

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXXII, No. 9

Tuesday, October 27, 1970

Price Ten Cents

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Training Program Courses

See Page 5



STEP UP CAMPAIGN — Not willing to take a back seat to anyone, these institutional teachers are part of nearly 150 men and women who sat in across the full width of the Capitol's front steps to demand a professional career ladder.

Monroe CSEA Scores A 14½% Salary Boost In New Agreement

(From Leader Correspondent)

ROCHESTER — A new contract negotiated by the Monroe chapter of the Civil Service Employees Assn., giving a 14½ percent pay raise over two years to all employees of Monroe County, has been approved by the employees, County Administration and the State Legislature and will go into effect Jan. 1.

Pay will go up seven percent next Jan. 1 and another seven percent on Jan. 1, 1972, resulting in the 14.49 percent cumulative increase.

The contract also includes many improved fringe benefits.

"This contract, on top of the 1969-1970 contract, which included seven percent pay raises each year, puts the civil service employees of Monroe County in the top ranks of others in New York State, with the exception of those in metropolitan New York," said Vincent J. Alessi, Monroe chapter president and chief negotiator.

Retirement Gains

The 1970-71 contract includes the new 20-year State retirement plan, with three riders—World War II credit to a maximum of three years, sick leave credit (added to service) and a three-year salary or \$20,000 maximum death benefit.

Sick leave, under the new contract, is increased from 120 to 165 days annually.

The contract also provides overtime pay for all work over 40 hours for employees earning \$10,700 a year or less. Compensatory time will be given to 35-hour-a-week employees who work 36 to 40 hours.

Other Benefits

Under the new contract, shift differential pay will be given to employees who work a ma-

majority of hours between 6 p.m. and 6 a.m.

The contract also provides for improved longevity benefits and for an increase in mileage from 10 to 11 cents per mile for employees using their own cars.

Monroe County sheriff's deputies are included in the new contract and their starting pay

(Continued on Page 14)

Wenzl Decries Turn-down Of Phone Operator Appeal

ALBANY—Leaders of the Civil Service Employees Assn. have blasted the State Civil Service Commission for turning down CSEA's request for a reallocation and reclassification of all State employees in the telephone operators series.

Word came to CSEA from John J. Mooney, assistant administrative director and counsel of the Department of Civil Service, that the appeal was denied.

CSEA's appeal was first submitted on behalf of the entire series of titles, including supervisory titles and specialized operators such as Braille and Spanish-speaking, earlier this year. That first appeal was denied on May 7 by the State Division of Classification and Compensation.

CSEA then appealed to the Civil Service Commission on June 24 of this year.

CSEA president Theodore C. Wenzl decried the decision: "CSEA submitted overwhelming evidence of the growing responsibilities of telephone operators," he said, "and the commission is in error in denying them this request for an upgrading and a title change. CSEA deprecates this decision as unjust and irresponsible."

CSEA had requested a change in title from telephone operator to communications coordinator for the entire series.

Legislature Nominees More Positive

Top Candidates Cautious On Pension Improvements As Outlined In CSEA Poll

The top State candidates for office gave cautious replies as to whether or not they would support wide-sweeping changes in retirement benefits for public employees, but candidates for the Assembly and Senate who responded to a questionnaire were largely in favor of new benefits.

Their answers came from a poll conducted by the Civil Service Employees Assn. on pension proposals created by the New York City chapter of the CSEA which were later approved by

Association delegates at their recent annual meeting in Buffalo.

In the main, the major office seekers asserted that pension improvements were proper items for negotiation processes now in effect.

The four questions asked of the candidates were: DO YOU APPROVE OF THE FOLLOWING PENSION IMPROVEMENTS FOR PUBLIC EMPLOYEES IN NEW YORK STATE:

- A 20-year, half-pay retirement plan?
- Pension credit at the same rate of 2.5 continued after 20 years?
- Full pay after 40 years' service?
- Retirement allowance based on the present salary of the position held by the employee at the time of his retirement (that is, if the employee retired at a salary of \$8,000 and the salary for the same position today is \$10,000, his retirement allowance would be based on the latter figure)?

The candidates for Statewide office responded as follows:

In a joint statement, Governor Rockefeller and Lt. Gov. Malcolm Wilson said: "Retirement is understandably a matter of primary concern to the State's public employees. Future improvements must, of course, recognize and be responsive to their needs and aspirations. The State's fiscal offices must also be considered. In the past, these and other relevant factors have been thoroughly taken into consideration during the course of collective negotiations resulting in mutually acceptable major

improvements.

"It would appear to us that this process offers a more appropriate means of addressing the specific questions contained in your questionnaire. We have no doubt that, as in the past, we will reach amicable agreements reflecting our common concerns in this important matter."

Arthur Goldberg, Democratic candidate for Governor, said: "I have carefully examined the Civil Service Employees Assn. questionnaire.

"I can assure you that if I am elected Governor, CSEA's views on pension benefits and other matters will be given the fullest consideration but I have reluctantly concluded that the questions cannot be answered at this time without information concerning the possible budgetary impact of the proposals."

Sen. Basil A. Paterson, Democratic candidate for Lieutenant Governor, said: "Thank you for your letter dated Sept. 24, 1970, and enclosed questionnaire.

"The pension changes you seek are proper subjects for collective bargaining and should be considered accordingly. Arthur Goldberg has promised to provide true collective bargaining for public employees when he takes office as Governor, and he has also promised that public employees will no longer be

(Continued on Page 14)

Don't Repeat This!

Politics Here Will Never Be The Same No Matter Who Wins

POLITICS in the Empire State will never again be the same, irrespective of who wins or loses in next Tuesday's election. Many of our social institutions are in a period of transition, and politics—as much as anything else—reflects the ferment of our era.

(Continued on Page 2)

Inside The Leader

Westchester Stance
Attacked — See Page 6

Conference Reports
—See Pages 3, 12 and 13

Housing for Aides
—See Page 23

Clarkstown Pact
—See Page 20

HAVE YOU
CSEA
SIGNED UP
YET?

See Pages 8 & 22

DON'T REPEAT THIS!

(Continued from Page 1)

In addition, the inexorable passage of time will necessarily take its toll of the substantial pillars of State Government. If elected to an unprecedented fourth term, Gov. Nelson A. Rockefeller will be entering upon his 13th year as the State's Chief Executive. Comptroller Arthur Levitt, if elected, will start his 17th year as the chief fiscal officer, and Attorney General Louis Lefkowitz, his 15th year as head of the State Law Dept. Lieutenant Governor Malcolm Wilson, like Rockefeller, will also start his 13th year in that office.

GOP Primary Race

No one can foresee the future, but the first impulse among politicians is that these distinguished careerists will not run for the posts again. This consideration will precipitate a mad scramble among younger officials to grab the big ones that may become available just over the horizon. Moreover, it may bring to the surface the seething rivalry between Lieut. Gov. Wilson and Assembly Speaker Perry B. Duryea as prospective successors to the Governor's seat so long occupied by Nelson A. Rockefeller. Up until the present time, only Democrats have been involved in Statewide primaries. However, as soon as it appears that Rockefeller is prepared to relinquish the reins of party control, Republicans will be involved in State primaries and suffer the divisiveness of their bitterness just as the Demo-

crats have in the past several years.

The growing strength of the Conservative Party makes inevitable a power struggle within the Republican Party. James L. Buckley, the Conservative candidate for the United States Senate, may not be elected to that office, but he is certain to garner an impressive total of votes which Republicans will not be able to overlook as they plan for the years ahead. Paul L. Adams, the Conservative candidate for Governor, is certain to demonstrate vote-getting ability above the half million votes he received four years ago.

The Democrats

Incipient political trends will continue in the event that former Supreme Court Justice Arthur J. Goldberg, rather than Rockefeller, is elected Governor. The Democratic Party has for many years been in a state of ferment, which will continue even in the event of a Goldberg victory. The sharp division in the Democratic Party between its liberal and conservative elements will remain, even though the sharp edges of their antagonistic rhetoric may be muted in a Goldberg administration.

Civil Service employees and their representative organizations will follow closely the trends that will be revealed in election results. The stake of the Civil Service employee is necessarily twofold: one as a citizen and the other as a government employee. With respect to the latter, however, the fondest hopes of civil service

employees in decent salary scales and working conditions rest firmly only on the strength and power of their representative organizations.

Nassau Chap. Gets GHDI Dental Plan With 70% Payment

MINEOLA — The Nassau chapter, Civil Service Employees Assn., has settled on a GHDI dental plan for County employees that will provide 70 percent payment without deductibles or any maximum limit.

The plan will go into effect Jan. 1 as part of the benefits provided by the second year of the chapter's two-year contract on behalf of more than 11,000 employees.

Chapter president Irving Flaumenbaum said that the Group Health Dental Insurance plan agreed upon will provide 70 percent reimbursement, no deductible or minimum to be paid by the employee, no maximum limit, family coverage including children up to age 25 who are full-time students and coverage for pre-existing conditions.

A booklet describing the plan and listing participating dentists will be distributed. Employees may use a non-participating dentist, but may be liable for a greater fee if they do so.

BUY
U.S.
BONDS

Audit & Control Aides Asked For Pact Ideas

ALBANY—The Civil Service Employees Assn.'s departmental negotiations committee for Audit and Control employees, having completed its preliminary plans, is now outlining proposals for the first meetings with State representatives.

"The first thing we have to do," said CSEA collective bargaining specialist Thomas Linden, "is to make sure we cover everything the Audit and Control employees want. After all, it's their package that we'll be negotiating, and they must tell us what they need."

Linden asked that any Audit and Control employee, including CSEA members and non-members alike, who have suggestions for proposals, send their suggestions to him at CSEA Headquarters, 33 Elk Street, Albany 12207, as soon as possible.

"The quicker we get all the proposals," said Linden, "the faster we can get the negotiations under way with the State. Then we'll really see some results."

Health Bargaining Team Set For Talks With Dept.

ALBANY — Ernest Stroebel, chairman of the Civil Service Employees Assn. Health Dept. negotiating team, will head the negotiating session with Department officials set for Oct. 28. As a prelude, the team is meeting Oct. 27 at the Silo Restaurant in Albany to map demands.

Plattsburgh FSA Chooses CSEA

PLATTSBURGH—The Civil Service Employees Assn. has been elected bargaining representative for employees of the Faculty Student Assn. at the State University at Plattsburgh.

Some 110 FSA employees are included in the bargaining unit. CSEA spokesmen said that a negotiating team will be formed soon to negotiate a contract for the employees.

CJO Will Honor Gov. Rockefeller

Gov. Nelson A. Rockefeller has been named "Civil Service Man of the Year" by the Council of Jewish Organizations in Civil Service, Dr. Herman P. Mantell, president, announced last week.

The citation will be presented by Charles Silver, former president of the New York City Board of Education, at a noon luncheon on Nov. 1 at the Americana Hotel.

Previous winner of the award was Jerry Finkelstein, publisher of The Leader.

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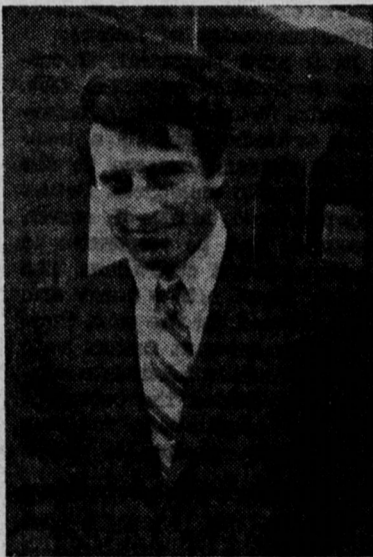
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Open only to members of Civil Service Education & Recreation Assn and their immediate family. For Fall and Winter program brochure, write to CSE&RA, P.O. Box 772, Times Square Station, New York, N.Y. 10036.

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AT WORK — Frank Talomie, standing, first vice-president of the Western Conference, is seen as he led a recent meeting of the Conference at Olean. Seated are, from left, Genevieve Luce, Thruway; Judith Burgess, Ontario County; Genevieve Clark, Roswell Park, and Al Gallant, Newark State School.

At Olean Meeting

The Workings Of Chapters, Drug Use Perils, Finance Are West Conference Themes

(From Leader Correspondent)

OLEAN — Education was a major theme at the recent County workshop and Western Conference meeting here in the Castle Restaurant.

Norbert Zahm, education director of the Civil Service Employees Assn., was featured speaker at the morning workshop. He explained the workings of the chapter officers manual.

The Conference's education committee took over in the afternoon meeting with a film presentation outlining the dangers of narcotics.

Rep. James F. Hastings, a Republican from nearby Allegany, capped off the day-long affair with a dinner speech about a narcotics bill he helped write. The measure has been passed by the House and "will establish strong control for the Justice Department in keeping track of some eight billion doses of hallucinogenic drugs manufactured legally in this country each year," Representative Hastings said.

A Busy Talomie

Frank Talomie, recently resigned president of the Ontario County chapter, CSEA, and a Conference vice-president was a busy man throughout the day.

Talomie, who resigned his CSEA post in Ontario County to run unopposed for County Clerk, was chairman of both the morning workshop and afternoon meeting and toastmaster for the dinner festivities.

John S. Adamski of Buffalo, Conference president, was not able to attend. He was attending the installation dinner for Irving Flaumenbaum in Nassau County.

Representatives from Ontario, Chautauqua, Niagara, Cattaraugus, Oneida, Wayne and Monroe counties attended the morning workshop and heard Zahm tell about the all-purpose officers manual.

One workshop observer told him after the session: "I don't know what I would have done if it wasn't for that manual. It really helped me when I was elected an officer."

The afternoon meeting was marked by two significant discussions. In one, the Conference voted to eliminate the "no toll" transportation policy contained in a finance committee tenta-

tive budget that was previously approved at the interim meeting.

