

# Civil Service LEADER

America's Largest Weekly for Public Employees

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ALBANY 33 ELK ST PR CSEA 000004-COMP-0EMP- 42221 NY

## Promotion Exams

See Page 5

### CSEA Leaders To Map 1971 Negotiation Plans At November 24 Meeting

ALBANY—Preparations for 1971 negotiations on the Statewide level for State employees are already under way at the Civil Service Employees Assn., which represents more than 90 percent of State workers.

CSEA president Theodore C. Wenzl announced last week that he has called a meeting of the chairmen of the Union's Resolutions Committee, Salary Committee, Pension Committee and Insurance Committee for Nov. 24 to discuss preparations for next year's bargaining talks.

Those chairmen are, respectively, Mrs. Dorothy Rabin, Randolph Jacobs, Charles Quinn and Dr. John Gardiner.

Wenzl emphasized that suggestions and proposals from CSEA members, as well as the suggestions from committee chairmen, Statewide CSEA officials and Board members, will be considered before a list of demands is drawn up and submitted to the CSEA delegate body and negotiating committees.

### Dutchess Board Votes Aye To Bring Employee Wages On Par With Like Counties

(From Leader Correspondent)

DUTCHESS COUNTY—The Board of Representatives has approved a new two-year contract with the Civil Service Employees Assn. that will bring County salaries and benefits to a par with other New York counties the size of Dutchess.

The vote at the recent meeting was 31-1, with Rep. William H. Bartles, Republican from the Town of Hyde Park, a longtime advocate of fair pay and benefits for County employees, casting the dissenting ballot.

Bartles said the contract agreed to by the negotiating teams looked like a good one, but said that the Representatives should have had "enough time" to study it, "not 15 or 20 minutes in caucus."

The Dutchess County unit,

CSEA, last week voted 177-43 to accept the contract after a three-hour session. According to Ronald B. Friedman, presi-

dent of the unit, 223 out of about 600 eligible County workers voted. Friedman said more

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### State Police Officers Select CSEA As Bargaining Agent

ALBANY—Commissioned officers of the New York State Police last week overwhelmingly selected the Civil Service Employees Assn. as their bargaining agent in a representation election conducted by the State Public Employment Relations Board.

Winning the contest 58-19, CSEA ousted the Police Benevolent Assn. of the State Police, which had represented the commissioned officers since August 1968.

CSEA collective bargaining specialist Robert C. Guild, who is coordinating the bargaining unit for CSEA, said that a new, separate CSEA chapter for the officers has been approved by CSEA's Board of Directors and that machinery is now in motion to set up the chapter, elect officers and begin negotiations for a work contract.

"In this interim period before the chapter officers are elected," Guild said, "our temporary chairman, Lt. William Lovelock of Troop G, and co-chairman, Capt. Tony Malovich of Troop A, are coordinating our efforts to organize the officers."

"We have already asked for proposals from the officers for demands to be presented in ne-

gotiations. Temporary troop chairmen, who have already been selected, will call meetings for the near future to let the men give us their ideas so we can set

(Continued on Page 14)

### Guess What! Troy Manager Heading For Court As CSEA Brings Fifth Charge Against Him

TROY—City Manager Ralph A. DeSantis had better hire himself a fleet of lawyers to handle the volume of court and administrative cases that he is generating by his anti-labor practices.

The Civil Service Employees Assn. has again started litigation against DeSantis, this time in the Appellate Division of State Supreme Court.

This will mark the fifth time in recent months that CSEA has had to resort to court or administrative procedures to have the

City manager comply with the law. Twice he was charged before the Public Employment Relations Board and twice in the State courts.

A World War II veteran, the father of 15 children, had been fired from his job as a sanitation worker after a disciplinary hearing on charges that he had been drinking on duty.

However, it was brought out in testimony that the man, Roy LaMere, had stopped in at a neighborhood tavern, after completing his duties, to speak with his estranged wife—a tavern employee—and had not taken a drink.

"From DeSantis' testimony at the hearing, the City manager should have fired himself,"

Thomas S. Whitney, CSEA field representative who attended the hearing in LaMere's behalf, said

(Continued on Page 14)

### Select Nov. 18 Date For DOT Negotiating Team's Next Briefing

ALBANY—Joseph P. Reedy, collective bargaining specialist for the Civil Service Employees Assn., has advised members of the State Transportation Dept. negotiating team that the next briefing session is scheduled for Nov. 18 at 9:30 a.m.

The 12-member team will use the conference room of the Laboratory Building, or Building 7, of the State Office Campus in Albany.

### Set New Meeting Date For CSEA Membership Panel

ALBANY—Samuel Emmett and Arthur Kasson, co-chairmen of the membership committee of the Civil Service Employees Assn., have announced that the panel's scheduled Nov. 18 meeting has been changed to Nov. 19. The change stems from a new date set for the Board of Directors to meet.

The committee, consisting of 12 members from the State division and three from the County division, will hold its session at Albany's Ambassador Restaurant.

### When Checks Late

### Mental Hygiene Dept. To Pay Employees From Petty Cash

ALBANY—The State Mental Hygiene Department has approved and adopted a policy of using petty cash funds to issue paychecks to employees under certain circumstances.

In a memorandum issued by Gerald Gartenberg, assistant commissioner of Mental Hygiene, institutions will be allowed to issue payroll checks from their petty cash fund to employees who have just been hired; and under certain circumstances, to employees who have lost time.

