigned are: Health, Bernard J. Ryan; Motor Vehicles and Education, John A. Conoby; Social

Services, Robert C. Guild; Environmental Conservation, Paul T. Burch; Office of General Services, Joseph P. Reedy, and Correction and Audit and Control, Thomas J. Linden.

The spokesman further stated that any question or suggestions relating to negotiations in these departments should be directed to the collective bargaining specialist assigned.

CSEA is in the process of selecting employees to serve on the departmental bargaining teams.

New Chief Appointed For Distributive Ed.

ALBANY—Douglas T. Adamson is the new chief of the Bureau of Distributive Education. He has been with the State Education Dept. since 1960.

In his new \$20,736-a-year post, he will seek educational programs at the high school and post-high school level that will reflect employment opportunities and trends for young persons and adults.

State Checks Will Reflect Pay Raise

ALBANY—State employees in the four Statewide collective bargaining units represented by the Civil Service Employees Assn. can expect to receive the second part of their 1970 negotiated raise—\$250 added on to their annual rate of salary—very soon.

The raise, effective Oct. 1, will be put into paychecks as soon as bookkeeping work is completed. The prorated money will be retroactive to Oct. 1.

State employees in the administrative services unit, institutional services unit, professional-scientific-technical unit and the operational services unit will be affected by the raise.

CSEA had negotiated a 7½ percent, \$750 minimum pay raise, effective last April 1. However, \$250 of that raise was deferred to this Oct. 1.

LETTERS TO THE EDITOR

Wants More Equal Pension Provisions

Editor, The Leader:

The following is a copy of a letter sent to Dr. Theodore Wenzl, CSEA president.

"In the unanimous opinion of this office, it is shameful that a large group of employees who will have fewer than 20 years of State service at the time of their retirement are being neglected.

"Employees with more than 20 years of State service recently were granted a 1/50th retirement plan, while those with under 20 years of service remained with the 1/60th plan.

"Now you are proposing for those employees with more than 20 years service the benefit of a 1/40th plan and still ignoring those employees with under 20 years of service.

"It is our hope that you will correct this situation, without delay, so as to avoid this discriminating practice which can only result in weakness, dissatisfaction and disunity amongst all CSEA members."

P. FISCHER
 Division of Cemeteries
 Manhattan

Civil Service T.V.

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

Tuesday, Sept. 29

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. 2, "Comprehensive Nursing Care, Part I." Refresher course for nurses.

7:00 p.m. (color)—Around the Clock—NYC Police Dept. training series.

Wednesday, Sept. 30

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

1:30 p.m. (color)—Around the Clock—NYC Police Dept.

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.

Pressure On The Police

PUBLIC RELATIONS in civil service is certainly not always peaches and cream, with never a hitch and never a problem.

CAREFUL PLANNING and strict adherence to the rules such as continuing outstanding performance in the public interest usually can help in avoiding hitches and problems.

BUT SOMETIMES the most careful plans can go awry because of intangibles or unforeseen events which could not possibly have been anticipated.

THUS, CIVIL SERVANTS dedicated to maintaining the highest standards of public relations must be flexible enough in their thinking and in their work to adjust to new conditions and situations.

CHANGES ARE ALWAYS taking place in our volatile world and since civil service is an integral part of that world, changes happen there, too.

SOMETIMES THESE changing conditions and situations pose a dilemma for both civil servants and government executives.

NOWHERE IN civil service is this more true and more timely than among civil service police officers. Their problems and dilemmas seem to take up a lot of space in print and over the air. But we must remember that their problems and dilemmas belong to all civil servants.

HERE ARE SOME of these "stickers" which make civil service public relations a rocky, thorny path rather than peaches and cream:

- **HOW WELL IS** the overall morale of the civil service police holding up in face of the knowledge that they are the No. 1 target of anarchists and "kooks," whose weapons are gunfire, bombs and boobytraps?

- **BECAUSE OF** the above, how much pressure will be generated to reduce police retirement time in New York City to 15 years from the present 20 years—all this in face of a back-breaking tax load now being shouldered by the taxpayers?

- **HOW DOES ONE** reconcile the pervasive suggestions by many experts—including the new police commissioner, Patrick V. Murphy—that eventually only police with college training should be allowed to take promotion exams, with the strong efforts to recruit young men from among minority groups, some of whom must first be prepared to pass high school equivalency tests?

- **HOW MUCH COMMUNITY** involvement—or control—will be permitted under pressures that the community should have something to say about running a police department, which basically is a professional's job demanding unusual professional training and skills?

THESE ARE BUT a few of the many, many problems and dilemmas which arise in the dynamics of our modern world.

THESE CAN BE multiplied many times to achieve a more complete list.

THAT IS WHY we say that public relations in civil service is not always peaches and cream. Realistic civil servants accept the smooth with the thorny because real life is never placid and totally free of problems.

training series.

3:00 p.m.—Return to Nursing—No. 2, "Comprehensive Nursing Care, Part II." Refresher course for nurses.

7:00 p.m. (color)—On the Job—NYC Fire Dept. training program.

Thursday, Oct. 1

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. 3, "Comprehensive Nursing Care, Part II." Refresher course for nurses.

7:00 p.m. (color)—Around the Clock—NYC Police Dept.

training series.

Friday, Oct. 2

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

11:00 a.m. (color)—Frontline, N.Y.C.—Staff meeting of the Dept. of Social Services.

1:30 p.m. (color)—Around the Clock—NYC Police Dept. training series.

Saturday, Oct. 3

7:00 p.m. (color)—On the Job—New York City Fire Dept.
 10:00 p.m. (color)—Urban Challenge—With Bronx Borough Robert Abrams.

Monday, Oct. 5

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

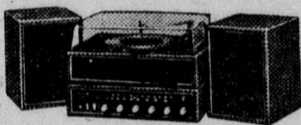
Mediator Named In 2 Pact Disputes

ALBANY—The New State Public Employment Relations Board has announced the appointment of two mediators in contract disputes involving the Civil Service Employees Assn.

John C. Tobin, an Albany attorney, has been named to the dispute between the Town of East Greenbush and CSEA's Rensselaer County chapter.

Dale S. Beach has been named to the dispute between Onelda County and CSEA. Beach is a professor at the School of Management at Rensselaer Polytechnic Institute.