In another debate, regarding the Conference constitution, the delegates tabled the issue until the CSEA constitution committee meets in Albany.

The dispute centered on wording concerning election of officers. At issue were the terms "majority" and "plurality."

Wording Changed

The constitution now calls for election of officers by majority, but the wording was challenged in an election of the third vice-president, Al Gallant of Newark.

His victory was a 13-12 margin over Mary Converse of the Southwestern chapter, who sub-

sequently questioned the legality of the vote.

The Cattaraugus County chapter was host for the meeting, with Margeanne Kinney acting as hostess. George W. DeLong, CSEA fifth vice-president, represented the Statewide officers at the meeting and also Craig Colony chapter from Mt. Morris.

More than 60 CSEA members from 24 of the Conferences' 38 chapters attended.

Wayne County Aides Win 7½% Boost In One-Year Pact

LYONS — Employees of Wayne County will enjoy a 7½ percent pay raise and other benefits as a result of a contract negotiated for them by the Wayne County chapter of the Civil Service Employees Assn.

Already ratified by CSEA members, the pact becomes effective Jan. 1, 1971, and runs through Dec. 31, 1971.

Each employee in the bargaining unit—all County workers except social services case-workers and probation officers—will get a minimum raise of \$500 or else the 7½ percent, whichever is greater.

Also included in the contract are:

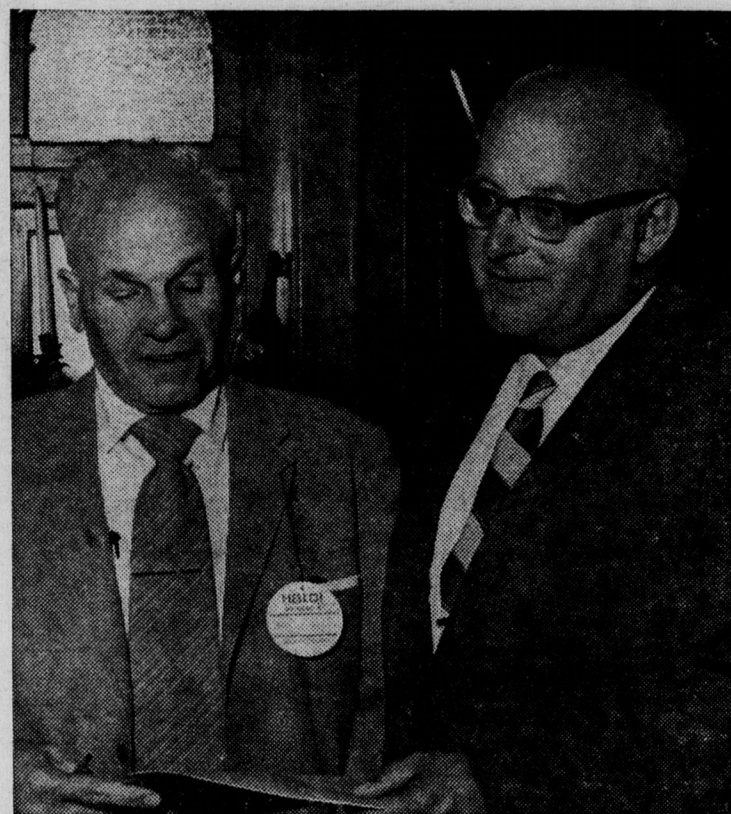
- 25-year noncontributory career retirement plan;
- World War II retirement credit;
- \$20,000 death benefit;
- Time - and - a - half for overtime;
- Shift differential of 10 cents an hour for those who work between 6 p.m. and 6 a.m.
- Fully paid Blue Cross and Blue Shield coverage;
- Improved vacation schedule;



EMPHATIC — Andrew Hritz, president of Alfred SUNY chapter, speaks out firmly to eliminate the "no toll" transportation policy for Conference delegates. The policy was changed. Looking on is Mary Converse, president of Southwestern chapter.



DRUG CONTROL — Congressman James Hastings, standing, spoke on a new Federal measure he helped write that would keep track of billions of hallucinogenic drugs. Hastings was principal speaker at a dinner that ended a recent meeting of the Western Conference of the Civil Service Employees Assn. The Conference has taken a leading role in alerting the public in that area on the dangers of drug use. Listening are, from left, Olean Mayor William O'Smith; Frank Talomie, Conference first vice-president who conducted the meeting, and State Senator Jess J. Present.



TIME OUT — George DeLong, right, fifth vice-president of the Civil Service Employees Assn., and S. Samuel Borelly, chairman of CSEA's County executive committee, take time out for a chat during the recent meeting of the CSEA's Western Conference at Olean.



ALLEGIANCE — Seen here as the Pledge of Allegiance to the Flag was taken are, from left, S. Samuel Borelly, Congressman James Hastings, Mrs. Margeanne Kinney, from Cattaraugus County chapter, hosts to the meeting, and Frank Talomie.

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William Shipley Jr. is president of the County chapter. CSEA field representative Nels Carlson assisted the CSEA bargaining team.

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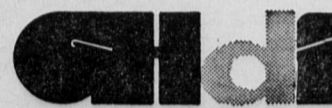


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Provisions & Courses Available Under Training, Development Program Described In Full

ALBANY—Details of a \$1,750,000 training and individual development program for State employees in the Institution, Administrative, Professional-Scientific-Technical, and Operational services bargaining units have been described by the Civil Service Employees Assn. and the State.

The program, broke down into many specific divisions, was provided for in the four contracts negotiated by CSEA earlier this year, and will get under way soon.

The five major provisions of the program, worked out by joint CSEA-State teams recently, are:

- 1. High School Equivalency Program**—the present program will be expanded to provide courses for an additional 3,000 employees, a 200 percent increase. Participation will be arranged through State agencies in cooperation with the Education Department and the State University of New York. Applications should be made through your agency personnel officer. A total of \$600,000 has been set aside for this program.
- 2. Tuition Support for Continuing Education**—Employees will receive 50 percent support refund for tuition for any course taken off the job after hours in a college, local school district or accredited correspondence school, provided the course will assist the employee in meeting a reasonable career goal within State service, even if the course would not necessarily improve the employee's performance in his present job. No employee may receive more than \$300 in tuition support funds in a fiscal year. Total of \$185,000 has

been set aside for this program.

- 3. In-service Manpower Training and Skills Development**—A 200 percent expansion of present in-service training courses will begin. A total of \$345,000 has been set aside for this.
- 4. Experimental Agency Training Programs**—A total of \$180,000 has been set aside for experimental training programs, in order to train present or new employees to meet specific occupational need within a State agency; to retrain employees affected by technological change, to upgrade employee abilities in order to improve performance on examinations; to develop courses in safety training, etc.
- 5. Special Career Ladder Programs**—\$375,000 will be set aside to support special training which will be required by Mental Hygiene employees seeking promotion under the new career ladder systems currently being developed by the department.
- 6. Development of education materials, curricula and training manuals**—A total of \$65,000 will be spent for development of curricula for courses in maintenance of hydraulic equipment, basic electricity and stationary engineering, a manual for clerical techniques,

(Continued on Page 10)

Health Careers Conf. Features Panel Sessions

ALBANY—A Health Careers Crusade Conference was held in New York City recently. The Statewide meeting featured speeches by Dr. Hollis S. Ingraham, State health commissioner; Dr. Norman S. Moore, chairman of the State Public Health Council and Walter W. Finke, president of the Dictaphone Corp.

Panel chairman was James J. Fitzgibbons, president of the Hudson Valley Community College. Panelists were Risa Kagen, a New York University freshman; Peter Terenzio, president of the State Hospital Assn.; Dr. George James, Mt. Sinal Medical Center, and Mrs. M. Elizabeth Carnegie, Nursing Outlook, New York City.

"IT'S QUITE SOMETHING TO SEE! IT WOULDN'T SURPRISE ME IF JAMES EARL JONES AND JANE ALEXANDER MERIT OSCAR NOMINATIONS!"

—Bob Salmaggi, Group W Network

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Combopiano Leaves Union CSEA Post To Return To School

(From Leader Correspondent)

UNION — Town of Union Civil Service Employees Assn. president Anthony Combopiano has resigned his position with the Town and the CSEA unit to return to school.

Combopiano, who has been a member of the Town Social Services Dept. for the past 3½ years, served as unit president since 1969.

Combopiano will study social sciences at the Maywood College School of Social Work in Scranton, Pa. to earn his master's degree in sociology.

Combopiano said his decision to return to school was based on the fact that times are changing. The changing times, he said, bring forth new methods and challenges that must be investigated and met.

Asked about his family's reaction to his decision, Combopiano said that there must, of course be changes made in the family life style. These, he said, have been agreed to.

Combopiano's wife, Helene, teaches Spanish at Binghamton Central High School.

Combopiano originally graduated from Utica College of Syracuse University in Utica before entering the field of Social Services.

Political Advertisement

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OCTOBER 27, 1970

A County Above the Law?

WESTCHESTER County is setting no standards of respect for the law by its continued ignoring of a statute that mandates educational bonuses for social service employees. Although the State's highest courts have upheld the validity of such payments, Westchester officials have decided the bonuses to be "unconstitutional, invalid and unenforceable."

Now the Westchester chapter of the Civil Service Employees Assn. has taken the case to court to force the County to stop stalling.

What is unfortunate here is the fact that a dark blot has fallen on a previously highly successful record of cooperation between the County and its employees. In essence, Westchester County has set itself above the law and the courts. So foolish and dangerous an attitude will serve no one.

Secrecy Ended

A LONG-SOUGHT goal of the civil service community in New York City and The Leader has been won—at least in major part—when Mayor John V. Lindsay and City Civil Service Commissioner Harry Bronstein announced that examination papers will be returned to candidates for promotion.

The return of these papers was routine until a few years ago when the City decided to experiment with a "secrecy program" in testing.

Evidently the City found that the experiment was a flop.

Now we call upon the State Civil Service Commission to profit from the New York City experiment and return test papers to State and local government employees involved in promotional examinations.

Agnes Kipp Honored After 40 Years Service

PURCHASE—Mrs. Agnes D. Kipp of Katonah was honored recently in recognition of her 40 years of service with the Westchester County Department of Health in a ceremony at the Pforzheimer Building here.

A graduate of St. Mary's High School and the Hakes Business School, Mrs. Kipp joined the Health Dept. in September 1930.

Her first position was with the Division of Communicable

Disease, where she supervised the office procedures concerning the reporting and tabulating of disease statistics. In 1962, she moved to the Payroll Division of the Department, where she supervised all the clerical activities relative to this Division.

Mrs. Kipp is presently collection unit supervisor of the Department. She served for many years as departmental representative to the Westchester chapter, Civil Service Employees Assn.

LETTERS TO THE EDITOR

Pension Benefits

Editor, The Leader:

Recent letters from our members to the Civil Service Leader reflect rightful indignation about the present inequity in pension benefits now provided for State employees. The present plan, in effect, creates divisiveness and unwittingly establishes two classes of State employees.

I have almost 23 years of State service. Yet, I feel strongly that those who cannot complete 20 years of service should receive benefits comparable to those in the Career Retirement.

To continue along present contract guidelines is to perpetuate an injustice against many of our members.

Sincerely yours,
FREDERICK J. MURPHY

Asks Clarification

Editor, The Leader:

We read, with a good deal of concern, an item in your September 22, 1970 issue of The Civil Service Leader, which was headed: "CSEA to Fight Discrimination on State Exam." This letter is to inform you of our thoughts regarding minorities and merit employment, and to clarify some of the subtly misleading impressions left by the CSEA statements.

Staffing patterns, particularly in upper levels of State Government, show a shameful lack of minority group representation. The reasons for this fact will become abundantly clear to anyone wishing to confront the problem. Even superficial investigation will reveal that institutional practices and procedures, which have little to do with true merit employment, have systematically and effectively eliminated minorities from consideration.

One of the cornerstones of that de-facto screening-out system is the written examination. This condition has long been recognized by educators, civil rights organizations, the Federal Government, the Governor's Committee on Equal Employment Opportunity and others. Therefore, top administrators in both Federal and State government have repeatedly called upon State agencies to review its present practices of recruiting, hiring and upgrading to be sure that they do not have the effect of discriminating against minorities. Moreover, departments and agencies have been encouraged to take bold, affirmative steps to make this policy a reality. The actions of the Civil Service Commission in announcing a special oral examination, apparently designed to ameliorate some of the adverse effects of written tests on minorities, seem to be in keeping with this philosophy.

Consequently, it is difficult to understand why CSEA has taken such an insensitive position on the issue. Neither pious preachments about equity nor reactionary rhetoric about law can obscure the fact that CSEA is opposed to any change in a system which severely handicaps members of certain groups.

We congratulate the Civil Service Commission for its recognition of a long-standing breach of equal employment opportunity within State Government. On the other hand, it should be noted that the CSEA statements and actions, whether conscious

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.

Our Global Image Gap

PUBLIC RELATIONS for civil service can be individual, agency-wide, by City, State or other entity, or on a nationwide basis.

THE HARD-CORE rule is the same in all cases—outstanding performance in the public interest, effectively communicated.

AS A NATION, the United States comes off sixth after Switzerland, Great Britain, Sweden, West Germany and Canada as the best governed nation in the world. (Russia was an "also ran," far down the list.)

SWITZERLAND CAPTURED top honors in a poll conducted by the Gallup organization among world leaders from 40 countries. (The question asked did not permit leaders to vote for their own nation.)

COMING OFF SIXTH best should be a sobering experience for Americans who have always prided themselves in being the biggest, the richest, the mostest, etc. Now Americans have discovered that not everybody thinks we're the best.

NOR IS THE RESULT a happy occasion for civil servants because our readers know that civil servants really run a government, even though policy may be made by elected leaders.

THUS, THE QUESTION arises: Was the consensus of world leaders based on their opinion of American national policies, which were extensively publicized in the world press, or was it based on operational government efficiency, which is almost never reported in the press?