According to the memorandum, checks may be issued to employees with lost time where there are two or more lost-time

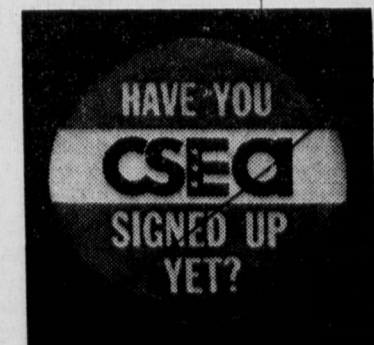
(Continued on Page 14)

*Don't Repeat This!*

### Is Civil Service To Be Scapegoat Of Poor Economy?

NEXT year may be a difficult one for civil service employees seeking salary schedules that reflect increasing living costs, more appropriate job classifications, improved pensions, fringe benefits and working conditions. The trouble does not arise from

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### Inside The Leader

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MEMBERSHIP DRIVE SUPER SIGN-UP SEASON FINAL 2 WEEKS



# DON'T REPEAT THIS!

(Continued from Page 1)  
 the fact that civil service employees generally supported losing candidates. Quite the contrary is true, since the evidence clearly substantiates the conclusion that civil service employees generally voted with the mainstream of public opinion: for another term for the present State Administration and for

## Gaba Joins Leader Staff As Columnist On Civil Service Law

Richard M. Gaba, of Rockville Center, an attorney long active in all phases of labor-management, has been appointed as a columnist for The Leader. He will be writing the weekly column, "Civil Service Law and You," on a regular basis.

Gaba, who has offices at 1359 Franklin Ave., Mineola, has been director of the Nassau County Bar Assn. for the past three years and chairs its labor committee. He also is the long-time editor of "The Nassau Lawyer," a monthly publication, and since 1962 has been regional attorney for the Nassau chapter, Civil Service Employees Assn.

A Wharton School graduate, Gaba holds LL.B. and LL.M. degrees from New York University Law School and has mediated several school district disputes for the N.J. State Public Employment Relations Commission.

James L. Buckley for United States Senator.

Nor is there any reason to believe that in his 13th year as Chief Executive, Gov. Nelson A. Rockefeller will suddenly become less sympathetic to the reasonable aspirations of civil service groups than he has been during the past 12 years. Similarly, the legislative leaders, Senate Majority Leader Earl W. Brydges and Minority Leader Joseph Zaretzki, Assembly Speaker Perry B. Duryea and Minority Leader Stanley Steingut, have throughout the years conclusively demonstrated their concern with issues affecting civil service employees.

### The Problems

The troubles next year may arise from a variety of economic conditions, including stagnant business and industrial conditions; rising unemployment and welfare rolls, and inflationary pressures that are adversely affecting public budgets, not only at the National level but also for the State and its local governments.

For the State and its localities, sluggish business activity and rising unemployment have made a shambles out of last year's hopeful expenditures. With revenues declining and expenditures rising, government budgets are faced with monumental deficits, raising the spectre of sharp tax increases next year. Indeed, fis-

cal spokesmen for the Rockefeller Administration have already raised aloft a trial balloon for a further increase of one percent in the State sales tax. Together with local sales taxes, this would bring the sales tax for most State residents to seven percent.

### The Scapegoats

It is a matter of long history that government officials when faced with mounting taxpayer outrage will seek escape by expecting the civil service employee to subsidize the taxpayer and assume the burden of increasing government costs. It is not necessary to do any extensive historical research to substantiate that practice by governmental officials. Just within the last month, New York City Mayor John V. Lindsay announced that the City was faced with another budget crisis and his immediate plan for resolving his fiscal dilemma was to impose a freeze on the employment of new civil service employees and to warn of "payless paydays." The freeze on hiring means nothing less but that existing civil service staffs will be obliged to assume work burdens relinquished by those who for one reason or another have left public employment. The "payless payday" idea is nothing less than a system of temporarily enforced enslavement.

This approach proceeds from some kind of diabolical notion that civil service employees are not also taxpayers, that they do not, like other citizens, suffer the evil consequences of deteriorating government services, and that somehow their living standards remain immune from the corrosive impact of rising living costs on the dollar value.

To what degree civil service employee standards will be threatened next year by budget crises that will affect the State, county, town and other local government agencies remains uncertain. What is clear at the moment is that the months ahead will call for a total commitment to unity and steadfastness upon the part of all civil service employees and their representative organizations. In the face of a potential onslaught on civil service employees' rights and gains, differences must be subordinated towards the achievement goals common to all civil service employees.

## Nassau School District Comm. Discuss Pacts

The executive board of the School District Committee of Nassau chapter, Civil Service Employees Assn. met recently to discuss guidelines for salary proposals and fringe benefits for school district employees for the 1971-72 school year, Benjamin Gumin, Nassau chapter board member announced last week.

The proposals will be discussed in depth at the Nassau zone meetings to be held in the near future. The guidelines will then be finalized for distribution and publication early in January. All unit presidents and delegates are urged to attend these meetings.

Other committee members

## 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.

## The Objective Is Upgrading

A GIANT STEP forward for civil service public relations was taken by CSEA and the State with the training and development program negotiated earlier this year.

UPGRADING OF civil service skills is inextricably tied to civil service public relations.

THE GREATER the skill, the better the performance, the stronger the public relations impact.

CSEA PRESIDENT Theodore C. Wenzl was right on target when he said that the training and development program "is one of the most important benefits CSEA has ever negotiated."