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So it's no surprise to find 3½ million Volkswagens buzzing around the States.
Isn't that odd for a funny-looking car with a funny-sounding name?
No. Not when you know how we take care of them and sell them.
To begin with, service always came before sales with us. It still does.
We've always worked every bit as hard to improve VW service as we have to improve the VW itself.
So when you bring your VW in for service,

drive up to the front door, please.
You can sit in our spic-and-span waiting rooms, have a cup of imported coffee and not walk out broken in mind, spirit and checkbook.
One big reason for this is that while we always make VWs better and better, we don't always make them different and different.
So those 3½ million VWs have a lot in common: most VW parts still fit most VWs.
It is actually easier (and cheaper) to get parts for a Volkswagen than for many domestic cars on the road today.
It is also easier to get a whole VW: \$1839* does it. Lots of cars just come and go. VWs just go and go.

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Batavia Bob Hawkes, Inc.
Bay Shore Trans-Island Automobiles Corp.
Bayside Bay Volkswagen Corp.
Binghamton Roger Kresge, Inc.
Bronx Avoxe Corporation
Bronx Bruckner Volkswagen, Inc.
Bronx Jerome Volkswagen, Inc.
Brooklyn Aidan Volkswagen, Inc.
Brooklyn Economy Volkswagen, Inc.
Brooklyn Kingsboro Motors Corp.
Brooklyn Volkswagen of Bay Ridge, Inc.
Buffalo Butler Volkswagen, Inc.
Buffalo Jim Kelly's, Inc.
Cortland Cortland Foreign Motors
Elmsford Howard Holmes, Inc.
Forest Hills Luby Volkswagen, Inc.
Fulton Fulton Volkswagen, Inc.
Geneva Dochak Motors, Inc.
Glens Falls Bromley Imports, Inc.
Hamburg Hal Casey Motors, Inc.
Harmon Jim McGlone Motors, Inc.
Hempstead Small Cars, Inc.
Hicksville Walters-Donaldson, Inc.
Homeell Suburban Motors, Inc.
Horseheads G. C. McLeod, Inc.

Hudson Colonial Volkswagen, Inc.
Huntington Fearn Motors, Inc.
Ithaca Ripley Motor Corp.
Jamaica Manes Volkswagen, Inc.
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Massena Seaway Volkswagen, Inc.
Merrick Saker Motor Corp., Ltd.
Middle Island Robert Weiss Volkswagen, Inc.
Middletown Glen Volkswagen Corp.
Monticello Philipp Volkswagen, Ltd.
Mount Kisco North County Volkswagen, Inc.
New Hyde Park Auslander Volkswagen, Inc.
New Rochelle County Automotive Co., Inc.
New York City Volkswagen Bristol Motors, Inc.
New York City Volkswagen Fifth Avenue, Inc.
Newburgh F & C Motors, Inc.
Niagara Falls Amendola Motors, Inc.
No. Lawrence Volkswagen Five Towns, Inc.
Olean Volkswagen of Olean, Inc.
Oneonta John Eckert, Inc.
Plattsburgh Celeste Motors, Inc.
Queens Village Weis Volkswagen, Inc.

Rensselaer Cooley Volkswagen Corp.
Riverhead Don Wald's Autohaus
Rochester Ridge East Volkswagen, Inc.
Rochester F. A. Motors, Inc.
Rochester Mt. Read Volkswagen, Inc.
East Rochester Irmer Volkswagen, Inc.
Rome Seth Huntley and Sons, Inc.
Roslyn Dor Motors, Ltd.
Saratoga Spa Volkswagen, Inc.
Sayville Bianco Motors, Inc.
Schenectady Colonie Motors, Inc.
Smithtown George and Dalton Volkswagen, Inc.
Southampton Lester Kaye Volkswagen, Inc.
Spring Valley C. A. Haigh, Inc.
Staten Island Staten Island Small Cars, Ltd.
Syracuse Don Cain Volkswagen, Inc.
East Syracuse Precision Autos, Inc.
North Syracuse Finnegan Volkswagen, Inc.
Tonawanda Granville Motors, Inc.
Utica Martin Volkswagen, Inc.
Valley Stream Val-Stream Volkswagen, Inc.
Watertown Harbin Motors, Inc.
West Nyack Foreign Cars of Rockland, Inc.
Woodbury Courtesy Volkswagen, Inc.
Woodside Queensboro Volkswagen, Inc.
Yonkers Dunwoodie Motor Corp.
Yorktown Mahagan Volkswagen, Inc.



The Play's The Thing—For Membership

CIVIL SERVICE LEADER, Tuesday, September 29, 1970



WHEN the time comes for distribution of prizes in the Civil Service Employees Assn. Super Sign-Up Season drawing, let no member say that he (or she) was not aware of the contest. It's happening right now (starting Oct. 1, 1970), so if everyone does his thing (which in this case means signing up new members) it should be an exciting event. And, on the subject of exciting events, here are some more pictures of the smash musical-comedy that opened so far off Broadway that it could be seen for one day only in Buffalo at the 60th annual CSEA delegates convention. The fast-paced show took as its theme the generation gap and demonstrated how we can all come together if there is a common goal that can be agreed upon. That goal is outlined as the advantage to both the older generation and their rebellious offspring in joining together in a united front of public employees for mutual benefits. These mutual benefits are two-fold: first, the gained strength

of an increased membership to give more muscle to employees in negotiations, and, second, the personal gains for those winners of the prizes . . . whether the prize be a special award certificate valued at more than \$3 and redeemable at any S & H Green Stamp gift center or the super prizes that are topped off by a 1971 Camaro with runner-up prizes of RCA color television sets, Panasonic stereo receivers and Helbros watches. Each new member entitles the recruiter to a gift certificate and a chance in the super drawing . . . the more the merrier. Making merry in more pictures of *The Honey-mooners* (see review in Sept. 22, 1970 issue of *The Leader*) are (top row) Marvin Nailor of CSEA public relations as Norton; Diane Cacciato as CSEA Girl; Sandy Sokolowski of the Department of Agriculture and Markets, Ann Carabin of Mental Hygiene, Art Bolton of Sullivan County, Nailor, Marilyn Jackson of CSEA public relations, (seated) Carmen Sgarlata of

Van de Car, De Porte & Johnson advertising agency in a confrontation between the hippies and the hustlers. (Second row) Sam Emmett, chairman of the recruitment campaign, introduces the players; Sgarlata as Ralph explains his get-rich scheme to Mary Beth Corbett, also of CSEA public relations, and Marilyn Jackson in their roles of Alice and Trixie. (As can be seen in the third picture of the second row, Ralph wasn't having much luck with the ladies.) Thus (third row), Ralph persuades Norton, but then, gosh-o-golly, the hippies burst back in again and they, too, join in singing the praises of the prizes. (Bottom row), It's all one big happy family of Man, including Yvette Gregoire of Agriculture and Markets as one of the hippies, second from left in the middle picture. *All's Well That Ends Well*, and that is Nov. 27, 1970, the last day of the membership campaign.