WHAT WE ARE really asking is this: Did the result cast doubt on the performance of American civil service or on the net results of American national policy, which the world leaders polled didn't particularly approve?

ANOTHER PART OF the same poll turned up some interesting results—results which should come as no surprise to readers of this column.

THE 50 U.S. LEADERS polled named the top problems in their country as crime, inflation, air-water pollution, race tensions, drug addiction.

THE NEXT FIVE problems are overpopulation, low educational standards, labor-management disputes, inadequate housing, low productivity standards.

WORLDWIDE LEADERS identified as top domestic problems in their own countries these five items:

INFLATION, CRIME and lack of respect for law, labor-management disputes, air-water pollution, overpopulation.

IF IT IS ANY solace to our readers whose national pride might have been hurt by the facts reported above in the third paragraph, other countries face problems almost identical with those in the U.S.

THUS, CIVIL SERVANTS the world over have the same domestic problems to cope with as we have in the U.S.—which means civil servants everywhere have public relations problems.

Nassau Chapter Rebuffs Cty. On 7.1% Adjustment

MINEOLA — The Nassau chapter of the Civil Service Employees Assn. has re-

jected the County's offer of 7.1 percent as a cost-of-living adjustment and may be forced to seek arbitration.

The boost should be 7.6 percent, it was reported by chapter president Irving Flaumenbaum.

Flaumenbaum said the figures of 7.6 percent had been confirmed by the Albany CSEA research office and by the Federal Bureau of Labor Statistics.

The cost-of-living adjustment is provided for 1971 by the chapter's two-year contract. It was noted that the CSEA in negotiations last year had rejected an attempt to limit the second-year pay boost to five percent and insisted on an amount equal to the increase in the cost-of-living index.

Flaumenbaum said negotiations were continuing in an effort to resolve the dispute.

Sincerely yours,
JOSEPH WATTS
WILFRED S. LEWIN
HUGH C. CLARKE
MARVELINE BEA
WILLIAM HAUPTMAN,
Sr. Employment Consultants,
Minority Group Services
ETHEL M. JOHNSON
Assoc. Employment Consultant,
Minority Groups Services

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 Second, they both boast new, more powerful engines made to last even longer than the fabled VW engines of old.
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Is that supposed to be a dig at all the other new small cars that are being introduced for the first time this year?
 No comment.

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CSEA SUPER SIGN-UP NEWS

Emmett 'Gratified' At Support Given 'Super Sign-Up' Drive;

ALBANY — "New member applications are continuing to come in at a fantastic rate," according to Sam Emmett, chairman of the Statewide membership drive being conducted from Oct. 1 through Nov. 27 by the Civil Service Employees Assn., Inc. Emmett said that he was deeply gratified with the support given the program by the CSEA membership body as a whole.

However, he did warn against complacency. "If we are to reach our total membership goal of 200,000 or more," he said, "we must not relax our efforts. The campaign is almost half completed and with a little extra effort on everyone's part during the remaining period, overwhelming success can be assured."

Emmett said there still are literally thousands of eligible non-members just waiting to be asked to join—to share in the many benefits of belonging to New York State's Number One Civil Service Union. He suggested that every CSEA member make it a point this week to ask any non-member: "Have you signed up yet? You'll be surprised at the number who'll sign immediately," he said. "It's just a matter of percentages."

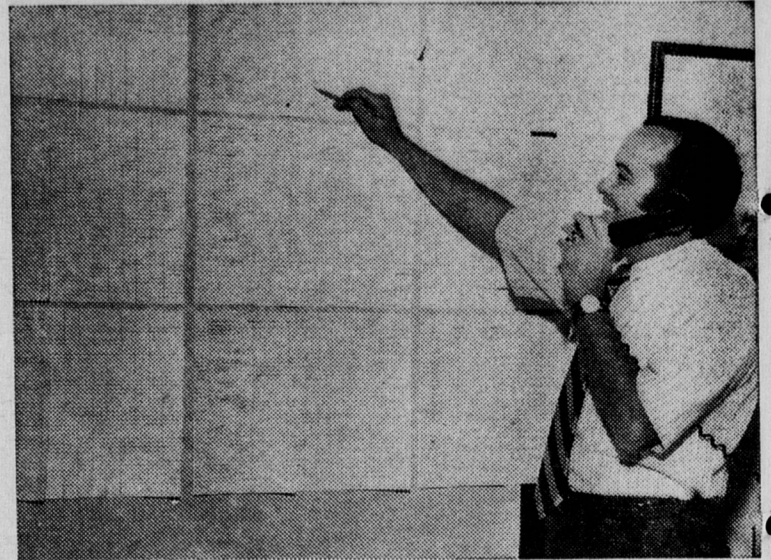
And the percentages certainly will pay off handsomely for those present CSEA members who recruit new members. For every new member signed up, the recruiter will receive a special award certificate (\$3 to \$3.50 approximate retail value), which can be redeemed at any of the 45 S & H Redemption Centers in New York State or anywhere in the U.S. And there is no limit as to the number of new members that one can recruit.

For each newly signed up member, the recruiter also gets one chance in the fabulous \$10,000 Super-Prize Jackpot. The grand prize in the jackpot is a handsome 1971 Camaro. Other grand prizes include: RCA col-

(Continued on Page 17)



WE DELIVER — Joanne Wectlar receives her first special award certificate from postman after signing up a new member. Award certificates are sent to recruiters' home immediately following processing and authenticating procedures at "Super Sign-Up" headquarters. Recruiters are advised to follow all rules carefully so that award certificate may be handled without delay.



HOT LINE — Norb Zahm, award coordinator for the Statewide membership drive, checks on one of the many details concerning the progress of the huge campaign from "Action Central." Detailed charts provide headquarters with up-to-the-minute information. Chapter and unit presidents and membership chairmen are urged to make certain that all transmittal forms are properly signed before forwarding them to headquarters.

Tips For Super Signer-Uppers

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

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

IMPORTANT — COUPON MUST BE FILLED OUT COMPLETELY

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IMPORTANT NOTICE MEMBERSHIP DRIVE

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

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

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

Binghamton School Unit Bowling Team Ready For Action

(From Leader Correspondent)

BINGHAMTON — Members of the Binghamton School unit, Civil Service Employees Assn., plan to teach members of the Empire State Bowling Tournament League a thing or two this Fall with a five-man team of "all-stars" on the alleys of the State Bowling Center in Binghamton.

The team is captained by John Ostrander with an assist from William Simms, Joseph Semcho, Donald Murphy and Vincent Ruffo. Waiting in the wings will be Walter Torto and Stewart Lloyd.

The pins will fly Friday nights. The formation of the team is a

first by the Binghamton School unit, according to unit president Steven Caruso.

Caruso said the unit is considering the sponsoring of a women's bowling team in the near future.

Awards

Northport's VA hospital proudly announces that Aaron Stewart has received a certificate and quality increase for his superior performance as nursing assistant. Also, Ethel Bochetto has been awarded a certificate and \$150 for her outstanding performance as a secretary in the social work service in that hospital.

Calling Stony Brook

ALBANY—Samuel G. Easterbrook, a New York Telephone Co. executive, has been named a member of the Council of the State University at Stony Brook.



DISCUSSIONS — Officials of the Civil Service Employees Assn. took part in discussions recently at the annual meeting of the County Officers Assn. at the Concord Hotel. Left to right during one of the sessions are: Gov. Nelson Rockefeller; Irving Flaumenbaum, first vice-president of CSEA; Joseph Dolan, CSEA's director of local government affairs, and John Mulroy, County Executive of Onondaga County and president of the Officers Assn.

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BERMUDA - Thursday, November 26th to Sunday, November 29th * Deluxe Castle Harbor Hotel * Jet (a.m. departure - p.m. return) via BOAC * Gourmet Breakfast and Dinner daily * Round trip Transfers from airport to hotel * Rum Swizzle Party * Baggage handling * All gratuities for waiters, bellhops, etc. COMPLETE PACKAGE ONLY \$175.00 plus \$15.00 tips and taxes.

FREEPORT - Wednesday Eve., November 25th to Sunday, November 29th * Deluxe King's Inn Hotel * DC-8 Jet (p.m. departure - p.m. return) * Gourmet Breakfast and Dinner daily * Round trip transfers from airport to hotel * FREE Golf * Rum Swizzle Party * Baggage handling * All gratuities for waiters, bellhops, etc. COMPLETE PACKAGE ONLY \$205.00 plus \$14.00 tips and taxes.

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LAS VEGAS - LOS ANGELES - SAN FRANCISCO - 11 days - December 24th/January 3rd. Includes: United Jet, first class hotels with bath, gratuities, transfers, sightseeing - no meals. \$339.00 plus tax.

LONDON - 10 nites - 11 days - December 24th/January 3rd. \$299.00 plus \$3.00 sightseeing, breakfast daily, 1st class PICCADILLY HOTEL with bath, Victoria Club membership.

PARIS - 10 nites - 11 days - December 24th/January 3rd. \$309.00 plus \$3.00 departure tax. Includes: KLM jet, transfers, gratuities, taxes, sightseeing, breakfast daily, first class HOTEL SCRIBE with bath.

ROME - FLORENCE - 10 nites - 11 days. December 24th/January 3rd. \$349.00 plus \$3.00 departure tax. Includes: TWA and Alitalia jets, transfers, gratuities, taxes, sightseeing, breakfast daily, first class PRESIDENT HOTEL (Rome), first class HOTEL LONDRA (Florence).

LISBON - MADRID - 11 nites - 12 days - December 23rd/January 3rd. \$339.00 plus \$3.00 departure tax. Includes: TWA jet, transfers, sightseeing, gratuities, breakfast and dinner daily, first class hotels with bath throughout.

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Reinstatement Won For Islip Rec. Worker

SMITHTOWN — The Civil Service Employees Assn. has won reinstatement for a fired Islip Town recreation leader by enforcing the CSEA contract.

In an order reinstating Miss Carol Fitzpatrick with back pay, Supreme Court Justice George F. X. McInerney upheld the case presented by CSEA regional attorney Lester B. Lipkind in Riverhead Supreme Court. McInerney said Miss Fitzpatrick had been fired without benefit of a hearing in violation of Article 6 of the CSEA contract.

The contract gives job security for employees in non-competitive as well as competitive titles.

The Town, releasing Miss Fitzpatrick at the start of the Summer, claimed that she was a temporary employee. The CSEA law suit, however, showed that she had been regularly employed for more than three years and was protected.

Name Anderson To Police Sgt. Validation Bd.

Arvid H. Anderson, chairman of the Office of Collective Bargaining, has become the fifth member named to the Sergeants' Test Validation Board. The others are Benjamin C. Oill, deputy personnel director; Solomon Wiener, bureau of exams director; Sgt. Harold Smith and Sgt. Donald Moss.

In September, Mayor Lindsay announced setting up a series of test validation boards to review the protests of those taking the police exams. There were over 800 statements of protest filed by patrolmen who took the test on April 12, 1969 out of 18,000 candidates. The new board will also report its findings to the Mayor and recommend final key answers, much in the fashion of the City Civil Service Commission.

Sgts. Smith and Moss were selected for the panel by the Sergeants Benevolent Assn., while Oill and Wiener were designated by the department of Personnel. The fifth choice for the board was made by the joint selection of the other four members.

Designated DMH Dept. Planning Dir.

ALBANY — Kenneth V. Skrivanek has been named deputy director of mental health planning for the State Mental Hygiene Dept.. He succeeds Peter G. Strand, who was promoted to chief program analyst in the Department's bureau of children's services.

Skrivanek had been serving as a consultant in the Department's office of manpower and employee relations. The salary for the position is \$22,074 a year. He will serve as a liaison with Federal, State and local planning agencies.



CREEDMOOR DINNER — Jacobs, president of the Metropolitan Conference; Terry Dawson, president of Creedmoor State Hospital, introduces some of the chapter's guests at their dinner-dance at the Plattdeutsche Restaurant on Oct. 17. From left, they are Randolph Jacobs, president of the Metropolitan Conference; Assemblyman Joseph Kunzeman, and CSEA field rep. William Farrell. Also attending the function was the Hospital's administrator Dr. Irwin Greenberg.

New Training Courses Available

(Continued from Page 5)

and other courses.

Wenzl Hails Plan

CSEA President Theodore C. Wenzl hailed the new training programs as "a step forward and a much-needed benefit which all State employees can take advantage of."

"These programs will enable the employee to improve his job skills and develop his full potential. For the employee who never had the chance to finish high school, the way is now open to take equivalency courses and thus stand a better chance for promotion. Employees who want extra training can get it under the in-service training programs, and they will be better prepared to take civil service examinations. There will also be safety and skills courses for handling complicated new machinery. And, the employee who wants to take college-level courses

that pertain to his career in State service can have part of his tuition refunded.

"This is one of the most important benefits CSEA has ever negotiated," Wenzl declared. "CSEA is proud to have given the employees of the State of New York the opportunity to better themselves and improve their skills. And this, too, is a benefit to the State of New York, for only through well-trained and skilled employees can the State render the best services to its citizens. I am very proud of our CSEA negotiating teams for their excellent work in securing these benefits for the majority of State employees."

CSEA appointed negotiating teams from each of the units to work out the programs for their respective units. E. Norbert Zahm, director of training and education for CSEA, coordinated the negotiating sessions.