THIS ACTION ALONE boosted civil service public relations several notches upward in one simple swoop.

THE IMPORTANT thing now is to see that the program is properly implemented.

TRAINING AND development programs must be organized, operated and taught by experts.

OTHERWISE THERE is a danger that the training can be irrelevant, distorted or overloaded.

BAD SELECTION methods can also be fatal to training.

WE RAISE these items because we very much want this program to succeed for many reasons, not the least of which is the public relations implication.

ALSO, CSEA MUST be certain to have specific built-in safeguards. For example, training cannot overcome staff shortages when there is too much work to be done by the people available to do it.

NOR CAN TRAINING rectify bad organization, poor communications, inadequate leadership.

THERE IS A GREAT opportunity here for both CSEA and the State. What we have is the beginning of a great program which should enhance civil service and government public relations for many years to come.

## Carney Unopposed

## CSEA's Victorious Islip Unit Chooses Officers

ISLIP—New officers were to be elected and sworn in today, Nov. 17 for the victorious Islip Town unit of the Civil Service Employees Assn., which had just defeated AFSCME in a run-off vote for bargaining agent.

CSEA won the bargaining unit election 124 to 103 in a third go-round after earlier having eliminated the Teamsters from contention.

The results of the election of officers for the reorganized white-collar unit were not to be known until after Leader presstime. However, Thomas Carney was unopposed for president. There was spirited competition for other unit posts.

Suffolk chapter president Frank Imholz, at whose direction the unit had been reorgan-

### Renamed To Board

ALBANY—John F. Hans of Latham has been renamed as a member of the State Mediation Board, for a term to expire Sept. 30, 1976. The Mediation Board was created to provide services in labor disputes. As a Board member Hans receives \$29,300 annually.

present at the meeting were Muriel Donahue, Frank Fasano, Edward Perrott, Vincent Tumminello, William Link, Robert Gunnigle and Lawrence Visconti.

ized, commented: "Now that the business of representation is over, it is time for us to get down to the bargaining table to see that the employee gets a just wage increase. These people are hurting for money because of the long delay on the representation question. CSEA will move tirelessly."

The initial Islip white-collar-employees' vote had eliminated the Teamsters from contention. In a revote, the results were not decisive. At that point, Imholz placed the unit in the hands of a trustee, naming chapter first vice-president Peter D'Albert. D'Albert supervised the final campaign to get out the vote.

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## Thanksgiving And Christmas Bonanza!

**LONDON:** November 25 to 29 at the elegant HOTEL BRITANIA. Only \$199.00: includes transfers, sightseeing of London, membership in the Victoria Sporting Club, fully escorted. Does not include meals. For information and reservations write to Mr. Randolph Jacobs, 762 East 217th St., Bronx, N.Y. 10467.

**FREEMPORT-GRAND BAHAMAS:** 4 nights. November 25 to 29 at the luxurious KING'S INN. Only \$195.00 plus \$12.00 gratuities includes transfers, breakfast and dinner daily, welcome party, escorted. For information and reservations write to Mr. Sam Emmett, 1060 East 28th St., Brooklyn, N.Y. 11210. Tel. 212-253-4488 (after 5:00 P.M.)

**LOS ANGELES** — Round trip fare only \$193 — Depart from New York Dec. 24th AM, return Jan. 1st leaving early PM. Write to Sam Emmett—1060 East 28th Street, Brooklyn N.Y. 11210, telephone (212) 253-4488 after 5 P.M.

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**PORTUGAL** — Feb. 11 to 15 at the luxurious Estroril Sol Hotel. Only \$199, plus \$15 gratuities. Includes round trip jet fare, breakfast, gourmet dinner and hotel room. Write to Irving Flaumenbaum, 25 Buchanan St., Freeport, N.Y. 11520. Telephone (516) 868-7715.

**PUERTO RICO** — Feb. 11 to 15 at the glamorous Raquet Club. Only \$165, plus \$6 tax and tips. Air Fare Only—\$105. Write to Mrs. Julia Duffy, P. O. Box 43, West Brentwood, L.I., New York. Telephone after 5 p.m. (516) 273-8633.

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.





**SWEET SENIORITY** — Being saluted by executive director Alfred L. Green, center, of the Division of Employment, are two State employees whose 35 years of seniority were rewarded with the presentation of engraved silver bowls. Standing are, left to right: David Sanders, unemployment insurance investigator; Green, and Laura Valdes, in charge of the Work Incentive Program in the New York City region.

### Claim Violations Abound

## SUNY Binghamton Aides Set To Challenge Results Of Vote

BINGHAMTON—A group of employees of the Faculty Student Assn. at the SUNY Binghamton campus say they will petition the State's Labor Relations Board to challenge a recent defeat by three votes suffered by the CSEA in a representation dispute.

The charges made by the employees, who asked not to be identified, included:

(1) Violation of Article 20 of the State Labor Law by the FSA management contending the election was not "free from interference, restraint or coercion" of employees as stated by the Article.

(2) FSA management allegedly told a number of new employees that they were not eligible to vote despite the fact that they were full-time employees during the payroll period ending Sept. 25, thereby meeting the voting requirements.

(3) Although "confidential" employees were excluded from the eligibility list posted by the State LRB, the secretary of the dining services director, who is also his wife, did cast her ballot, as did the couple's son, a high school student and part-time employee. This despite the fact that student FSA workers were ordered excluded from the voting.