Membership Drive Set To Open

(Continued from Page 1)

Besides the 1971 Camaro, Super-Jackpot prizes include RCA color television sets, Panasonic stereo receivers and Helbros wrist watches.

Home Delivery

Emmett emphasized that award certificates will be sent to the recruiter's home immediately following the signing up of new members, so that families may select prizes from the S & H catalogue whenever they wish.

Catalogues are available at

3,780 merchants who offer S & H stamps, and certificates may be redeemed at any of the more than 45 redemption centers throughout New York State, or by mail.

Complete information and materials for participating in the program are available from the designated membership chairman or president in each chapter or unit.

"This super membership drive not only offers present CSEA members a unique opportunity

to win many exciting prizes," said Emmett, "but also it provides an incentive to contact the many thousands of eligible non-members who are just waiting to learn more about the benefits of belonging to New York State's Number One Civil Service Union."

CSEA Launches Study Into Problems Of Traveling Aides

ALBANY — The Civil Service Employees Assn. will soon launch a joint study with the State administration in the problems encountered by State employees when they are in an extended travel status.

CSEA is asking all employees whose work involves extended traveling to submit their problems, suggestions and recommendations to Thomas J. Linden, CSEA collective bargaining specialist at CSEA headquarters, who will assist a special employee committee that will negotiate improvements in this area with the State.

Establishment of the committee and the allocation of \$25,000 to cover the cost of its operation are part of the CSEA contract negotiated for State employees in the Professional-Scientific-Technical Services bargaining unit.

The committee will consider all aspects of extended travel, including a definition of terms, and explore unusual expenses and savings incident to extended travel.

The employee committee is being selected, the names to be announced shortly. Meetings will get under way within a few weeks, Linden said.

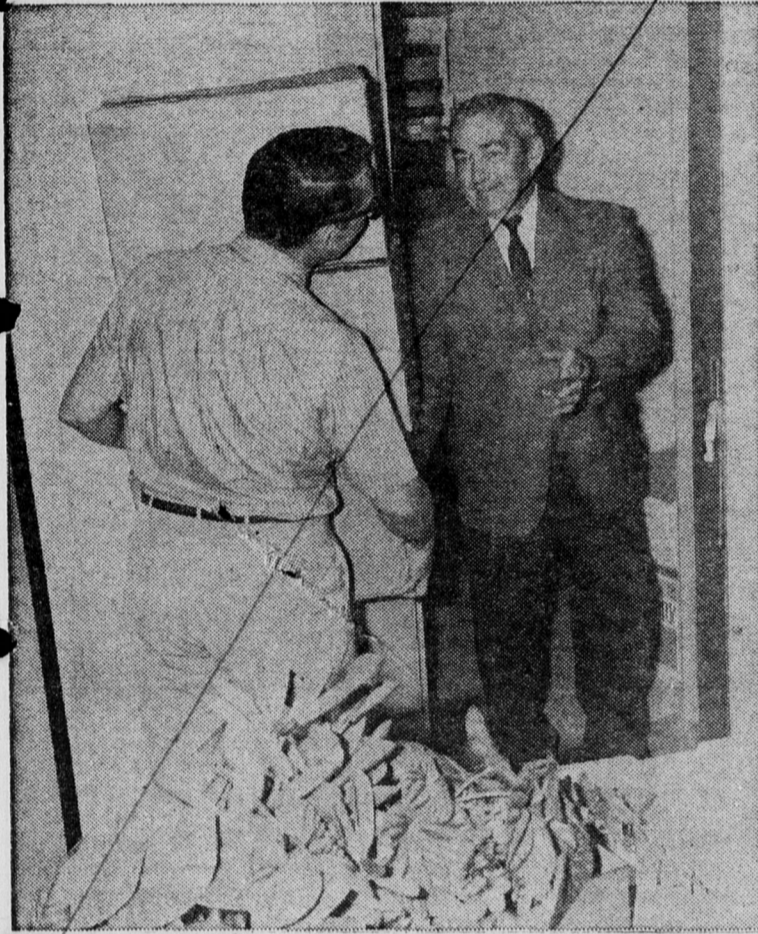
6 DOT Employees Named As Nominees For Bd. Of Directors

ALBANY — The Special Election Procedure Committee of the Civil Service Employees Assn. has announced that six CSEA members in the Department of Transportation have been nominated to fill the post of representative from DOT on the CSEA Board of Directors.

The vacancy was created by the resignation of John W. Raymond, effective Oct. 1.

The six nominees are: Timothy McInerney, Region 1, Albany; Richard Cleary, Region 3, Syracuse; Joseph McGinnis, Main Office, Albany; James Scandura, Main Office, Albany; George Smith, Dist. 4 Barge Canal, Spencerport, and Stanley Yaney, Region 9, Binghamton.

It is tentatively planned that ballots will be sent out to CSEA members in the Department of Transportation on Oct. 5, with a return date of Oct. 15. Ballots will also be counted on that day.