COURSES OFFERED THROUGH CSEA-NEGOTIATED TRAINING PROGRAM

Course Title	Course Available For				Course Hours Anticipated
	ADM	INS	OPR	PST	
Administrative Supervision SG-14 and Over	X	X	X	X	30
Advanced Principles of Accounting	X	X		X	40
Advanced Secretarial Techniques	X	X	X	X	30
Automotive Skills Refresher			X		40
Basic Electricity			X		40
Basic Skills in Mathematics	X	X	X		30
Concepts of Mathematics				X	30
Conversational Spanish	X	X	X	X	20
Fundamentals of Stationary Engineering, Part 1			X		40
Fundamentals of Supervision	X	X	X	X	36
Intermediate Mathematical Proficiency	X	X	X	X	30
Introduction to Statistics				X	30
Introduction to Supervisory Skills Development	X	X	X		20
Oral Presentation Techniques Workshop	X	X		X	24
Principles fo Accounting	X	X		X	40
Reading Improvement	X	X	X	X	30
Refrigeration and Air Conditioning Service			X		40
Report Writing for Supervisory Personnel	X	X	X	X	30

	Classroom Hours	Administ Service	Institutional	Operational Unit	Professional Scientific Technical
Elementary Governmental Writing	20	X	X	X	
Basic Report Writing Workshop	24	X	X	X	
Skill Refresher for Stenographers	30	X			
Advanced Mathematical Proficiency	30	X		X	X
Shop Mathematics	20			X	
Fundamentals of Stationary Engineering, Part II	40			X	
Fundamentals of Stationary Engineering, Part III	40			X	
Job Instructor Training	24		X	X	
Administrative Supervision	30	X		X	X
Case Studies in Supervision	30	X	X	X	X
Essentials in Management	36				X

We endorse Governor Rockefeller enthusiastically for re-election. We urge you, too, to vote for him on Nov. 3. He has done more for Civil Service employees than any other Governor in history.

JOHN ADAMSKI
Buffalo, N.Y.

President, Roswell Park Memorial Hospital Chapter; President, Western Conference; Member, State Board of Directors.

VINCENT A. ALESSI
Rochester, N.Y.

President, Monroe County Chapter Member, State Board of Directors.

ALBERT BERRACHI
Rocky Point, L.I., N.Y.

President, State University at Stonybrook Chapter.

DONALD BROUSE
Ogdensburg, N.Y.

President, St. Lawrence State Hospital Chapter.

ALEX BOZZA
Albertson, L.I., N.Y.

President, North Hempstead Chapter.

KENNETH CADIEUX
N. Belmore, N.Y.

President, Local Chapter for Town of Hempstead.

A. VICTOR COSTA
Troy, N.Y.

Past President, Capital District Conference; Member, State Board of Directors.

Mrs. TERRY DAWSON
Queens Village, N.Y.

President, Local Chapter of Creedmoor State Chapter.

IRVING FLAUMENBAUM
Freeport, L.I., N.Y.

First Vice-President, State Organization; President, Nassau County Chapter; Member, State Board of Directors.

FRANK IMHOLZ
Stonybrook, N.Y.

President, Suffolk County Chapter.

WILLIAM F. KUEHN
Albany, N.Y.

Past President, N.Y. State Chapter, Department of Agriculture and Marketing; Member, State Board of Directors.

AMOS ROYALS
New York, N.Y.

President, Ward's Island Psychiatric Hospital Chapter.

HAROLD J. RYAN
Troy, N.Y.

President, Department of Audit & Control Chapter; Member, State Board of Directors.

ERNEST K. WAGNER
Albany, N.Y.

President, Capital District Conference; Member, State Board of Directors.

**BUY
US
BONDS**

This is why.



I'm running this time for the same basic reasons I ran the first time.

Because I like to do things for people.

Because I want to see state government continue to be creative in this period of change.

Because I like to think of myself as an optimist, an idealist, an activist and a doer.

An activist in that when I see a problem my immediate reaction is to start work on its solution.

An optimist in that I believe the human spirit can overcome despair, that it can transcend the oppressions and inequities of life.

An idealist in that I believe there is an essential goodness in man, a collective conscience in our society, and that we can draw upon them to build a better country for ourselves and our children.

And a doer in that action, and not just talk, is the essence of today's needs.

I recognize that this country has been very good to me and my family. In return, I have always wanted to do something for people.

And so I went into government and then politics. I believed I could best translate my intentions into constructive action in government — where the real action is.

That was my motivation in 1958. It remains my purpose in 1970.

NELSON A. ROCKEFELLER

*From a speech delivered by Governor Rockefeller
to the New York State Publishers Association
on September 14 in Albany.*

At Metro Conference Meeting Conoby Reports On Contracts; Bendet On Pensions



A question on pension proposals is listened to by Solomon Bendet, president of the New York City chapter, where new retirement goals originated. Next to him is Jacobs and seated are Pranito and Weisz.

DISAGREEMENTS over interpretation of work contracts between the State and the Civil Service Employees Assn. and heavy discussion of new pension proposals were the dominant topics at a recent meeting of the CSEA Metropolitan Conference, hosted by the Brooklyn State Hospital chapter.

Randolph V. Jacobs, Conference president, started off the meeting by announcing that with the New York City chapter rejoining the Conference and the Institute for Basic Research chapter enrolling, the Conference had now reached 100 percent membership.

There was no doubt of the seriousness of the disagreements on the new State contracts, as outlined by Jack Conoby, CSEA collective bargaining specialist. He told the Conference delegates that in many instances the State was ignoring the exclusive bargaining right of the Employees Association and was continuing to deal with other employee organizations. (Some Mental Hygiene Institutions have had a lot of trouble on this issue.)

Conoby noted also that the State was being very difficult in some areas on payment of overtime; hampering access to employees and refusing to allow full bulletin board usage as outlined

in the work contracts.

He also described the workings of negotiations on the Statewide level and announced that negotiations on local worksite problems, such as in Mental Hygiene, the State Insurance Dept. and others, would be under way at once.

The report sparked a long series of questions and answers on the whole situation, some of it conducted with considerable heat.

Pension Proposals

Solomon Bendet, CSEA second vice-president, who originated a series of new proposals on pension improvements, led a lengthy discussion of the innovations, which were sponsored by the New York City chapter, of which he is president, and later approved at the recent delegates meeting in Buffalo.

Basically, the proposals would allow full retirement pay after 40 years' service, half pay after 20 years' service and pensions would rise as the grade from which a pensioner retired rose.

Jacobs announced the following committee chairmanships:

Anthony Fontaino, auditing; Samuel Emmett, membership and education; Philip Wexler, social, and William Roberts, grievance.



"It's this way," explains Salvatore Butero of Psychiatric Institute chapter, reporting on some contract trouble in his institution.



Filing in, Ellen Hostler of Brooklyn State gives the secretary's report as Jacobs and Pranito listen.



John LoMonaco, of the Division of Employment chapter, bids for strong action in obtaining pension goals in the legislature next year.



The treasurer's report "tells it where it's at" in terms of Conference finances and treasurer Michael Sewak warns there could be problems in the future.



William Cunningham, of Brooklyn State chapter, makes a bid to be heard. He was.



A major portion of the recent meeting of the Metropolitan Conference of the Civil Service Employees Assn. was spent on a report of the status of current work contracts with the State, particularly in the area of contract interpretation. At the microphone is John Conoby, CSEA collective bargaining specialist. Listening, from left, are Philip Wexler, Conference second vice-president; Ellen Hostler, acting secretary; Solomon Bendet, CSEA second vice-president; Randolph V. Jacobs, Conference president; Andrew Pranito, president of Brooklyn State Hospital chapter, hosts, to the meeting; Jack Weisz, Conference first vice-president; Stanley Mailman, CSEA regional attorney, and R. Greaser, business manager at Brooklyn State.



The State Insurance Fund chapter president, Vincent Rubano, spoke at length on public relations during the Conference meeting.



Among the guests were Stanley Mailman, CSEA regional attorney, and Mr. and Mrs. Greaser. He is the Brooklyn Hospital business manager.



Jacobs and Conoby field a question from the floor on one of the problems faced by the Employees Association on contract interpretations.



A report on preliminary plans for the annual dinner dance of the Conference was given by Philip Wexler, who is Conference social chairman, as Jacob took notes.

Central Conference Meets In Syracuse For Workshop

Central Conference Delegates Push Through Snow To Act On Resolutions And Reports

By WALT ADAMS

SYRACUSE—Delegates to the Fall meeting of the Central Conference, Civil Service Employees Assn., were treated to a warm reception by the host chapter, the Syracuse State School, despite the uniqueness of an early snowfall which blanketed the area Friday night as late arrivals munched their way to the Hotel's Country House.

An evening of workshop activity and preliminary committee meetings kept the delegates busy into the late evening.

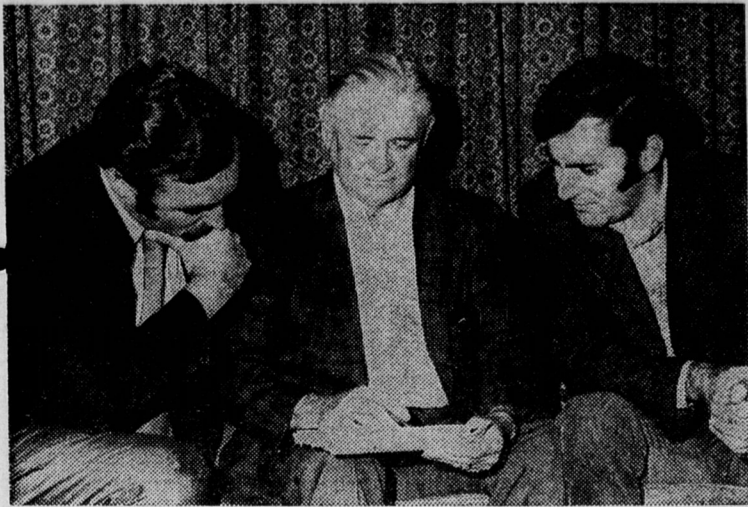
After a morning of committee sessions, breakfast and a business luncheon, Conference president Charles Ecker called the formal business session to order.

With the routine business

taken care of, the Conference and delegates present turned to reports and resolutions.

Broome County chapter president Joseph Gabor urged the delegation to adopt a resolution prepared by his chapter calling for the right of chapters to have the privilege of approving the appointment of regional

(Continued on Page 17)



Joe Deasy, Jr., Leader City editor, left, and correspondent Joe Tierno of Utica, right, discuss potential news story with J. Arthur Tennis of Utica State Hospital.

Central Conf. PR Committee Hears Leader Staff Explain Editorial Services Available

(From Leader Correspondent)

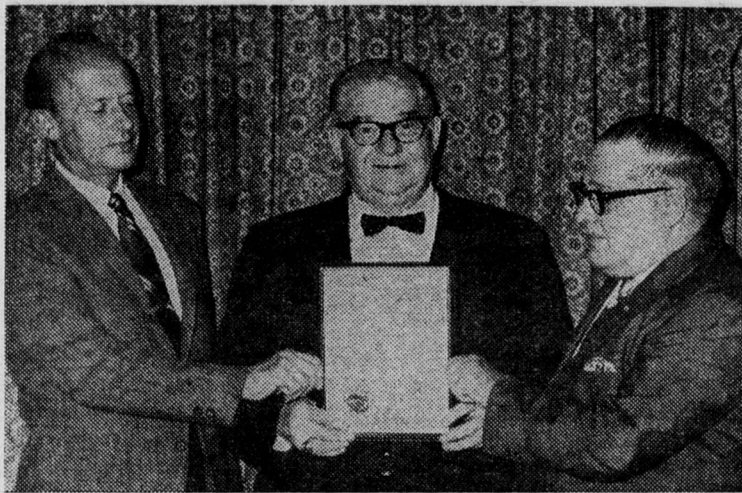
SYRACUSE — Leader City Editor Joe Deasy, Jr., and four Leader correspondents from the Central Conference area gathered in Syracuse on October 16 and 17 to meet with Conference delegates in an attempt to expand coverage of CSEA chapter news. The session was the third of a series of meetings held around the State. Future sessions are planned in Albany, Long Island and the Hudson Valley.

A highlight of the meeting came when Deasy and the four reporters, Joe Tierno of Utica, Joe Porcello of Syracuse, Walt

Adams of Binghamton and John Brior of Watertown met with the Conference public relations committee.

Problems and ideas were discussed and exchanged by those present, including committee chairman Helene Callahan, Dor-

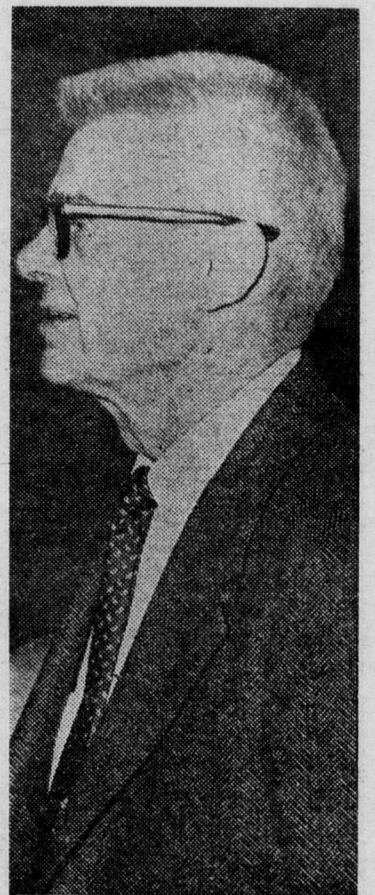
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John Gallagher, left, CSEA treasurer, and Clarence Laufer, right, president of the Syracuse State School chapter, CSEA, admire Civil Service Week Proclamation issued by John Mulroy, Onondaga County Executive. The chapter's annual dinner and the Central Conference meeting closed the week proclaimed by Mulroy.



Public Employment Relations Board mediator and fact-finder Jerome Winterhalt discusses mediation during Central Counties Workshop luncheon. Left to right are Francis Miller, workshop chairman; Winterhalt; Hall Nedrow, workshop treasurer; S. Samuel Borelly, chairman of the CSEA County Executive Committee, and Leona Appel, workshop treasurer.



Charles Ecker, president of the Central New York Conference, CSEA, greets delegates and guests to the Conference's Fall meeting at Syracuse.