(4) A list of eligible voters was not "posted conspicuously" as required. Instead, employees were told whether or not they were eligible to vote or were shown the eligibility list immediately before the balloting began.

(5) In one building a posted sample ballot defaced by two "NO's" was not replaced with an unmarked ballot.

(6) On the morning of the election, FSA anti-CSEA literature was left on some bulletin boards while CSEA material was removed.

(7) Some managers allegedly told employees to vote against CSEA and asked them to persuade others to do the same.

(8) Promises of pay raises in return for "NO" votes were allegedly made by FSA management.

(9) Retired persons working part-time for FSA were allegedly told that a "YES" vote for CSEA means a reduction in their social security benefits.

Thus far there has been no word on what action the State Labor Relations Board might take in the matter.

## Bulletin Grievances Pour In At Pilgrim Hospital

The Pilgrim State Hospital chapter of the Civil Service Employees Assn. has filed more than 100 grievances concerning out-of-title work at that institution with John Curran, director of personnel at Pilgrim.

Claiming that the out-of-title work is a violation of the contracts between CSEA and the State Administration, a CSEA spokesman said that the complaints do not cover all of the cases of people performing work without proper compensation, but "it is a step in the right direction."

CSEA, under the contract, expects that Curran will reply to the alleged contract violations by Nov. 19, as called for in the agreement procedure of the contract.

# McGowan Demands W. Seneca State School Hire Additional Food Service Dept. Employees

WEST SENECA—Food service workers at West Seneca State School, represented by the Civil Service Employees Assn. have filed a second stage grievance charging severe understaffing in the Food Service Dept. that does not meet the minimum staffing requirements set forth by the State Division of the Budget.

William McGowan, representing Western New York Mental Hygiene employees on CSEA's Board of Directors, backed up by CSEA field representative Thomas Christy and the West Seneca State School CSEA chapter, filed the grievance recently with the Institution director, Dr. Samuel Feinstein, in accordance with regular grievance procedure.

Christy charged that the understaffing forces the employees to work an excessive number of overtime hours and denies them promotional opportunities by not filling vacancies in higher-paying positions.

"The relief we are seeking," he continued, "is that the West Seneca State School be mandated to comply with the Division of the Budget's staffing formula."

The survey, conducted by the Department of Mental Hygiene, found the staffing of West Seneca's kitchen and dining rooms "very lean, and in most cases (it) did not come up to the staffing formula that is approved by the Division of the Budget."

The report also cited that "West Seneca has been coping with the short staffing by paying approximately 52 hours of overtime per week (524 hours over a 10-week period) in the service areas alone, and by ward personnel serving food to patients in some areas."

The special report also detailed by charts the total additional employee positions needed at West Seneca.

"This grievance involves many

matters," said McGowan. "First, there is the obvious understaffing which places an unnecessary strain on the employees. Then, there is the fact that many employees are doing out-of-title work, which the special report details—people who are doing different jobs from those

they were hired for." "Finally," McGowan stated, "I cannot emphasize enough that the staffing at West Seneca simply does not meet the standards of the State Division of the Budget nor does it meet Federal standards for modified diet preparation."

## Arbitrator Backing Nassau Chapter Bid For 7.6% Adjustment

MINEOLA—An additional half-million dollars in cost-of-living adjustments has been won by the Nassau chapter of the Civil Service Employees Assn.

An arbitrator—demanded by the CSEA—ruled last week that the County, in accordance with the CSEA contract, must pay a 7.6 percent cost-of-living adjustment for 1971. The County had argued that the cost-of-living increase had been only 7.1 percent.

Chapter president Irving Flaumenbaum said the victory means more than \$500,000 to County employees.

The issue revolved around an interpretation of the figures supplied by the Federal Bureau of Labor Statistics. The arbitrator, Mineola labor attorney Thomas Sheehan, said the County had attempted to use a total of 11 monthly increases while the CSEA correctly urged the total increase over a 12-month span.

"I don't foresee any downgrading of the career civil service," asserted chapter president Irving Flaumenbaum. "If anybody who has permanent status is threatened, we will go to court if necessary to protect them. But," he added, "I expect to have the same assurances from incoming County Executive Ralph Caso as we had from County Executive Eugene Nickerson."

The memorandum which was issued to employees in the Office of Administrative Services, warned persons having permanent status but working provisionally in a higher title. It was amended the next day, after Flaumenbaum protested, to delete speculation about the actions of the new Administration.

Flaumenbaum noted that the CSEA contract assures job security not only to persons with permanent titles but to laborer and non-competitive titles after one year's service.

## 'Disregard Threats About Jobs Security,' Flaumenbaum Says

(From Leader Correspondent)

MINEOLA — The Nassau chapter of the Civil Service Employees Assn. last week squelched a "scare" memorandum issued to some County employees that warned of possible patronage raiding when the County Administration changes hands Jan. 1.

"I don't foresee any downgrading of the career civil service," asserted chapter president Irving Flaumenbaum. "If anybody who has permanent status is threatened, we will go to court if necessary to protect them. But," he added, "I expect to have the same assurances from incoming County Executive Ralph Caso as we had from County Executive Eugene Nickerson."

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Flaumenbaum noted that the CSEA contract assures job security not only to persons with permanent titles but to laborer and non-competitive titles after one year's service.

## CSEA Wins 12% Salary Boost For West Seneca Aides

WEST SENECA — Twelve percent pay raises over two years were contained in a contract ratified recently by municipal workers represented in West Seneca by the Civil Service Employees Assn.