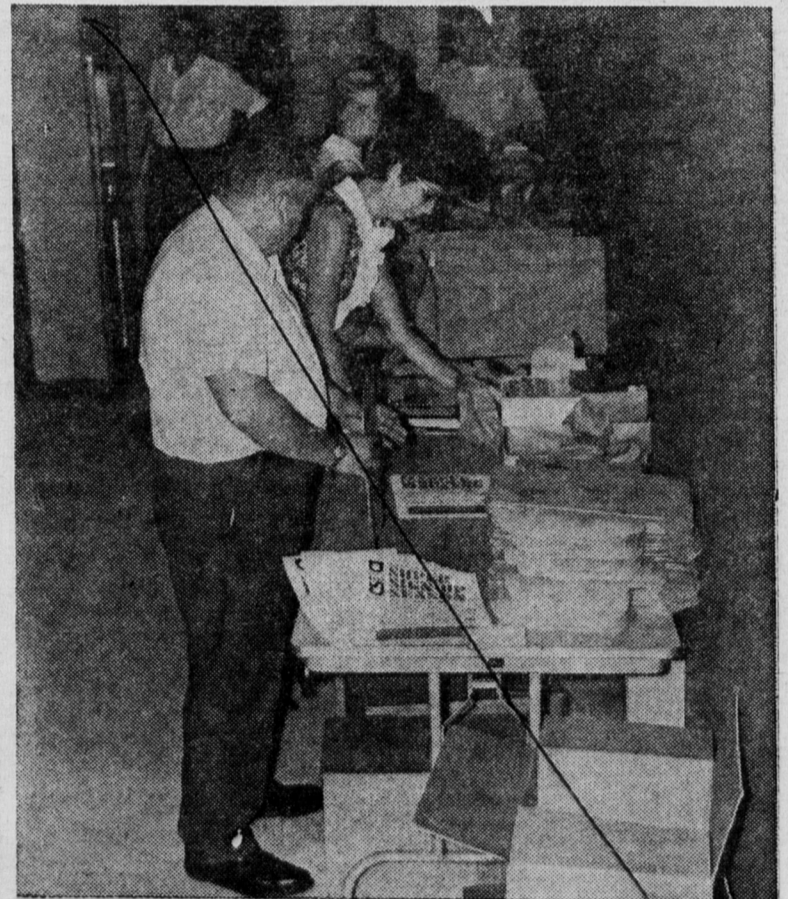
SAFE KEEPING — Special security measures are taken for nearly \$100,000 in special award certificates received by George I. Wilcox, director of finance, The Civil Service Employees Assn., left, from Nelson L. Isdell of the agency. Each award certificate is worth one book of S & H stamps and is given to every CSEA member in good standing who signs up a new member during the membership drive. The recruiter also gets one chance in the \$10,000 Super-Prize Jackpot for each new member he recruits.



ACTION CENTRAL — Joan-Leslie Dunham, left, and Jean Loker are shown going through processing and authenticating procedures for new-member applications. Recruiters of new members should make certain that only one membership application is submitted for each new member; that the special sign-up form is filled out completely; payroll deduction authorization card, recruiter's jackpot ticket, new member's jackpot ticket and the temporary membership card for the new member.

Tips For Super Signer-Uppers

1. Before attempting to sign up a new member, if you're in doubt, find out whether he has already submitted a membership application. Obviously, he can't join twice.
2. To get the special sign-up forms, ask the designated membership chairman or president of your chapter or unit.
3. When you approach a non-member, the first two reasons to give him for joining are: (A) "Your employer knows how many members we have, and the more we have, the stronger we are in negotiations with him"—(B) "Since everyone enjoys the benefits won by CSEA, everyone should share the cost of being represented."
4. Remind the non-member that by signing up now he automatically enters his name for a chance in the \$10,000 Super Jackpot.
5. Be prepared to explain what kind of prizes and how many prizes are included in the jackpot.
6. When you sign up a new member, be sure to fill in each part of the form completely: (A) payroll deduction authorization card, (B) your jackpot ticket, (C) jackpot ticket for the new members, (D) temporary membership card for the new member.
7. Be sure to tear off the temporary membership card and give it to the new member.
8. Return the remainder of the form as soon as possible to the designated membership chairman of your chapter or unit.
9. Your membership chairman will mail returns to CSEA headquarters on Friday of each week. To get your award certificate sent back to you as soon as possible, try to get your returns to the chairman in time for this weekly mailing.
10. Award certificates may be redeemed at any one of 46 S & H redemption centers throughout the State. While the drive is on, addresses of these centers will be printed in The Civil Service Leader. Catalogues showing available premiums are available at 3,780 local merchants who offer S & H stamps. One or more catalogues have been mailed to the membership chairman of each chapter and unit.
11. Read your Civil Service Leader every week for up-to-date news and instructions on CSEA's Super-Up Season.



ASSEMBLY LINE — Staff members diligently stuff membership drive kits with poster, rules and regulations, special PDA new-member cards, catalogues, and other materials for launching the huge Statewide campaign. These kits are being sent to the designated membership chairman or president in each chapter or unit who should be contacted by present CSEA members seeking information about the membership drive.

Dental Insurance Comm. Plans Session At DSC

The date of Oct. 7 has been selected for a meeting of the dental insurance committee of the Civil Service Employees Assn. at the Department of Civil Service, noted John M. Carey, associate program specialist for

CSEA. A preliminary discussion by the committee over dinner has been planned for the preceding day, Oct. 6, at 6:30. The discussion will be held at Albany's Thruway Hyatt House.

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US
BONDS**

**Insurance License
Course Opens Oct. 13**

The next term in Insurance Brokerage for men and women who want to qualify for state license opens Oct. 13 at Eastern School, 721 Broadway, N.Y. 10003, AL 4-5029.

This evening course is approved by the State of New York and New Jersey as fulfilling the requirements for admission to the state examination for insurance brokers licenses. No other experience or education is needed.

**Real Estate License
Course Opens Oct. 6**

The next term in "Principles and Practices of Real Estate," for men and women interested in buying and selling property opens Tuesday, Oct. 6 at Eastern School, 721 Broadway, N.Y. 3, AL 4-5029. This 3 months' evening course is approved by the State Division on Licensing Services as equal to one year's experience towards the broker's license.

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MENTAL HYGIENE CAUCUS —

Robert C. Guild, standing, collective bargaining specialist for the Civil Service Employees Assn., makes a point to fellow members of the CSEA negotiating team for the Department of Mental Hygiene during a CSEA caucus in negotiations for Mental Hygiene workers. Team members, clockwise from bottom left, are Joseph Watson,

Creedmoor State Hospital; Dr. Jeffrey D. Beeson, Letchworth Village; Mrs. Betty Duffy, Pilgrim State Hospital; Donald Brouse, St. Lawrence State Hospital; Cindy Walker, CSEA research assistant, Guild; Mrs. R. E. Fikes, Rome State School; William Deck, Marcy State Hospital, and William McGowan, West Seneca State School.