Political Candidates Topic Of Syracuse School Chapter Annual Dinner And Dance

(From Leader Correspondent)

SYRACUSE—A Syracuse CSEA chapter president is demanding that Adam Walinsky, Democratic candidate for State Attorney General apologize publicly for a published statement that he (Walinsky) allegedly called public employees "soft, lax and lazy."

Clarence Laufer, president of CSEA's Syracuse State School chapter challenged the Democratic candidate's statement — which he termed an unwarranted insult — during the dinner which last week climaxed the Fall meeting of the Employ-

ees Association's Central Conference and County Workshop.

Laufer was one of several speakers at the dinner in the Syracuse Countryhouse. Others included Dr. Theodore C. Wenzl, CSEA president; two Congress-

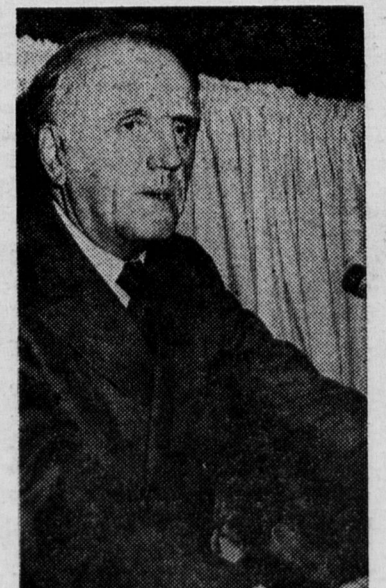
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Among the visitors attending the Central Conference meeting in Syracuse were, left to right; S. Samuel Borelly, chairman of the CSEA's County Executive Committee; Mrs. Thomas McDonough; Irving Flaumenbaum, CSEA first vice-president; Mrs. John Adamski; McDonough, first vice-president of the Capital District Conference, and Adamski, president of the Western Conference.



Friends of Irene Hillis, seated right, gather around to congratulate her on her election as president of the Mental Hygiene Employees Assn.



State CSEA president Theodore Wenzl reports on plans for improved retirement benefits for public employees during Central Conference meeting.

Candidates Respond To CSEA Pension Poll

(Continued from Page 1)
treated as second-class citizens. I re-echo those sentiments."

State Comptroller Arthur Levitt said: "I have carefully considered the questionnaire the CSEA has submitted to me and to other candidates, concerning retirement benefits."

"As you know, I have long supported proposals for increasing benefits if within the fiscal capacity of the State. I cannot conscientiously answer "yes" or "no" to your proposals, without knowing their impact on next year's budget, and on the future finances of the State, among other factors."

"Surely, great progress has been made in recent years with the help of CSEA in making our retirement system one of the best in the nation. We should have faith that this progress will continue through the normal and orderly methods of negotiations and legislative action."

Edward V. Regan, Republican candidate for State Comptroller, did not respond to the questionnaire.

Attorney General Louis J. Lefkowitz said: "I am pleased to reply to your letter of Sept. 24 concerning retirement benefits for public employees in New York State."

"Your representatives have achieved many improvements in retirement benefits over the years and I trust you will agree that my attitude in this connection has been consistently constructive since taking office in 1957. I assure you it will continue to be so."

Adam Walinsky, Democratic candidate for Attorney General, answered yes to all four questions.

Twenty-nine candidates for the 57 Senate seats and 72 office seekers for the 150 Assembly seats answered the question as of Leader presstime.

State Senate candidates answering Yes to all four questions were:

Third Senate District (part of Nassau and part of Suffolk): Ralph J. Marino (R); Third Senate District (part of Suffolk & Nassau): Jack Maisel (D); Ninth Senate District (part of Queens): Jack E. Bronston (D); Eleventh Senate District (part of Queens): Anthony Cascardo (R); Twelfth Senate District (part of Queens): Joseph O. Gialmo (D); Thirteenth Senate District (part of Queens): Frank L. Lanzl (R), and Nicholas Ferraro (D); Fourteenth Senate District (part of Kings): Edward S. Lentol (D); 19th Senate District (part of Kings): Samuel L. Greenberg (D); Twenty-Second Senate District (part of Kings): William J. Ferrall (D); Twenty-Eighth Senate District (part of New York): Jack Rothbaum (R), and Joseph Zaretski (D).

Thirty-Sixth Senate District (Putnam and part of Westchester): Gerard Duffy (D); Thirty-Seventh Senate District (Orange and Rockland): Paul F. Mundt (D); Thirty-Eighth Senate District (Dutchess and Ulster): David Lenefsky (D) and Jay P. Rolison Jr. (R); Fortieth Senate District (Albany and Schoharie): Walter B. Langley (R); Forty-Ninth Senate District (Cayuga, Ontario, Schuyler, Seneca, Wayne and Yates): John M. Parker (D); Fifty-Fourth Senate District (part of Erie, Livingston and Wyoming): Ronald R. Norman (D).

State Assembly candidates answering Yes to all four questions were:

First Assembly District (part of Suffolk): Michael M. Constant (D); Second Assembly District (part of Suffolk): David T. Berman (D); Fourth Assembly District (part of Suffolk): Robert C. Wertz (R); Fifth Assembly District (part of Suffolk): Michael P. Andrews (D); Thirteenth Assembly District (part of Nassau): John S. Thorp, Jr. (D); Fifteenth Assembly District (part of Nassau): Eli Wager (D); Thirtieth Assembly District (part of Queens): Walter H. Crowley (D); Thirty-Third Assembly District (part of Queens): Joseph S. Calabretta (D).

Thirty-Fifth Assembly District (part of Kings): Chester John Straub (D); Thirty-Ninth Assembly District (part of Kings): Dominick J. Andreassi (R); Fortieth Assembly District (part of Kings): Sidney B. Levitt (R); Forty-First Assembly District (part of Kings): Mary Elizabeth Tucker (R); Forty-Fourth Assembly District (part of Kings): Frederic M. Carlin (R); Forty-Sixth Assembly District (part of Kings): Leonard M. Simon (D); Forty-Seventh Assembly District (part of Kings): Salvatore J. Grieco (D); Forty-Eighth Assembly District (part of Kings): Leonard Silverman (D); Fiftieth Assembly District (part of Kings): Eugene K. Schaefer (D); Fifty-Second Assembly District (part of Kings): Joseph L. Martuscello (D), and George M. Spanakos (R); Fifty-Third Assembly District (part of Kings): William J. Giordano (D).

Fifty-Ninth Assembly District (part of Richmond): Edward J. Amann, Jr. (R); Sixty-Second Assembly District (part of New York): Andrew Stein (D); Sixty-Third Assembly District (part of New York): Charles V. Drew (R); Sixty-Seventh Assembly District (part of New York): Albert H. Blumenthal (D); Seventy-Third Assembly District (part of New York): Herbert J. Wallenstein (R); Seventy-Sixth Assembly District (part of Bronx): Seymour Posner (D), and William J. Waterman, Jr. (R); Seventy-Fifth Assembly District (part of Bronx): Harry Kraf (D); Seventy-Seventh Assembly District (part of Bronx): Armando Montano (D); Seventy-Ninth Assembly District (part of Bronx): Hercules Johnson (R); Eighty-Second Assembly District (part of Bronx): Alexander Chananau (D).

Eighty-Third Assembly District (part of Bronx): Burton G. Hecht (D); Eighty-Seventh Assembly District (part of Westchester): Thomas J. McInerney (D); Eighty-Ninth Assembly District (part of Westchester): Albert Schnall (D); Ninetieth Assembly District (part of Westchester): Michele Alsenberg (D); Ninety-First Assembly District (part of Westchester): Victor J. Rubino (D); Ninety-Second Assembly District (part of Westchester): Henry Kenning (D); Ninety-Third Assembly District (part of Westchester): Peter R. Biondo (R); Ninety-Fourth Assembly District (part of Rockland): Irving Feiner (D).

Ninety-Fifth Assembly District (part of Orange): John G. Gourlay (D); Ninety-Seventh

Assembly District (part of Dutchess and Putnam): Robert Fettes (D); Ninety-Eight Assembly District (part of Dutchess): Emeel S. Betros (R); One Hundredth Assembly District (part of Albany, Columbia; Greene and part of Rensselaer): Clarence D. Lane (R), and Stephen J. Loughman (D); One Hundred Third Assembly District (part of Albany): John T. Garry (D); One Hundred Fifth Assembly District (part of Schenectady): Barry D. Kramer (D); One Hundred Sixth Assembly District (part of Albany and Saratoga): John H. Connors (D); One Hundred Seventh Assembly District (part of Rensselaer, Warren and Washington): Peter F. Schmidt (D).

One Hundred Eighth Assembly District (Clinton and Essex): Andrew Ryan, Jr. (R); One Hundred Seventh Assembly District (part of Oneida and Oswego): Aubrey Alberding (D); One Hundred Twentieth Assembly District (part of Onondaga): Mortimer P. Gallivan (D); One Hundred Twenty-ninth Assembly District (Seneca and Wayne): Aneglo Bonafiglia (D); One Hundred Thirty-First Assembly District (part of Monroe): Raymond J. Lill (D); One Hundred Forty-Seventh Assembly District (part of Erie): Dorothy H. Rose (D); One Hundred Forty-Eight Assembly District (Allegany, part of Erie and Wyoming): Richard D. Maroney (D).

State Senate candidates answering Yes to the first three questions, but No to the fourth were:

Thirty Fourth SD (part of Westchester): John E. Flynn (R), and William J. Kalna (D); Thirty-Ninth SD (Columbia, Greene, Rensselaer, Saratoga): Douglas Hudson (R); Forty-First SD (Fulton, Montgomery, Ostego and Schenectady): Charles H. Loomis (D); Fiftieth SD (part of Monroe): Thomas Laverne (R).

State Assembly candidates answering Yes to the first three questions, but No to the fourth were:

Tenth AD (part of Nassau): Stephen V. Dubin (D); Nineteenth AD (part of Queens): Herbert A. Posner (D); Thirty-Ninth AD (part of Kings): Stanley Fink (D); Forty-Seventh AD (part of Kings): Joseph J. Sommarie (C); Eighty-Second AD (part of Bronx): Rose Anne M. Tietenberg (R); 148th AD (Allegany, part of Erie and Wyoming): Frank Walkley (R).

Several candidates did not fill out the questionnaire but responded with various statements, indicating support of legislation covering these benefits arrived at through negotiations and general support of pension benefits following a more detailed study of such improvements and their impact on the State budget.

The candidates and portions of their responses are as follows:

Sen. Warren M. Anderson (R-47th S.D., Broome-Delaware & Sullivan): "... I feel that the "yes" or "no" response requested might be misinterpreted and inconclusive. As I am sure my record makes clear, I strongly believe public employees are entitled to sufficient pensions to properly care for themselves in retirement. Inflation may cruelly cut living standards after a person has ended his or her work life. The complexities of

pension details, however, require thoughtful study so that we may be in a position to make necessary and appropriate decisions in the months ahead.

Assemblyman S. William Rosenberg (R-132nd A.D., part of Monroe): "As chairman of the Assembly Committee for Governmental Employees I hope that my past record of support is stronger than any answer I could make to you in a questionnaire... many of your bills are personally carried by me on the floor of the Assembly. I feel that I can tell you in all good conscience that when you negotiate with the Governor in 1971 and reach an agreement, as I know you will, I will support both the individual legislation as well as the budget to implement the proposed benefits..."

Sen. James H. Donovan (R-44th S.D., Lewis and Oneida): "I would not want you to assume that I adopted a negative posture by failing to respond. I cannot responsibly indicate an affirmative or negative position until I have fiscal projections of each benefit. Furthermore, you will need to successfully negotiate this package for subsequent legislative approval, as provided for under law, before a legislator could effectively support your goals."

Assemblyman Don W. Cook (R-135th A.D., part of Monroe and Orleans): "This being an election year, the political thing would be to check 'yes' on all for the CSEA pension improvement program."

"I am generally in favor of them, but hesitate to commit myself until the program has been studied and commented on by the proper committees of the Legislature and departments involved."

Assemblyman Joseph M. Margiotta, (R-12th A.D., part of Nassau) and Benedict P. Claravino (R-candidate for the 14th A.D., part of Nassau) both agreed on the need to continue providing such pension benefits to public employees but said they would have to see more detailed information relating the fiscal implications of these benefits.

Answering Yes to questions A, C and D but No to question B were: Emanuel Bernstein (D-8th A.D., part of Nassau); William M. Burns (R-5th A.D., part of Suffolk), and Wilson J. Jewell (R-71st A.D., part of New York).

Answering Yes to questions A, B and D but No to question C were: Fred Field (R-103rd A.D., part of Albany); Bernard A. Fleishman (D-39th S.D., Columbia, Greene, Rensselaer and Saratoga), and Raymond Durr (D-115th A.D., part of Oneida).

Sen. Edward Speno (R-4th S.D., part of Nassau) answered Yes to question A (on a local option basis), Yes to question B and No to questions C and D. Assemblyman John T. Fiack (R-30th A.D., part of Queens) answered Yes to question A and No to questions B, C and D, and Assemblyman Adrian Gonyea (D-101st A.D., part of Rensselaer) answered Yes to questions A and D and No to questions B and C.

Answering No to all four questions were: George N. Spits (D-26th S.D., part of New York) and Edward A. Gard (D-57th S.D., Allegheny, Cattaraugus and Chautauqua).



ACCORD — The Monroe chapter, Civil Service Employees Assn., and the County reached agreement recently on a two-year contract providing salary increases and new fringe benefits for the employees. Signing the pact, seated left, is County Manager Gordon Howe while Vincent Alessi, chapter president, awaits his turn at right. Looking on are Charles Caruana, CSEA vice-president, left, and Robert Dunning of CSEA's bargaining team.

(Continued from Page 1)
next January will rise to \$8,200 and their base pay to \$10,150. In January, 1972, their starting pay will go up to \$9,600 and base pay to \$11,500.