The pact, affecting 150 employees in various blue- and white-collar jobs, takes effect Jan. 1 and provides a seven percent pay raise the first year, and either an additional five percent the second year or a pay hike equal to the cost-of-living index.

Robert A. Milling, chief CSEA negotiator, termed the pact "more than an adequate labor package" and predicted "continued harmony between the workers and the municipality."

The contract also includes increased vacation benefits, improved medical coverage and a longevity clause that provides \$100 extra for workers with 15 years' seniority and \$200 extra for workers with 20 years' seniority.

## Marr Heads Erie Health Aide Unit

BUFFALO—Victor E. Marr has been elected president of the Health unit of the Erie County chapter of the Civil Service Employees Assn.

Also elected were Michael J. McGee, vice-president; Carole P. Congllo, recording secretary; Sandra McFarland, treasurer, and David Lang, sergeant-at-arms.

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### TIMELY TIP

Do your Christmas shopping the easy, inexpensive way this year with CSEA's Super Sign-up special award certificates. Certificates (\$3 to \$3.50 approximate retail value) may be redeemed for hundreds of exciting gifts at any S & H Redemption Centers in the U.S. Start your Christmas Shopping today by signing up a new member. Or two. Or three. Or a dozen. Details on pages 8 & 16.

MEMBERSHIP DRIVE  
**SUPER SIGN-UP SEASON**

FINAL 2 WEEKS



## Charter Binghamton Hosp., Lockport & Schoharie Chapters

ALBANY — Three new chapters have been granted charters by the Civil Service Employees Assn. and will start operations immediately, as independent CSEA chapters.

CSEA officials said last week that the Board of Directors had approved the formation of the following chapters: Binghamton State Hospital chapter; Lockport Barge Canal chapter, and Schoharie County Residency, Dept. of Transportation DOT chapter.

Each chapter has elected temporary chapter officers and

will hold elections for permanent officers as soon as possible. Constitutions for all of the chapters have also been approved.

Employees of Binghamton State Hospital were formerly represented as a unit of the Binghamton City chapter. The new chapter will be better able to serve the specific needs of the 700 members at the hospital.

Lockport Barge Canal employees were formerly a unit of the Lockport DOT chapter, which was the only DOT chapter in CSEA to include both

road and canal employees, whose needs differ. Both groups of employees approved the new chapter.

The new Schoharie County Residency DOT chapter also was a unit of the Binghamton chapter, but Schoharie employees had found it difficult to actively participate in chapter affairs because of the 90 miles between Binghamton and Schoharie.

### Chances Crumble

The City Personnel Dept. has stipulated that two candidates on the recent promotional exam for principal construction inspector were recorded as failures in their try for the title.

### Fail Inspection

The City Personnel Dept. has indicated that some nine candidates seeking the job of principal housing inspector did not pass the recent promotion test conducted for the title.

### REAL ESTATE

STERLING FOREST — On 7/8 wooded acre Hillside Split. Overlooking Mountain Lake, large paneled Family Room w/fireplace, 3 bedrooms, 3 bath units, full kitchen, L.R., D.R. Paneled basement. Low Taxes (\$590), Owner \$45,900. 914-351-4215.

## Higher Ed Assistance Corp. Aides Gain From CSEA-Won Contract

ALBANY—The employees of the New York Higher Education Assistance Corp. are now enjoying the benefits of the first work contract ever negotiated for them, won by the Civil Service Employees Assn.

Benefits in the two-year contract, which runs from April 1, 1970, to March 31, 1972, closely parallel the provisions of State-employee contracts negotiated by CSEA earlier this year.

Effective April 1, 1970, the basic annual salary of employees in full-time employment status as of March 31, 1970, will be increased by 7.5 percent or \$750, whichever is greater, provided, however, that \$250 of such increase will not be effective until Oct. 1, 1970.

As of April 1, 1971, the basic annual salary will be raised by six percent or \$525, whichever is greater, for those employees on the payroll as of March 31, 1971.

Full non-contributory 1/50th retirement benefits similar to those in the State package, as well as a \$3,000 survivors' death benefit, are included in the contract terms.

Other major provisions are:

- Retirement credit for World War II service;
- Guaranteed death benefit of three years' salary with a maximum of \$20,000, for employees who enter Corporation service on or after July 2, 1970;
- A joint State CSEA committee will study and make recommendations regarding age for retirement, health insurance and related subjects, and upon completion of such study the parties may request re-opening

of negotiations to implement any recommendations of the joint committee regarding retirement, major dental plans, health insurance programs and welfare fund;

- Health insurance similar to that of State workers;
- Extra vacation after 20 or more years of service;
- New disciplinary procedure.

The CSEA negotiating team included Monica Howlan, Brian Boetke, CSEA collective bargaining specialist Joseph P. Reedy and field representative John J. Naughter Jr.

## City Screening Entries For Film Mgr. Title; Written Test Waived

Candidates trying out for the title of film manager, reports the City Personnel Dept., will be screened on the basis of having "five years of experience in motion picture production" or a satisfactory equivalent.

High school graduation is a minimum requisite for these openings, currently featuring \$10,700 annual wages. Appointees can also count on accruing the full gamut of municipal fringe benefits.

With the filing curtain to fall Nov. 24, applicants are asked to appear at 49 Thomas St., Manhattan, for the purpose of applying. Job Bulletin No. 0194 will be on hand at that address, the filing unit of the Department of Personnel.