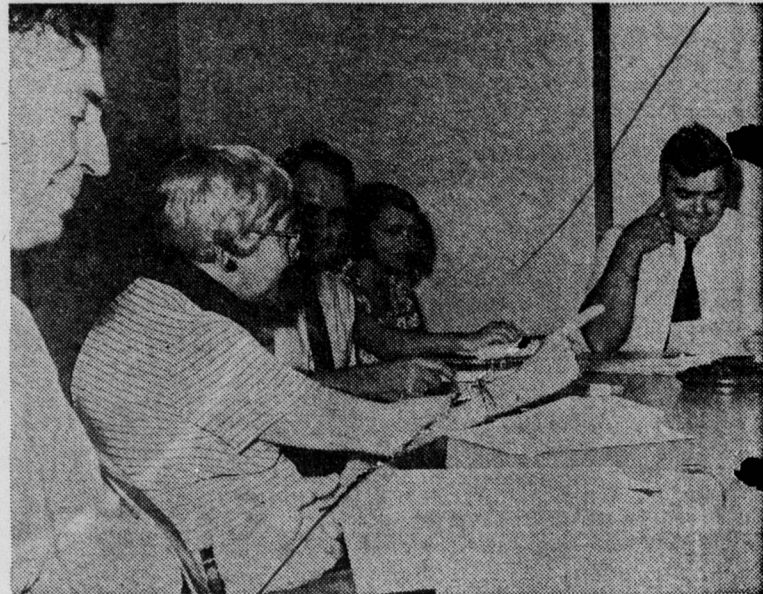
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BEGINNING OCT. 8**

An intensive evening training program for men and women interested in working in travel agencies, or in organizing tours, cruises, group and individual travel will open Thursday, Oct. 8 at Eastern School, 721 Broadway, N.Y. 10003. AL 4-5029. For information write or call for Form 88.



MENTAL HYGIENE DEPT. NEGOTIATIONS:

Mrs. Betty Duffy of Pilgrim State Hospital, second from left, voices her thoughts during negotiations between the State Department of Mental Hygiene and the Civil Service Employees Assn. CSEA negotiating team members are, left to right, Dr. Jeffrey D. Beeson, Letchworth Village; Donald Brouse, St. Lawrence State Hospital; Cindy Walker, CSEA research assistant, and CSEA collective bargaining specialist Robert C. Guild.

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Dated: September 24, 1970

FIRE FLIES

by Paul Thayer

During the last 48 hours (Sept. 22-23), I have been busy interviewing representatives of both UFO & UFA, Chief of Department O'Hagan as well as those directly concerned with the publication of some rather unfavorable publicity that has found its way to the Long Island Daily Press on the subject of grubby-looking apparatus in Flushing and Kew Gardens et al.

With the information I now have at hand I can report that plans have been in the works for quite a while to correct the situation, but non-delivery of trucks to date has forestalled action on the program. The ink has long-since dried on \$12 million worth of new-apparatus contracts, but while 80 pumpers have been received and are in service, delivery of trucks has been practically nil—due among other factors to the modification of the design to protect the seventh man of the crew. These trucks are of a type that have the turntable in the rear with the ladder over the cab, thus eliminating the tillerman. They are made by Seagrave. In the 1969-70 budget and the 1970-71 Budget, there is provision for 40 Power Ladders. The capacity of the manufacturer only allows for the production of four per month, of which three are earmarked for New York City.

The Chief of Department as well as the Unions are painfully aware of the situation. I have it straight from Chief O'Hagan that the three remaining wooden ladders, in a certain Queens Division where all the dust is being kicked up, are the first slated for conversion to metal ladder status as new trucks arrive.

Based on the above information, and also being aware of a few facts that, unfortunately I cannot print at this time, I would offer the sage advice to all concerned to let cool heads prevail and to be assured that everyone concerned is prepared to do the necessary as soon as needed material becomes available. Under the present circumstances, believe me, nothing but nothing can be gained by contributing to the press campaign out there at this time. The end result will be to bring down public ridicule upon the heads of firefighters in the area and this, in the opinion of the writer, is

Poughkeepsie Unit Endorses Candidates

(From Leader Correspondent)
POUGHKEEPSIE — Three candidates for office in the upcoming election have been endorsed by the Political Action Committee of the non-teaching unit of the City School District's Civil Service Employees Assn.

They are, Nelson Rockefeller for Governor; James Buckley for Senate, and Victor C. Waryas for Assemblyman. Rockefeller is a Republican; Buckley is a Conservative, and Waryas is a Democratic-Liberal candidate.

According to John A. Famelette, unit vice-president, "We intend to make, from time to time, further recommendations for the candidates. I am an enrolled Republican and strongly support the above candidates."

Other members of the Political Action Committee are Anthony Canora, unit president, Roy F. Rasmus and Gary L. Marquette.

exceedingly unfortunate no matter what circumstances it may occur. I wish I could say more!

On Sunday night a week ago, the 17th Battalion urgently called for an ambulance at 170th and Grand Concourse . . . auto accident. Forty-five minutes and four urgent calls later the ambulance arrived. While I believe that everyone should be entitled to proper ambulance service when needed, I am especially concerned with the fact that this poor Bronx ambulance service could be a very negative factor if burned or seriously injured firefighters required same. After all, there will certainly be instances in the future (as there

Ask Nurses' Opinions On Bargaining

ALBANY — The nurses steering committee of the Civil Service Employees Assn. has held several meetings in recent weeks.

have been before) where that service has been desperately needed, and life hazard and fire conditions have not made it possible to use apparatus to remove injured members to hospitals.

Fireman Tony Buccieri of Engine 75 is the commissar of that company and, as commissars are wont to do, he remained over on his off-time to do the company shopping on Sept. 11. His travels took him past Bronx Lebanon Hospital and, as he passed the door, he saw a crowd around a taxi in which a woman was about to give birth at once! Tony went to work and helped deliver the baby. A grateful mother and a cute little girl have only praise for a nice, on-the-ball guy whose friends call him "The Champ." They do so with obvious good reason.

Firefighters fight fires . . . not people!

CSEA collective bargaining specialist Bernard J. Ryan, who is assisting the committee, last week urged all nurses employed by the State to send in their problems for discussion and to contact members of the committee on items they want the committee to undertake.

Suggestions, "gripes" about the job or problems should be sent to the nearest committee representative.

The committee members are:
Western New York Area: Samuel Cipolla (Craig State School) 31 Case St., Mt. Morris 14510, and Lenora Onash, Buffalo State Hospital, 400 Forest Ave., Buffalo 14213.

Central New York Area: Joyce Jewell, Utica State Hospital, 1213 Court St., Utica 13502; Birdie Moore, Syracuse State School, Syracuse 13201, and Jean Merritt, St. Lawrence State Hospital, Box 68, Rensselaer Falls 13680.