Deputies also will be eligible for the mandatory, 20-year police and firemen's retirement plan, meaning they'll be able to retire at half-pay after 20 years of service.

Sheriffs' Benefits

Other new and improved benefits also are provided for sheriff's deputies under the new county contract.

"Our negotiating team feels that the County Administration negotiated in good faith and

our membership is well satisfied with the results," Alessi said.

Assisting Alessi for the CSEA in bargaining talks were Charles Caruana, first vice-president of Monroe chapter; Robert Dunning; Nels Carlson, CSEA field representative, and the presidents of the various units comprising Monroe chapter.

Kermit E. Hill, deputy County manager, was chief negotiator for the County. He was assisted by Fred A. Herman, executive director of civil service and personnel; Gordon Johnson, budget director, and Raymond Schwartz, deputy County attorney.

St. Lawrence Supervisors Charged With Illegal Action In Boosting Some Aides' Pay

(From Leader Correspondent)

OGDENSBURG—A regional Civil Service Employees Assn. field supervisor has charged that the St. Lawrence County Board of Supervisors has acted illegally by voting pay boosts outside their contract with the County CSEA chapter.

John D. Corcoran has written the following letter to the Board:

"It is our understanding . . . that your Board, on Oct. 12, increased the salary of Dr. Robert

T. Rogers, County laboratory director, by some \$4,000 and also increased the salary of the clerk of the Board of Supervisors, a Mr. Fox, by some \$1,500.

"It was further stated that the Board increased its own salaries by \$600.

"If the reports are accurate, then the St. Lawrence County Board of Supervisor is guilty of an improper labor practice as defined under the Taylor Law since benefits are to be negotiated by the recognized bar-

gaining agent and the employer can not take unilateral action with respect to salaries.

"Resolution 64-67 provides CSEA with recognition as the sole bargaining agent for all County employees. Since there were no exclusions in our recognition agreement, the above-mentioned positions are included in the bargaining unit and can only receive the same benefits as anyone else in the bargaining unit."

Corcoran called upon the Board chairman "and your fellow Board members to rescind your unilateral action and to provide negotiated increase for all the employees."

He said that: "Since the composition of the bargaining unit is a negotiatble item, CSEA would be willing to renegotiate this matter or, if you choose not to, then we will have no other course than to file a formal improper labor practice charge against the County with the State Public Employment Relations Board."

Women's Lib Dents Ranks Of Troopers

The man behind the shield will have to make some room for a female counterpart in the ranks of the State troopers.

After 54 years of the State Police remaining in an all-male stranglehold, reform is about to be implemented. In revealing the new move, State Police Supt. Michael E. Kirwan announced last week that the trooper forces will shortly be open to female prospects as well.

Reported Kirwan, "We could start recruiting right after April of next year." He said the area of investigative work could prove particularly attractive to the ladies. Right now, the agency employs approximately 3,400 persons, but females are confined to clerical or administrative titles. Come 1971, that will

change.

Meanwhile, the State Police's counsel is culling over the present laws. He wants to find out whether current provision makes allowances for a women's group within the troopers, or whether revisions in the law are needed first. Once the new setup is realized, lady troopers will have powers of arrest equal to those of male State policemen.

Governor Lauds Dr. Brind As A 'Dedicated Servant'

ALBANY—Governor Rockefeller, in a tribute to the late Dr. Charles A. Brind, former counsel to the State Education Dept., stated:

"Dr. Charles A. Brind, who served with distinction under six commissioners of the State Education Dept., was an outstanding New Yorker and a dedicated servant of the people. He was a credit to his profession and to the field of public service, and will be missed. I extend my sincerest condolences to Dr. Brind's family."

POLITICAL ADVERTISEMENT

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N. Hempstead CSEA Unit Working With United Fund; Endorses Five Candidates

MANHASSET—In a joint action, North Hempstead unit, Civil Service Employees Assn. president Alex Bozza has announced that it will act as the collection agency with the Town's 500 employees for the United Fund of Long Island and that its newly formed political action committee had met and endorsed five political candidates.

Allen C. Miller, receiver of taxes, will serve as chairman of the drive, and Bozza will assume the role of coordinator. For those employees who wish, a payroll deduction plan will be instituted so that payments can be made throughout the year.

In the second action this week, Bozza said the members of the unit's political action committee met various candidates for interviews. The members of the committee, beside Bozza, are Pat Florentino, Russell Case, Edward Swick, Jr., David Rapelyea and Kay Campbell. The interviews resulted in the announced endorsements of Robert C. Meade for the State Supreme Court; Vincent R. Balletta, Jr., for the State Assem-

bly, and Vincent Traynor, George Greenstein and Paul Lawrence for District Court judgeships.

"We believe these candidates' stands to be in the best interest of our union's membership," Bozza said. "We think they are exceptionally fine candidates and we are asking all of our employees to vote for them on Nov. 3."

Gets Research Post At Kidney Institute

ALBANY—Dr. Ann Gabrielsen has been named principal research scientist in the State Health Dept.'s Kidney Disease Institute at \$21,805 a year. She has served as a research specialist with the University of Minnesota's department of pediatrics.

Buy U.S. Bonds

Nyquist Pays Tribute To Dr. Brind's Role In Law & Education

ALBANY—State Commissioner of Education Ewald B. Nyquist paid tribute to Charles A. Brind, retired counsel for the Education Dept. on his death recently:

"Mr. Brind had a distinguished legal career and was outstanding in the development and understanding of education law. His

advice was sought and freely given to other counsels, to school boards, and superintendents, college presidents and trustees, the many professions licensed by the department, to legislators and citizens. His wise legal judgment and guidance are reflected in the educational system we have as well as in its quality."

Brind was president of the board of directors of Blue Cross of Northeastern New York for

Open Blood Unit For Yonkers Aides

YONKERS—A new Public Employee Blood Program office has been opened at 45 Warburton Ave., Yonkers. The office was dedicated by Mrs. Ersa H. Poston, State Civil Service Commission president.

over 30 years, a member of the board of Albany Hospital and a director of the Albany School for Practical Nurses.

POLITICAL ADVERTISEMENT

POLITICAL ADVERTISEMENT

POLITICAL ADVERTISEMENT

Re-elect Senator John J. MARCHI



JOHN MARCHI has been endorsed for re-election by the New York State AFL-CIO, the New York City Central Trades and Labor Council, the Citizens Union and numerous civil service and community groups.

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TAX & FINANCE TEAM —

At third meeting of the Civil Service Employees Assn. negotiating team and State representatives from Tax and Finance, procedure and contractual issues were dealt with. Clockwise from extreme right, are: Vincent Walker, chairman of the State committee; Jack Cutler, State representative; Daniel Halloran, director of personnel at Tax and

Finance; CSEA team members Arthur Lakritz, tax examiner; Walter Leubner, CSEA research analyst; Hal Goldberg, tax examiner; John Dougherty, Tax and Finance chapter president; May K. Henzel, mail and supply clerk; John A. Conoby, CSEA collective bargaining specialist; Bernard Schmall, CSEA committee chairman, corporation tax examiner; State representatives Robert Bourchard and John Hanrahan.



NEGOTIATING TEAM —

Members of the Civil Service Employees Assn. bargaining team for the Department of Transportation caucus to determine bargaining demands for their departmental negotiations. Left

to right are: Paula Radzanko, Dorothy Pearsal, CSEA research analyst Walter Leubner; CSEA collective bargaining specialist Joseph P. Reedy; Michael Batanzos and committee chairman Paul Cooney. Shown with his back to the camera is Edward McGreevey.

Central Conference Action

(Continued from Page 13)

attorneys upon renewal of their contracts with State Headquarters. After some discussion the resolution was passed.

Conference president Ecker also announced the appointment of Joanne Weed as chairman of the Conference ways and means committee. She succeeds Betty Knickerbocker, who resigned.

The Conference also overwhelmingly welcomed two new chapters into the Conference, the Syracuse Neighborhood Health Center and the Onondaga County chapters. The addition of the two new units brings the Conference membership total to 41 chapters.

Conference delegates also took the opportunity to make tentative plans for future Conference meetings. Central Conference sessions are tentatively scheduled for Feb. 12 and 13, in Syracuse, April 23 and 24 in Binghamton, June in Watertown and October in Utica.

Other resolutions included a proposal that a grievance workshop be established by State Headquarters. The resolution was introduced by Clara Boone, chairman of the Conference grievance committee. The purpose of the workshop would be to familiarize chapter officers with grievance procedures and techniques. The resolution to urge State action for the creation of the special workshop was adopted unanimously.

Binghamton State chapter president Stanley Yaney took the opportunity to invite Conference delegates, chapter presidents and officers to Binghamton Oct. 30 to help celebrate the formal opening of the Southern Tier's new regional office on the sixth floor of Binghamton's Security Mutual Building. The new office, he said, will provide information and assistance for CSEA members and public employees experiencing problems on the job.

or television sets, Panasonic stereo receivers, and ladies' and men's Helbros wrist watches. Obviously, the more new members one signs up, the more award certificates he gets and the more chances he gets at the Super-Prize Jackpot.

The newly recruited member automatically gets his name entered in the jackpot and is eligible to win any one of the grand prizes.

Emmett emphasized that all rules pertaining to the Super Sign-Up program should be read carefully. He noted that a number of applications already submitted were not completed properly — that social security numbers and zip codes were missing, that Super-Prize Jackpot stubs were detached and kept by the recruiter, as well as other omissions. "In order to process the award certificates and jackpot stubs quickly, all information should be submitted as requested," said Emmett.

Super Sign-Up

(Continued from Page 8)

Central Conf. PR Committee

(Continued from Page 13)

othy Moses, Leo Weingartner, Grace Tobin, Clifford Wermer, Delbert Langstaff, Clarence Laufer, Doris Baldwin, Audrey Snyder, Pat Crandall, Mildred Walcott, Hazel Ranger, Tom Ranger, John Gallagher and Arthur Tenis.

The correspondents, backed by Deasy, explained to those assembled that in order to have material placed in The Leader, the correspondent must first be advised of the development. "He cannot," Deasy said, "write about something he knows nothing about."

Deasy also pointed out that a full story does not have to be submitted in its entirety to the correspondent. All that is necessary is that the basic information be given to the correspondent.

Feature stories, that is, stories which are unusual in their nature or unique because of the participation of a CSEA member, are also sought, it was pointed out.

The correspondents advised those present to avoid making judgments as to what constitutes news and what does not. Many times, they agreed, a good story is lost because those near the source failed to see an off-beat angle or outstanding fact on which an eye-catching lead could be based. This is a professional newsman can easily find. Deasy also urged the delegates

to take advantage of The Leader's Letters to the Editor column as a means of exchanging points of view. Letters to the Editor should be sent directly to The Leader and not to the correspondent.

Delegates and chapter officers were also urged to establish and maintain a close liaison with The Leader correspondent and ask his advice and assistance when in doubt about a story. "We're ready, willing and able to work with chapter officers," they offered.

Miss Callahan praised the session and the cooperation of the correspondents. "We have found that by working together as we have in the past, the image of the civil service employee is projected well. Many of the chapter programs in this area came about as a result of a seminar given three years ago by The Leader and Joe Porcello. We learned that publicity for its own sake is valueless but that a public relations program, utilizing the tools of publicity, are invaluable. We act on the program and The Leader reports on our successes. That's what I call marvelous cooperation which benefits all CSEA members."

Leaves Labor Dept.

BUFFALO—David Miles, senior industrial investigator, has retired from the labor standards unit in the State Labor Dept. after 27 years of service.

Syracuse School Annual Fete

(Continued from Page 13)

sional candidates; candidates for the State Legislature and others.

Principal speaker was State Senator Tarky Lombardi Jr., who criticized the "wholesale flaunting of laws in our too permissive society."

In a telegram to Walinsky, Laufer—a member of CSEA's Statewide negotiating committee for State employees—also challenged Walinsky to come to a meeting scheduled for Oct. 26 at the Syracuse State School "to explain (your) remarks."

Laufer said the "soft, lax and lazy" quote was taken from a story published Oct. 8 in the Syracuse Post-Standard.

At the end of last week, Laufer still had no reply to his telegram.

Laufer said that Walinsky spoke to the CSEA's 1,100 delegates at the Oct. 11 meeting in Buffalo. "Why didn't he call us lazy then?" he asked in the dinner talk.

He said that Mrs. Irene Hillis, president of the Mental Hygiene Employees Assn., was also invited to the Syracuse meeting, along with members of CSEA chapter and other CSEA officials.

Dr. Wenzl told the dinner meeting that a CSEA objective in talks with the State will be to "change the retirement plan," so that employees will receive 2.5 percent a year, with retirement at half-pay after 20 years under a non-contributory system. "And for those who want to stay longer," Dr. Wenzl said, "they'll get 2.5 percent more for each year, so that they will receive 100 percent of salary after 40 years."

Pass your Leader on to a non-member.

CSEA also will demand, he said, that all those retiring now and those who have retired "will enjoy the same benefits as those working."