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**OUR 73rd YEAR**

# YES!

You May Apply For The C.S.E.A.  
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Why:

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2. Family Coverage—If you wish, you may apply for coverage on your spouse and children, if you are covered.
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## Where to Apply For Public Jobs

The following directions tell where to apply for public jobs and how to reach destinations in New York City on the transit system.

### CITY

**NEW YORK CITY**—The Application Section of the New York City Department of Personnel is located at 49 Thomas St., New York, N.Y. 10013. It is three blocks north of City Hall, one block west of Broadway.

**Applications: Filing Period** — Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 8:30 a.m. to 5:30 p.m., and Saturday from 9 a.m. to 12 noon.

Application blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013. Telephone 566-8720.

Mailed requests for application blanks must include a stamped, self-addressed business-size envelope and must be received by the Personnel Department at least five days before the closing date for the filing of applications.

Completed application forms which are filed by mail must be sent to the Personnel Department and must be postmarked no later than the last day of filing or as stated otherwise in the examination announcement.

The Application Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the BMT QT, RR local's stop is City Hall. Both lines have exits near Chamber Street, a short walk from the Personnel Department.

### STATE

**STATE** — Department of Civil Service, 1350 Ave. of Americas, N.Y. 10036, phone 765-3811; The State Office Campus, Albany 12226; Suite 750, 1 West Genesee St., Buffalo 14202; State Office Bldg., Syracuse, 13202; 500 Midtown Tower, Rochester, 14604 (Wednesdays only).

After 5 p.m. telephone, (212) 765-3811, give the job title in which you are interested, plus your name and address.

Candidates may obtain applications for State jobs from local offices of the New York State Employment Service.

### FEDERAL

**FEDERAL** — New York Region, U.S. Civil Service Commission, Federal Plaza at Duane and Lafayette Sts., New York, N.Y. 10007. Take the IRT Lexington Ave. Line to Worth St. and walk two blocks north, or any other train to Chambers St. or City Hall stop.

Monday through Friday hours are 8:30 a.m. to 5 p.m., and offices stay open Saturdays, 9 a.m. to 1 p.m. The telephone is (212) 264-0422.

Applications are also obtainable at main post offices except the New York, N.Y., Post Office. Boards of examiners at the particular installations offering the tests also may be applied to for further information and application forms. No return envelopes are required with mailed requests for application forms.

## Bus Driver Test Filing Opens Soon

Filing is expected to open within the next few months for surface line operator (bus driver) according to informed sources within the Transit Authority and the City Department of Personnel.

Salaries of these positions start at \$178 and increases to \$197 a week within one year, for the basic week. However, bus drivers are traditionally offered overtime, which can increase this salary by as much as 50 percent.

There are no formal requirements for these positions with the exception that candidates must possess a valid chauffeur's license at the time of appointment and be at least 5 feet, 4 inches tall. Naturally, candidates must also be in good medical condition.

Early announcement of the examination — expected in late Winter or early Spring — is given to alert candidates in time to study for the test. Competition for these jobs is usually keen and those who spend the time studying generally find that the effort pays off in high positions on the eligible list.

Do not attempt to file for these positions now but follow The Leader for official opening times.

## Dutchess Unit November 21 To Install Slate

(From Leader Correspondent)

**POUGHKEEPSIE** — The Dutchess County unit of the Civil Service Employees Assn. will hold its annual installation dinner-dance Nov. 21 at the Edison Motor Inn, Route 55.

According to Ronald B. Friedman, president of the County unit, Dr. Theodore Wenzl, president of the Statewide CSEA, will install the new officers and the board of directors. Ballots for these offices are now being sent to members.

Friedman also announced that,

### Rolling Along

The City Personnel Dept. has specified that 204 applicants took the recent exam for assistant supervisor/cars and shops, a promotional title with the Transit Authority.

### Eye Oral Exams

The City Personnel Dept. has announced that some 21 aspirants for senior audio-visual aide technician recently underwent an oral exam for that title.

In addition to Wenzl, Joseph Dolan, director of local government affairs for CSEA, and David C. Schoentag, Dutchess County Executive, have also accepted invitations to the dinner-dance, which will be preceded by a cocktail hour. Dolan will also act as master of ceremonies for the affair.

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## Labor Posts Prevalent In State Promotion Titles Facing Nov. 30 Deadline

Competitive promotion candidates are confronted with a Nov. 30 cutoff point if they wish to be included in the State's Jan. 9 exams for advancement. Five of the titles in the current group of nine are situated in the State Labor Dept.

At the G-18 level, the title of senior agricultural employment representative comes up, asking a year of service at the regular rep's title. The exam bulletin involved is No. 34-359 and eligibles are restricted to the Division of Employment.

The four remaining Labor Dept. titles are with the Workmen's Compensation Board — principal examiner, G-24; associate examiner, G-21; senior examiner, G-18, and examiner, G-18. The first three posts entail a year of seniority in the next highest level below the title; for examiner, however, six months is adequate in the assistant examiner's role.

Over in the Office of Local Government, both associate and

senior tax valuation engineer are on the test agenda, each stipulating one year of tenure in the appropriate title. The titles are at G-23 and G-27.

At the State Transportation Dept., four vacancies exist for assistant civil engineer, G-19, requiring one year in an engineering post at G-15 at minimum. The final opening, in the Public Service Dept., calls for 18 months as a junior engineer to compete; the title is assistant railroad engineer and is located in Albany.