Hudson Valley Area: Marie Pollard, Hudson River State Hospital, Poughkeepsie 12601, and Charles Thornton, Harlem

Valley State Hospital, Box 417, Wingdale 12594.

Metropolitan Area: Lucille Wechsler, Letchworth Village, Thiells 10984; Daniel Schultz, Creedmoor State Hospital, Queens Village 11427, and Edward Bookchin, Brooklyn State Hospital, 681 Clarkson Ave., Brooklyn 11203.

Long Island Area: Charles Broch, 6 Einstein Place, Smithtown 11787; Elouise Bell, Home 19, Pilgrim State Hospital, West Brentwood 11717, and Judith Wrin, Central Islip State Hospital, Station H, Box 211, Central Islip 11722.

Seeking To Settle Patchoque Impasse

An attorney from Massapequa, Lawrence Hammer, has taken on the mediator role in an effort to settle the impasse between the Patchoque-Medford School Board and the Civil Service Employees Assn. in Suffolk County.



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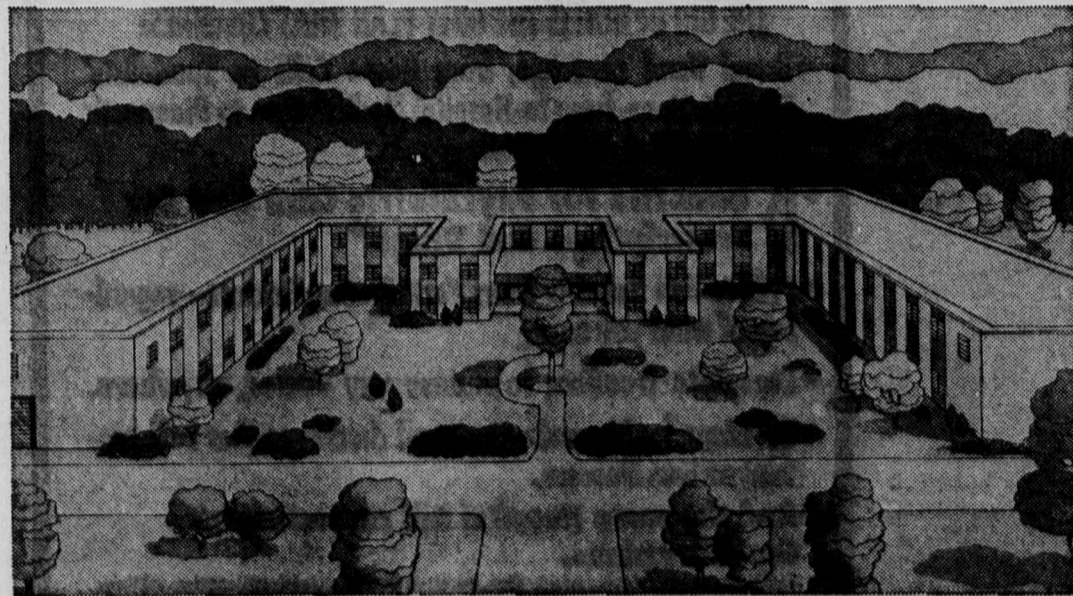
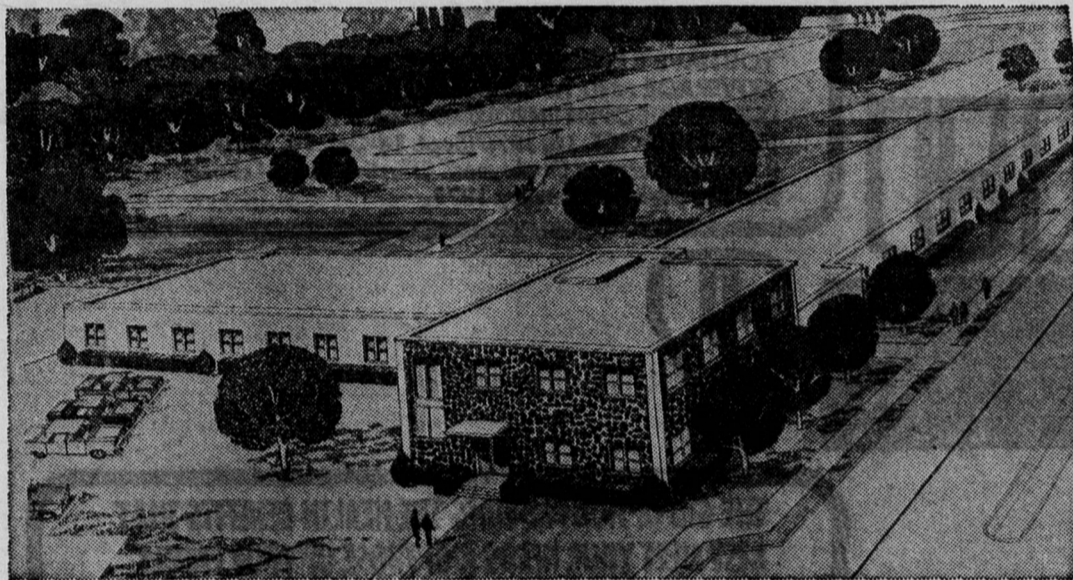
*The GHI advertisement that appeared in this newspaper on Sept. 15, stated that Prescriptions and Drugs were available at no premium cost to the subscriber. This was an error. There is an additional premium for these High Option benefits.



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Mt. Vernon Bargaining Agent Election Set

(Continued from Page 5)
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tion maintenance men, parking meter maintenance men (Public Safety), radio technicians (Public Safety), skilled laborers (Public Safety), street lighting maintenance man, tree surgeon, recreation maintenance foreman (working).

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Personnel Dir. Job Set Up In Jefferson

WATERTOWN—The Jefferson County Board of Supervisors has voted to abolish the County Civil Service Commission in favor of a personnel director.

The changeover is scheduled to become effective July 7, 1971. The board has not yet ironed out the details of pay but the new director would be named for a six-year term.

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DEEP THOUGHT — James Lennon of the East Hudson Parkway Authority chapter, left, and Irving Brand of the New York State Bridge Authority chapter, Civil Service Employees Assn., appear deep in thought during the delegates meeting of the annual CSEA meeting in Buffalo recently.

CSEA Protests Exclusion Of Sr. Labor Accounts Auditors From Oct. 3 Promotion Test

ALBANY—The Civil Service Employees Assn. has protested to the New York State Civil Service Commission about the Department of Labor's decision to exclude senior labor accounts auditors from a promotional examination set for October 3.