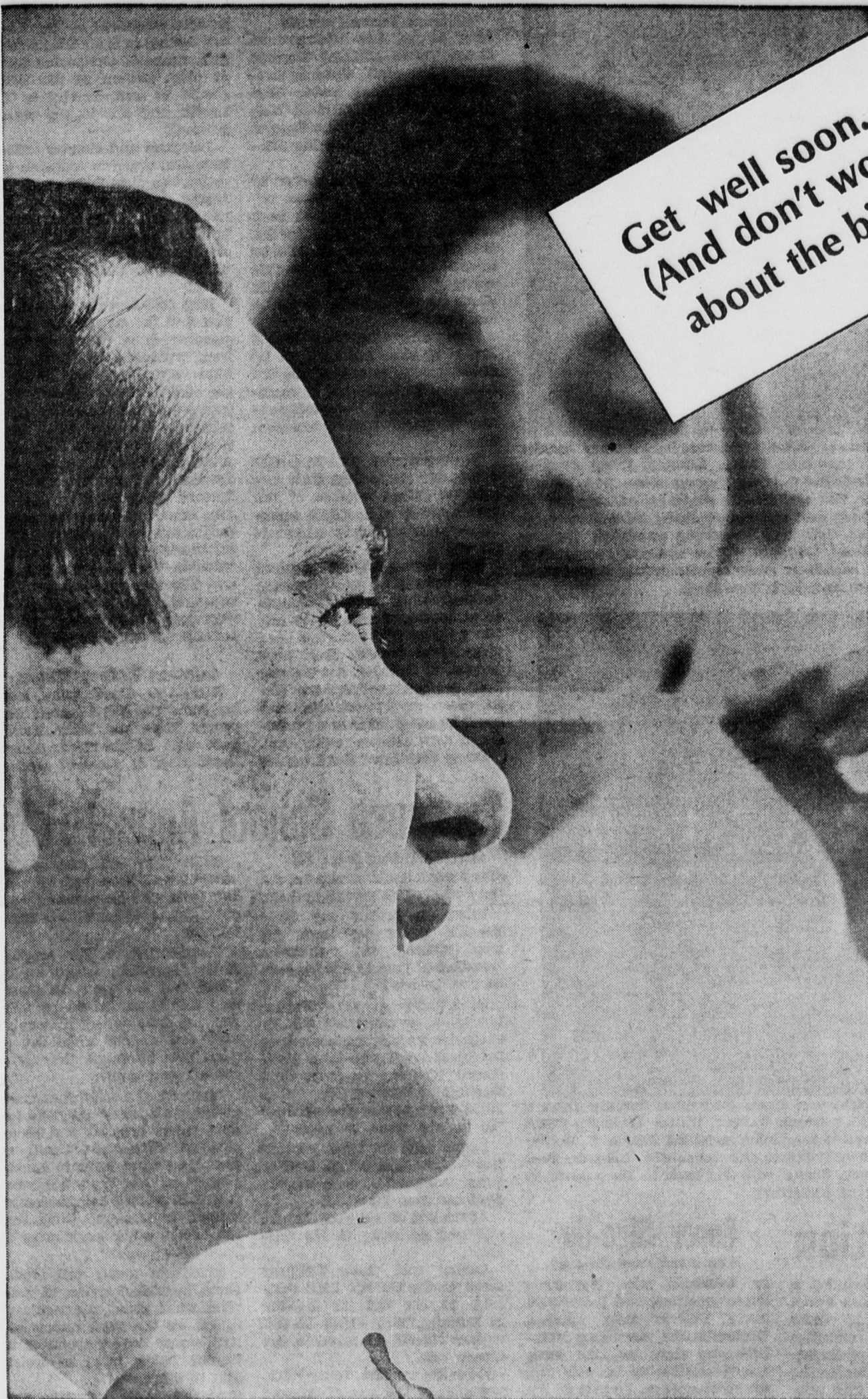
Commenting on the progress made for public employees by CSEA and the State, Lombardi said this "is a tribute to what can be done when reasonable men and women make use of what can be called the useful art of compromise."

"America is a country of many people with many religious beliefs, many political and philosophical differences. Could we have done what we have accomplished in less than 200 years if people refused to compromise, refused to stop and think that maybe the other guy's ideas do have some merit?"

There is much talk today about individual rights, he said. "But what about the rights of others, or the word responsibility? We all have responsibilities to our fellow men, to society and to ourselves."

Also speaking briefly were CSEA's first vice-president, Irving Flaumenbaum; treasurer John Gallagher; third vice-president Hazel Abrams; fifth vice-president George DeLong, and secretary Dorothy McTavish.

Flaumenbaum presented replicas of a proclamation by Onondaga County Executive John H. Mulroy—proclaiming October 11 to 18 as "Civil Service Employees Week" in the County—to Laufer, and four other chapter presidents who had worked on the Central Conference meeting. The others are Richard Cleary, Syracuse chapter president; Audrey Snyder, Syracuse Psychiatric Hospital chapter; Andrew H. Placito, Onondaga chapter, and James Solinsky, Upstate Medical Center chapter.



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(And don't worry
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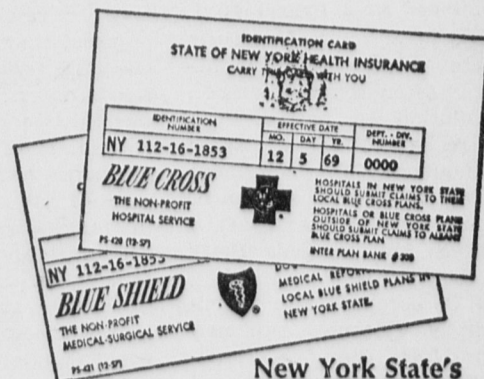
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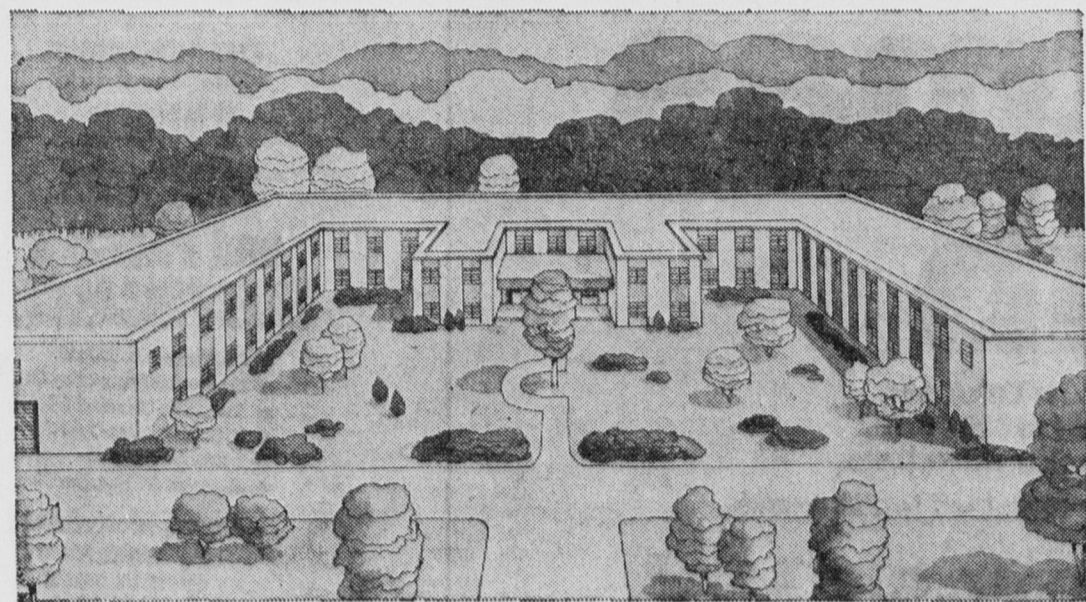
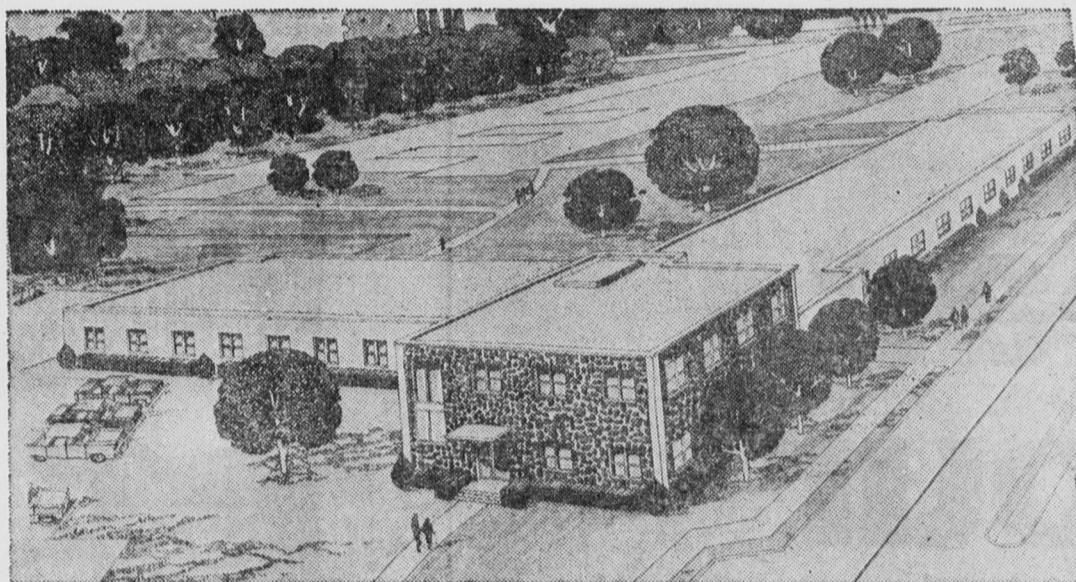
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CANDIDATES ENDORSED — Assemblyman Emeel S. Betros, left, and State Sen. Jaq P. Rollison, Jr., right, have received the endorsement of the Hudson River State Hospital chapter of the Civil Service Employees Assn. Announcing this "first-ever" endorsement was Robert Minyard, second from left, chapter second vice-president and chairman of the chapter's political action committee, and Mrs. Nellie Davis, chapter president.

Pepper To Head Children's Service At Mental Hygiene

ALBANY — Dr. Bertram W. Pepper has been named associate commissioner for children's services in the State Mental Hygiene Dept. No salary was given.

In his new position, Dr. Pepper will be responsible for overseeing operations of Department facilities for mentally ill children up to the age of 16.

He has served as a staff psychiatrist at Rockland State Hospital and as associate commissioner for local services in charge of the Department's New York City regional office.

Get Kenmore Jobs

BUFFALO—Two factory inspectors with the Division of Industrial Safety in the State Labor Dept. have been named to posts with the recently organized Kenmore Housing Authority.

Win Extended Vacations

Huge 23% Salary Boost Caps Clarkstown Pact

CLARKSTOWN—A whopping contract guaranteeing employees an average of 23 percent in pay boosts over the next two years was concluded recently by the Clarkstown unit of the Civil Service Employees Assn. and the Town of Clarkstown.

Special provisions obtained in negotiations also include employee reclassification, improved longevity increments and a new vacation schedule.

Harold Aber, president of the unit, noted that the new increments will occur in the eighth, twelfth and sixteenth year of service. On vacations, he explained, the pact allows 12, 15, 20 and 25 days of vacation for employees with one, two, three and four years of tenure respectively. A 30-day vacation

will go to affected employees who have up to 20 years of seniority, while those with greater seniority are allotted a 35-day vacation.

Retirement Plan

Remaining features focus on retirement, insurance and sick leave benefits. The latest retirement package will provide the 20-year 1/50 retirement formula, allowing military service credits. Six days of annual personal leave are granted, and sick day accumulation may now be credited toward retirement. The new pact also gives employees life insurance coverage up to a \$20,000 minimum.

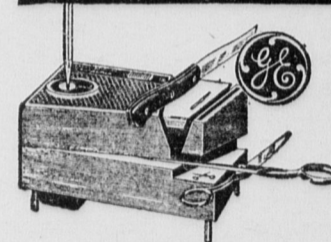
The CSEA negotiating team was headed by Arthur F. Huggins and was assisted by field representative Leon Van Housen, Jr., in drafting the terms of the 1971-72 contract.

Tuition Data

ALBANY—The State Labor Dept. urges employees to request Department Manual No. 1601, which explains its Tuition Support Program. The program provides financial support for courses taken by employees on a 100, 75, and 50 percent basis.

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Correction Team Slates Discussion On Nov. 5
 ALBANY—Thomas J. Linden, collective bargaining specialist for the State Correction Dept. negotiating team of the Civil Service Employees Assn., called attention to the date of the next meeting, Nov. 5, at Albany's Silo Restaurant. The meeting, to begin 10 a.m., will discuss ground rules for the negotiations.

Metro D of E
 With the goal of recruiting new members in mind, the Metropolitan Division of the Employment chapter of the Civil Service Employees Assn. met recently at Longchamps Restaurant in Manhattan. More than 80 local representatives were on hand to learn the dynamics of how the drive will be conducted.
 Headed by chapter president

Learns How To Be Recruiters
 The next progress report on the membership drive, disclosed Lomonaco, will be made in mid-November. The date of that meeting will be noted in The Leader as soon as it is determined.

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Political Advertisement

Take Your Rock With A Grain Of Salt

When listening to this year's campaign promises, keep in mind some of Nelson Rockefeller's previous promises: "I pledge no increase in taxes during the next four years." (N.Y. Times, November 5, 1962).

Fact: New Yorkers pay the highest taxes in the nation. The tax burden is not fairly shared. The rich and the corporations do not pay their fair share.

"The State is going to declare all-out war on narcotics addiction." (1966 State of the State message).

Fact: The state spent over \$345 million and cured only 124 addicts. Today there are ten times as many addicts roaming the streets as there were in 1966.

"New York's subways are the safest in the world." (Dr. William J. Ronan—Governor Rockefeller's MTA Chairman, New York Times, July, 1970).

Fact: An international survey conducted by the New York Times concluded that our subway system was the least safe in the world.

Governor Rockefeller said "New York State operates a law enforcement system second to none." (March 19, 1970).

Fact: Only one state in the union has a higher crime rate than New York State.

Add this to the fact that the Governor has yet to speak out against the Republican national policy of increasing unemployment as the way to combat inflation. Today we have both unemployment and inflation.

Arthur Goldberg and Basil Paterson have said it is not the system which is at fault, but the men who run the system. They offer a new hope for New York State. They can end the 12 years of Rockefeller ruin and restore our state to its former greatness.