Usually, agency personnel offices can provide the pertinent job bulletins and application blanks; if not, contact the State Civil Service Dept., Albany 12226.

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Manhattan—Thursdays, 1:15 PM, 5:30 PM, 7:30 PM

Examination has been ordered for

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**JAMAICA:** 89-25 Merrick Blvd., bet Jamaica & Hillside Aves  
**OFFICE HOURS:** Monday to Friday, 9 A.M. to 8 P.M.



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TUESDAY, NOVEMBER 17, 1970

## Search For Scapegoats

THE cudgel of the budget is a weapon frequently, and inexcusably, summoned against civil servants when an administration finds itself in dire fiscal straits. With the lack lustre pace of the economy, public employees may well be in for another round of scapegoating as executives and legislators alike seek to save their own rather vulnerable necks.

Factors of a sagging economy have critically drained State and local governments of their chief reservoirs of revenue. To counteract this, a hike in State taxes seems imminent. But the ominous threat of denying civil servants a decent, living wage — on the pretense that they are exempt from recessionary-inflationary pressures — is of immediate concern.

The latest sign of this economic cold war between public employer and employee is the alleged "job freeze" in New York City, compelling staffing needs to go ignored while the work burden increases. At the other end, reasonable pay and benefit demands advanced by responsible unions get short shrift. We are opposed to the deterioration of government services through sleight-of-hand "economy" measures. In fact, we reject such over used alibis as totally out-of-hand.

## You And The Draft

The Selective Service System is eager to apprise prospective draftees of their rights and responsibilities. They offer a booklet called "Short Course in Selective Service," published through the national headquarters in Washington. One segment of that booklet focuses on the matter of such rights. As general information to our readers, The Leader is publishing in several parts the explanation provided by the U.S. Government of the rationale behind the draft.

It is the responsibility of every male citizen of the United States, with a few exceptions such as members of the military services, to present himself for registration with the Selective Service System within five days after his 18th birthday. He may register at any local board or through the service of any special registrar. The address he gives as his home address, not the place where he registers, will determine which of the more than 4,000 local boards of the system will be sent his registration card for permanent custody.

The act of registering is only one of the duties which must be performed under the law. After registration, every registrant

must comply with every order issued by his local board subject to severe penalty. His principal requirements after registration are to see that his local board always has his current mailing address, that he informs it promptly in writing of every change in his circumstances that might change his classification, that he responds promptly to all inquiries, and that he reports when and where instructed to for interview, physical examination or induction.

The President of the United States has said, "The knowledge that military service must sometimes be borne by—and imposed on—freemen so their freedom may be preserved is woven deeply into the fabric of the American experience. Americans have been obliged to take up arms in the cause of liberty since our earliest days on these shores. From the militiaman who shouldered his musket to protect his community in the wilderness to the young recruit of today who serves the common defense and then returns to civilian life, we have known the price of freedom as well as its glory."

He also said that "because of the conditions of the world we

(Continued on Page 7)

## Civil Service Television

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

Tuesday, Nov. 17

9:30 a.m. (color) — Around the Clock—"Stops & Their Implications." NYC Police Dept. training series.

1:30 p.m. (color) — Around the Clock—"Justification for the Use of Force." NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 16, "The Patient with CVA," Part I. Refresher course for nurses.

7:00 p.m. (color)—Around the Clock—"Justification for the Use of Force." NYC Police Dept. training series.

Wednesday, Nov. 18

9:30 a.m. (color) — Around the Clock—"Stops & Their Implications." NYC Police Dept. training series.

1:30 p.m. (color)—Around the Clock—"Justification for the Use of Force." NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 17, "The Patient with CVA," Part II. Refresher course for nurses.

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

8:00 p.m. (color)—Urban Challenge—Bronx Borough Pres. Robert Abrams is host. "Do Our Schools Get A Passing Grade?"

Thursday, Nov. 19

9:30 a.m. (color) — Around the Clock—"Stops & Their Implications." NYC Police Dept. training series.

1:30 p.m. (color) — Around the Clock—"Justification for the Use of Force." NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 17, "The Patient with CVA," Part II. Refresher course for nurses.

7:00 p.m. (color)—Around the clock—"Justification for the Use of Force." NYC Police Dept. training series.

Friday, Nov. 20

9:30 a.m. (color) — Around the Clock—"Stops & Their Implications." NYC Police Dept. training series.

11:00 p.m. (color) — Frontline, NYC—Division of Adoption Services, Department of Social Services.

1:30 p.m. (color)—Around the Clock—"Justification for the Use of Force." NYC Police Dept. training series.

10:00 p.m.—Urban Challenge—Bronx Borough Pres. Robert Abrams is host. "Do our Schools Get A Passing Grade?"

Saturday, Nov. 21

6:30 p.m. (color)—Urban Challenge — with Bronx Borough Pres. Robert Abrams. "Do Our Schools Get A Passing Grade?"

Sunday, Nov. 21

10:30 p.m. (color) — With Mayor Lindsay—Weekly interview with the Mayor and guests.

Monday, Nov. 22

9:30 a.m. (color) — Around the Clock—"Stops & Their Implications." NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 18, "Patient with Cancer." Refresher course for nurses.

7:00 p.m.—On the Job—NYC Fire Dept. training series.

## Civil Service Law & You

By RICHARD GABA



## Agency Shop In Public Employment

WHEN PUBLIC employers and their employees discuss the issue of union security, it is invariably pointed out by the employer that union security clauses are unconstitutional and illegal in the context of the civil service of the State of New York and its political subdivisions.