Theodore C. Wenzl, president, in a letter to Ersu Poston, president of the Commission, urged that the qualifying service for promotional examination No. 34-125, associate labor accounts auditor, be amended so that the senior labor accounts auditors could participate in the exam.

Wenzl said that the grade 18 seniors were allowed to take the associate examinations in 1963 and 1966. "More significant," Wenzl continued, the current eligibility requirements limit the field of candidates to two people, both of who are permanent supervising labor accounts auditors. Instead of a possible nine additional candidates, should the seniors be allowed to participate.

"Limiting the field to two

men, when indeed the Department has nine others to choose from, is certainly not in the best interests of the Department of Labor, the State of New York, and the seniors who deserve the right to compete for this G-23 promotion examination," Wenzl added.

CSEA also contends that since the current senior labor accounts auditors have had supervisory experience, they are as capable as other seniors who were eligible in previous examinations.

Wenzl also noted that employees have been promoted from G-18 positions to G-23 positions and have given satisfactory performance, concluding, "CSEA strongly believes that the qualifications for this exam must be amended in the interest of supporting the New York State Civil Service merit system."

In Nassau Cty.

Bozza To Direct UF's Campaign

MINEOLA — Alex Bozza, chairman of the North Hempstead Town unit of the Nassau chapter, Civil Service Employees Assn., has volunteered to serve as coordinator of the United Fund of Long Island campaign among town employees.

Bozza will work with Allen C. Miller, Town receiver of taxes, who is chairman of the Town campaign, and State CSEA first vice-president Irving Flaumenbaum, who is again serving as chairman of the government division of the United Fund drive.

Mrs. Allen Renamed

Reappointment has been made of Mrs. C. Robert Allen III of Sands Point to the board of directors of the New York Higher Education Assistance Corp.

MHEA Delegates Hear Plans For Half And Full-Pay Pensions At Annual Meeting In Buffalo

By JOE DEASY, JR.

BUFFALO — The theory behind and the justification for a new pension system, based on half-pay after 20 years service and full-pay after 40 years for members of the State Employees Retirement System, were outlined to members of the Mental Hygiene Employees Assn. here recently by Solomon Bendet, second vice-president of the Civil Service Employees Assn. and president of its New York City chapter.

Bendet, principal speaker at the banquet, which closed the MHEA's annual meeting, told of the support already received from other areas of the CSEA and pointed out the steps necessary to achieve this goal.

Bendet further reported on his preliminary discussions with Edward J. Kiernan, president of the Patrolmen's Benevolent Assn. in New York City, towards a joint effort to have all public employee pensions based on the current salary of the title from which the pensioner retired. Under this system, when salary increases are granted, the same percentage increase is added to the pension. "This would be retroactive for all living pensioners," Bendet said.

Ballot Power

Continuing, Bendet noted that he didn't "mind anyone receiving better benefits, including members of the Legislature, but we, too, should get the same benefits. We must canvass all candidates for election to the Legislature on their feelings on such a proposal. Those who do not answer, we will consider as against our position and we will work against their election the same as one who answers in the negative."

During the business session of the MHEA, the prime topic was the future of the Association under the Taylor Law and the possibility of the loss of payroll dues deduction.

Sam Cipolla, MHEA consultant, proposed that a study be made into the feasibility of revising the constitution to provide for either an official affiliation with CSEA or becoming a Mental Hygiene Conference within CSEA.

CSEA Relationship

Irene Hillis, president of the Association, reported on meetings with CSEA president Dr. Theodore Wenzl in an effort to resolve problems which can be anticipated. Miss Hillis told the membership of the very close relationships which have grown even closer with CSEA, which represents almost all State employees in collective bargaining.

The subject of nursing career ladders which was mandated at earlier MHEA meetings was discussed and the membership was brought up to date on accomplishments towards this end. MHEA is working closely with CSEA on this project, Cipolla reported.

Delegates also voted support for physicians who reside on institution grounds who are protesting proposed changes in the maintenance charges.

Because of a shortage of doc-



DINNER SPEAKER — Solomon Bendet, second vice-president of the Civil Service Employees Assn., was the dinner speaker at the recent meeting of the Mental Hygiene Employees Assn. in Buffalo. Seated to his left is Irene Hillis, MHEA president. Bendet described plans for a 20-year, half-pay, 40-year full-pay pension based on the current salary of the title from which the retiree retired.



IN GRATITUDE — Rebella Eufemio, former vice-president of the Mental Hygiene Employees Assn., right, receives a present from Frank Costello, a past president of MHEA, and Irene Hillis, MHEA president. Another past president, Mrs. Marie Donaldson, was also scheduled to take part in the presentation but was detained out of State on personal business. Miss Eufemio was given the presentation for her activities in behalf of the Association in past years.

tors, physicians are required to reside on the institution grounds for the convenience of service so that they may be more available for proper coverage and receive compensatory time off for "on-call duty in lieu of cash. However, physicians at Craig State School complain that they are not being given the time off as required."

Cipolla noted that any changes in the maintenance benefit would have an adverse effect upon the recruitment and retention of physicians. "These benefits were considered when the salary grades for physicians were computed, and any reduction would be, in effect, a reduction in salary," he charged.

Guests at the dinner included Wenzl who praised the cooperation between CSEA and MHEA and their successes reached through mutual cooperation. He noted that he had appointed Miss Hillis to the CSEA's Mental Hygiene Dept. committee so that the cooperation could be developed even further.

Guest of honor at the dinner

was Rebella Eufemio, a former vice-president of MHEA, who was the recipient of a presentation as a memento of her years of service to employees within the Mental Hygiene Dept.

Other guests on the dais included Paul Kyer, editor of The Leader.

Dorothy H. Smith Completes 47 Years As Westchester Aide

(From Leader Correspondent)

WHITE PLAINS — Dorothy Hickey Smith retires this month after completing almost half a century of service in the Westchester County statistical unit of the Department of Family and Child Social Services.

What began as a possible short tenure of service grew into some 47 years of service to the Westchester County government. Her reports to the State Department of Social Services in Albany grew in number and variety over the years at the need for such data increased.

Office Exper. Indicated

Specify Deadline Of Oct. 5 For Sr. Clerk Applications

A large volume of applications is anticipated by the State when filing for senior clerk draws to a halt on Oct. 5. Qualifications suggest that a great many persons will be attracted, as they call simply for one year of office work experience in any sort of responsible clerical capacity.