Elect Arthur Goldberg Governor - Basil Paterson Lt. Governor
 Endorsed by the Democratic and Liberal Party
 Citizens for Goldberg/Paterson—667 Fifth Avenue, New York, N.Y. 10019

Other officers at the meeting were: Paul Greenberg, first vice-president; Anthony Brassachio, second vice-president; Ralph Fabiano, third vice-president; Joy Gottesfeld, fourth vice-president; George Weitz, fifth vice-president; Vincent DeGrazia, treasurer; Connie Minardi, financial secretary, and Grace Allen, secretary. The chairman of the CSEA Division of Employment committee, Edward Allen, was a guest at the session.

Nassau Endorses For The First Time

MINEOLA — For the first time in its 22-year history, the 18,000-member Nassau chapter of the Civil Service Employees Assn. has endorsed political candidates.

The Board of Directors last week backed 13 candidates for State legislative posts.

Chapter president Irving Fluamenbaum said the political action committee had taken the stand that it was time the big civil service union helped those who support civil servants.

Alex Bozza, committee chairman, said, "We have endorsed candidates whom we know from the past have supported CSEA bills and assisted us in our objectives."

Endorsed were: Assemblymen John Thorp and Artuhr Kremer, both Democrats, and Republicans Edward J. Speno, Joseph Reilly, Martin Ginsberg, Dominick Minerva, John Kingston, Vincent Balletta, Jr., Milton Jonas, Joseph Goldstein, George Farrell and Joseph Margiotta.

The committee, which had interviewed the candidates, included Bozza, Ruth Braverman, Anthony Greco, Helen Williams, Samuel Piscitelli, Frances Roder and Nicholas Abbatiello.

Matteawan Chapter Endorses Stephens

BEACON—The Civil Service Employees Assn. chapter at Matteawan State Hospital, has endorsed Assemblyman Willis Stephens in his bid for re-election. Stephens is the Republican - Conservative incumbent from the 96th Assembly District.

A spokesman for the chapter said, "Mr. Stephens has been a friend of the civil servants at Matteawan for many years. His door has always been open to our problems. Our chapter has never endorsed a candidate before this year, Stephens is the first but he will not be the last.

"We hope that all our members not only vote for Mr. Stephens but talk to their friends and relatives in his behalf. His re-election will be the district's gain. He not only knows our problems but understands what must be done."

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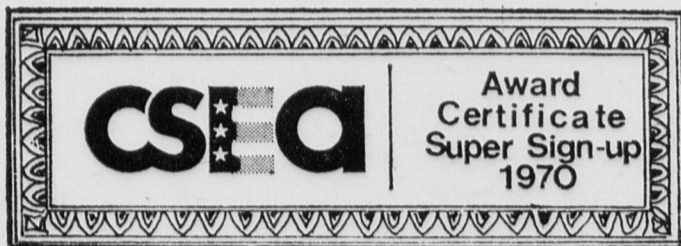


MEMBERSHIP DRIVE

SUPER SIGN-UP SEASON

OCT. 1 - NOV. 27, 1970

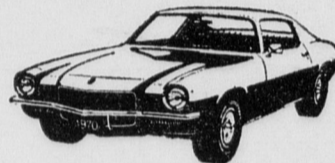
For every new member you sign up, you get an award certificate worth one book of stamps, redeemable at any S & H redemption center — Plus a chance in the \$10,000 Super Prize Jackpot.



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1st Prize

1971 Camaro



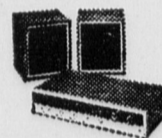
2nd-11th Prizes

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.

Cattaraugus Chapter Reopens Pact; Gains Better Pension Plan

(From Leader Correspondent)
LITTLE VALLEY — The Cattaraugus County Legislature has approved, without dissent, a liberalized pension plan won in bargaining by the County chapter of the Civil Service Employees Assn. Under the plan, the 500 County workers now represented by the CSEA substitutes, starting April 1, the 25-year career plan of the State Retirement System for the 30-year 1/60th plan now in force.

The pension plan change was formulated under a reopener clause of the County's contract with the CSEA. The clause outlined negotiations for improvement of the 30-year plan. An escalator clause in the contract also provides a flat five percent pay hike plus earned increments, effective Jan. 1.

Niagara Chap. Calls Impasse

(From Leader Correspondent)
LOCKPORT—The Niagara County chapter of the Civil Service Employees Assn., representing 900 County white-collar workers, has declared an impasse in contract talks and requested a fact-finder from

the Public Employment Relations Board.

The County offered the CSEA straight four percent pay increases in each year of a proposed two-year contract starting Jan. 1. CSEA has demanded an eight percent pay hike the first year, a seven percent raise the second year, the 25-year retirement plan and improved hospitalization and medical coverage.

"The CSEA had bargained in good faith, but received no reasonable counter-offer," commented William M. Doyle, chapter president, in declaring the impasse.

He said the two sides had met nine times before the impasse was declared.

Hearing Nov. 4 On Housing For State Employees

ALBANY—A hearing on the fourth stage grievance filed by the Civil Service Employees Assn., charging the State with violating the past practices clause of its contract in connection with the State's providing housing to employees in certain departments, was held last week by the State Office of Employee Relations.

CSEA filed the grievance several weeks ago, claiming that a recent directive issued by the

State Budget Director threatened to deprive certain employees of housing on institution grounds, a practice which has been in effect for many years.

Many questions concerning the scope of the directive were raised that could not be answered. A two-week adjournment was requested by OER in order to obtain the necessary information from the various departments affected by the directive. The hearing was rescheduled for Nov. 4.

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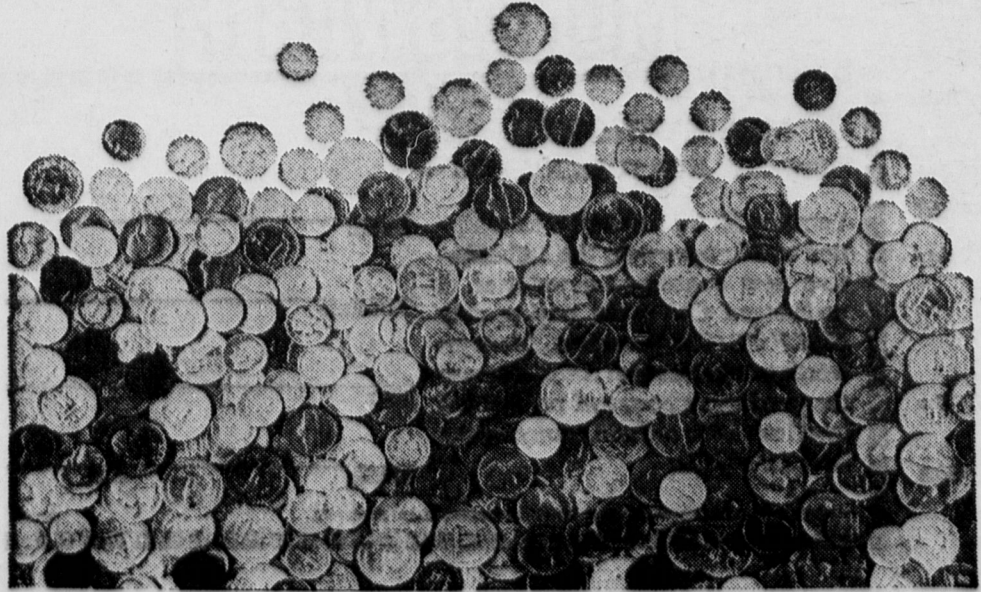
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Moneysworth, as its name implies, aims to see that you get full value for the money you spend. It rates competitive products as to best buys (as among cameras, hi-fi's, automobiles, and the like); it offers ingenious tips on how to save money (they will *astound* you with their inventiveness); and it counsels you on the management of your personal savings and investments (telling you not only how to gain maximum return, but also how to protect your money against the ravages of inflation). In short, **Moneysworth** is your own personal consumer crusader, trusted stockbroker, and chancellor of the exchequer—all in one.

Perhaps the best way to describe **Moneysworth** for you is to list the kinds of articles it prints:

- Earn 12% on Your Savings (Fully Insured)**
- How to Buy a New Car for \$125 Over Dealer's Cost**
- Inaccurate Billing by the Phone Company**
- The Advantages of a Swiss Banking Account—Over half a million sophisticated American businessmen can't be wrong.**
- The New U.S.-Made Minicars: An Evaluation**
- 14 Recession-Wracked Cities Where Real Estate Is Selling for a Pittance**
- "Consuming Fire"—A regular department in which the editors of **Moneysworth** take aim at companies that are defrauding the public.**
- Unsafe at Any Height—A comparison of the safety records of America's airlines.**
- A Consumer's Guide to Marijuana**
- Free Land, Free Food, and Free Money from Uncle Sam**
- Stocks that Are on the Rebound**
- The Wisdom of Sending Your Child to College Abroad**
- The **Moneysworth** Co-operative—Details of a price-discount co-op (for purchasing typewriters, cameras, and the like) that **Moneysworth** subscribers automatically become members of.**
- How Much Are You Worth?—An amazingly simple chart gives you the answer in 60 seconds.**
- High-Priced Lemons—A dossier of not-to-be-believed mechanical failures on brand-new Imperials, Continentals, and Cadillacs.**
- The Link Between Heart Attack and Coffee—A suppressed report by a member of the President's Commission on Heart Disease.**
- Pretested Toys—A list of safe, imaginative, durable playthings that contrast sharply with the excruciations advertised on TV.**
- The Economics of Being Black**

- Hiring a Draft Lawyer—Possibly the most important gift you'll ever present to your son.**
- Ordering Books, Magazines, and Records from England—The prices are so low, it's ridiculous, and the quality is often sublime.**
- Getting Your Congressman to Do Your Research for You**
- Guaranteeing Warranties: Maryland's Tough New Approach to Manufacturers' Promises**
- Cashing In on Canada's New "Floating" Dollar Cyclamates: Did America Overreact?**
- Providing Your Teenager with Contraception**
- Critics' Consensus—A regular feature of **Moneysworth** in which the opinions of leading book, record, and film critics are tabulated.**
- How to Buy Art Without Getting Framed**
- "Unit-Pricing"—The most revolutionary development in food stores since trading stamps.**
- A Gastronomical Guide to the Year 2000**
- The Effect of Air Pollution on Potency**
- The Great Odometer Gyp—How rent-a-car companies take the American public for a \$10-million-a-year ride.**
- "No Load" Mutual Funds—A list of 45 funds that return the equivalent of an 8% profit at the very moment of investment.**
- 12 Ways to Put the Touch on Friends—And 12 ways to demur.**
- How to Buy Medical Insurance Without Trauma—A guide through the bewildering confusion of policies.**
- The Encouragement of Reckless Driving by GM, Chrysler, and Ford—Verbatim quotes from their souped-up ads in hot-rod magazines.**
- Taking Stock of Your Stockbroker—Nine ways to probe his probity.**
- Legal Ways to Beat Sales Taxes**
- Co-ops and Condominiums Explained**
- "The Safest Car of 1970"—A new series of annual awards by the editors of **Moneysworth**.**
- How to Break a Lease**
- Land Investment in Australia—At \$1.20 an acre, land down under rates high among speculators.**
- How to Sue Without a Lawyer**
- Summa Cum Chutzpah—A list of lush cash grants available to enterprising college students.**
- The Impending Ban on Leaded Gasoline—How it should affect your next car purchase.**
- A Guide to Legal Abortion—Including the costs in different states.**
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- Bootleg Birth-Control Pills**
- When in Doubt, Deduct—The ten most common forms of income-tax overpayment.**
- \$99 Fares to Europe**

In sum, **Moneysworth** is a hip, trustworthy financial mentor. It reflects the quintessence of consumer sophistication.

In format, **Moneysworth** is a newsletter. It is designed for instantaneous communication and ready reference when you're shopping. It is published fortnightly. This ensures you that the information in **Moneysworth** will always be up-to-the-minute. You'll be reading about revolutionary new products, for example, during the very week they're introduced. Product ratings will appear precisely when you need them most (automobiles and sailboats will be rated in the spring, for example, and Christmas gifts and ski equipment in the fall). The dispatches, analyses, and product evaluations in **Moneysworth** will originate in New York, Washington, and any other place where consumer news is likely to develop.

In style, **Moneysworth** is concise, pragmatic, and above all, forthright. **Moneysworth** does not hesitate to name brand names (whether to laud or lam-

baste them), to identify big corporations when they gouge the public, and to quote the actual prices and discounts that you are entitled to and should be getting. **Moneysworth** can afford to be this candid because *it carries no advertising whatsoever; it is beholden to no one but its readers.*

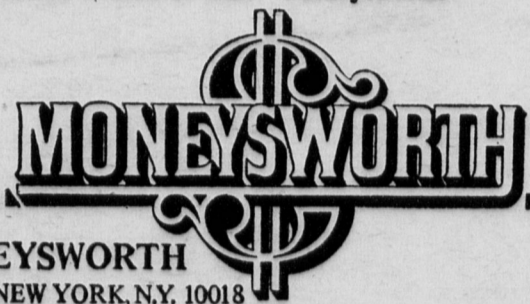
The editors of **Moneysworth** are a team of hard-nosed, experienced journalists with considerable expertise in the fields of consumer interests and quality periodical publishing. The editor-in-chief is Ralph Ginzburg, creator of the flamboyant magazines *Fact*, *Eros*, and *Avant-Garde*. Mr. Ginzburg was the first editor to provide a platform for Ralph Nader to express himself on the subject of automobile safety. **Moneysworth's** publisher is Frank R. Brady, generally regarded as one of the publishing industry's shrewdest financiers. Herb Lubalin, the world's foremost graphic designer, is **Moneysworth's** art director, and its managing editor is Ted Townsend, a newspaper executive with over 20 years of experience. Together, these men will produce the first—and only—consumer publication with *charisma*.

Moneysworth is available by subscription only. Its price is \$10 a year. However, right now you may order a special introductory Charter Subscription for **ONLY \$5.00! This is HALF PRICE!!**

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