All the openings are situated in the metropolitan New York City area, thus opening the road to the \$200 geographical differential for successful applicants. The base pay presently stands at \$5,746-7,091, but that figure will rise by 6 percent next April based on the Statewide bargaining agreement attained by the Civil Service Employees Assn. earlier this year.

Featured on the written exam are about half a dozen areas: office practices; interpreting written material; arithmetic; vocabulary, and supervision. While a promotion exam will be held simultaneously, the State Civil Service Dept. foresees sufficient vacancies remaining to make use of the open-competitive list as well.

Suburban Test Centers

In addition to the test center set up in New York City, seven centers in the adjoining suburban Counties will be established—Babylon, Brentwood, Mineola, Nyack, Peekskill, Riverhead and White Plains. In making out applications, candidates are asked to suggest their preference of most convenient sites.

A potpourri of duties is listed in Exam Notice No. 22-686. Those appointed will plan work assignments and maintain desired standards of quality and output; collect information to be used as the basis for reports; review applications and other forms for correctness and completeness in cases calling for judgment in meeting prescribed requirements, and other closely related responsibilities.

The date of examination has

Thruway Boosts Youth

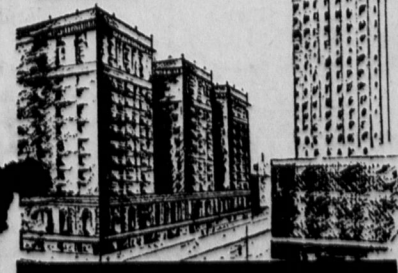
ALBANY—The State Thruway Authority has been participating in the Neighborhood Youth Corps program this Summer, providing jobs for seven youngsters and training in this federally funded program.

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Buffalo Chap. Backs Budget As Proposed

BUFFALO — Members of the Buffalo chapter, Civil Service Employees Assn., have voted their approval of the chapter's 1970-71 budget as submitted by Grace Hillery at a recent meeting. Miss Hillery heads the budget committee.

The meeting, chaired by president Fred Huber, also heard chapter officers who attended the Statewide convention report on its highlights to the group. All chapter members were urged by the membership chairman to lend their active support to a

widescale membership drive being planned.

A group of members repre-

Picked By Governor

Appointment of two new members and reappointment of two serving members of the Medical Advisory Board of the State Athletic Commission have been announced by Governor Rockefeller.

The new appointees and termination dates of their terms are: Dr. Joseph Paul Gold, Hudson, chief of medicine at Columbia Memorial Hospital, Sept. 18, 1972; and Dr. Joseph Ransohoff, New York City, Sept. 18, 1971.

Head, Circulation Department

Dynamic, innovative, experienced person needed immediately to head Circulation Department of Main Library (Lockwood). Responsibilities include supervising large staff for the following: Circulation Desk, Stacks, Current Periodicals, Reserve Reading Room, Copy Service, and off campus branch library. Person must be capable administrator with ability to perceive and solve immediate problems and undertake long range planning. Unexcelled fringe benefits include: 21 days vacation, 21 days sick leave; TIAA-CREF (12-15%), Blue Cross, Blue Shield, Major Medical; tuition waiver, Salary to \$11,870.

Send resume to:

Dr. Marry B. Cassata
Lockwood Memorial Library
State University of New York at Buffalo
Buffalo, New York 14214

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sending the Division of Employment's Buffalo office requested unit status for their division, and the proposals won a vote of approval. The next meeting was scheduled for Oct. 21 to be held at the Park Lane on Delaware Ave.

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SPECIAL RATES for Civil Service Employees

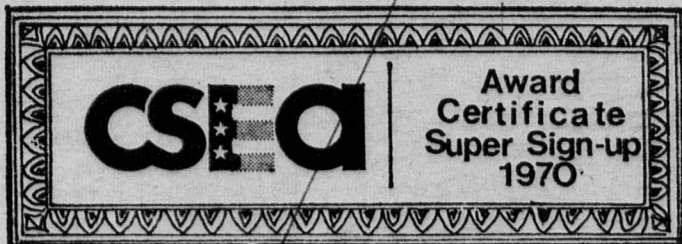
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10 SUPER SIGN-UP SEASON

OCT. 1 - NOV. 27, 1970

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



\$10,000 SUPER-PRIZE JACKPOT

1st Prize

1971 Camaro



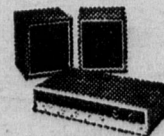
2nd-11th Prizes

RCA Color T.V. Sets



12th-16th Prizes

Panasonic Stereo Receivers



17th-40th Prizes

Ladies' or Men's Helbros Wristwatches

RULES FOR CSEA SUPER SIGN-UP MEMBERSHIP DRIVE

- (1) Only CSEA members in good standing as of October 1, 1970 are eligible to sign up new members.
- (2) For each new member signed up during the period of October 1, 1970 through November 27th, 1970, the person recruiting receives one Special Award certificate (approx. value \$3.00-\$3.50) which may be redeemed at any S & H redemption center in the United States.
- (3) For each new member signed up during the above period, the recruiter also has his name entered once in the Super Jackpot. (Thus, if a person signed up ten members, his or her name will be in the jackpot drawing 10 times.)
- (4) The new member who is signed up during this Special Super-Sign-up period also receives one chance in the Super Jackpot.
- (5) To be eligible for any certificates or prizes, the recruiter must sign up new members on the special PDA card supplied to each chapter and unit prior to this drive. These cards must be filled in completely, and returned to the designated membership chairman in

- your unit or chapter. If you do not know who he or she is, call your chapter or unit head.
- (6) Certificates will be awarded as soon as possible after receiving them at headquarters in Albany from your local membership chairman.
- (7) Drawing for the Super Jackpot will be held as soon as possible after the contest — prior to Christmas.
- (8) No one person is eligible to win more than one jackpot prize.
- (9) The drive will be carefully policed, and any illegal or fictitious members signed up will be in violation of the law.
- (10) The jackpot, with a total value of \$10,000, includes a 1971 Camaro as first prize; 10 RCA color TV sets for prizes 2-11; five Panasonic stereo receivers for prizes 12-16; 24 ladies' or men's Helbros wristwatches for prizes 17-40.
- (11) An employee who fills out a standard PDA application card during the drive, without being solicited, also will have his or her name entered into the jackpot drawing.