ARTICLE V, Section 6 of the New York State Constitution provides:

Appointments and promotions in the civil service of the state and all of the civil divisions thereof, including cities and villages, shall be made according to merit and fitness to be ascertained, as far as practicable, by examination which, as far as practicable, shall be competitive . . .

The argument continues to the effect that even if it is not in violation of the Constitution, a union security clause as a collective bargaining agreement would violate the Taylor Law. It states:

Public employees shall have the right to form, join and participate in, or to refrain from forming, joining or participating in any employee organization of their own choosing. (Section 202, Civil Service Law)

In addition, the employers say the courts of this State hold that the agency shop is illegal. *Ritto v. Fink*, 58 M 2d 1032 (City Court, Monroe County, 1968).

THE STATE of New York in its own labor relations statute that covers the private sector, enacted some 35 years ago, permits the closed shop, the strongest form of union security. Under this system, no employee may be hired by an employer for a job unless he is a member of the union which represents the employees of that employer. The National Labor Relations Act (Taft-Hartley) permits a union shop, which means that an employee may be hired if he is not a member of the union, but he must join the union after 30 days if he wishes to keep his job. Both of these laws have been attacked on the grounds that no employee may be required to join a labor organization as a condition of getting or keeping his job. The National Labor Relations Act contains a provision (Section 14-b) which permits a state to enact so-called "right to work" laws, making it illegal to require union membership either as a condition of employment or retention of a job. In order to get around such laws which were passed by some states, the so-called "agency shop" was devised. That type of union security provision may lawfully require all employees to pay an agency fee to the bargaining agent for representation services without requiring actual membership in the union. A clause in the collective bargaining agreement requiring payment of the agency or support fee as a condition of continued employment is a matter for negotiation between the employer and the union.

SOME PUBLIC employers advance the argument that legislation is required in order to make legal union security provisions such as the agency shop. However, if in fact an agency shop provision violates the State constitution, a simple legislative enactment would be of absolutely no help.

THERE IS nothing stated in either the State or National labor laws that requires union security clauses in collective bargaining agreements. Under those statutes, the issue of union security is negotiable. The language of Section 202 of the Civil Service Law, stated above, does not rule out all forms of union security. It merely states that an employee may not be compelled to join or participate in an employee organization. Requiring the payment of an agency or support fee as a condition of continued employment is not the same as "participating in" an employee organization.

SECTION 200 of the Civil Service Law declares it to be the public policy of the State and the purpose of the law to promote harmonious cooperative relations between government and its employees. In Section 209-a, it is declared to be an improper practice for an employer or an employee organization to discriminate against any employee for the purpose of encouraging or discouraging membership in, or participation in, the activities of any employee organization. Experience indicates that cooperation and harmony in labor relations, as well as stability, are best achieved where

(Continued on Page 7)



# You And The Draft

(Continued from Page 6)

live in now, we must continue to ask one form of service—military duty—of our young men. We would be an irresponsible nation if we did not—and perhaps even an extinct one."

The Selective Service System was created to provide an orderly method of implementing this philosophy by registering the young men of the nation and classifying them as to their availability for military service from the viewpoint of the national health, safety and interest.

(To Be Continued)

## LAW COLUMN

(Continued from Page 6)

the union is not constantly required to flex its muscles and impress the employees for the purpose of attracting and keeping union members. This problem has been largely eliminated in the private sector due to various forms of union security which do not permit the "free rider" to reap the benefits of union representation without bearing his share of the cost.

**THERE ARE** numerous collective bargaining agreements covering public employees presently in effect throughout the State which contain various forms of union security clauses. Whether or not such clauses are legal and enforceable is of little moment. It is for the Legislature to speak out and amend the Taylor Law so it is crystal clear that union security, at least in the form of an agency shop, is not illegal. Until this occurs, there will always be animosity between fellow employees and sniping by minority unions seeking to embarrass the incumbent employee organization.

**A REQUIREMENT** by contract of the payment of an agency fee as a condition of employment does not run afoul of the New York State Constitution any more than the requirement of membership in the State retirement system as a condition of continued employment. Neither one has anything to do with the implementation of the merit system that public employees and public employers alike have sought to maintain.

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### When they're looking up to you, are they really looking down at you?

The station wagon on the left is known in some circles as a status symbol.

The station wagon on the right is known in the same circles as a mistake.

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The status symbol features a powerful engine. A Volkswagen engine is not as powerful, but it'll go farther on a gallon of gas.

The status symbol boasts roughly 88 cubic feet of carrying space.

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Conclusion:

If you're looking for something to show how big you are, then we suggest you get yourself a status symbol.

But if you're looking for something that's just plain big, then maybe it wasn't us who made the mistake after all.

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New Hyde Park Auslander Volkswagen, Inc.  
New Rochelle County Automotive Co., Inc.  
New York City Volkswagen Bristol Motors, Inc.  
New York City Volkswagen Fifth Avenue, Inc.  
Newburgh F & C Motors, Inc.  
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Staten Island Staten Island Small Cars, Ltd.  
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Utica Martin Volkswagen, Inc.  
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Yorktown Mohegan Volkswagen, Inc.



AUTHORIZED DEALERS



# CSEA SUPER SIGN-UP NEWS

CIVIL SERVICE LEADER, Tuesday, November 17, 1970



**FIRST STEP** — Mrs. Olga Lopez, seated at right, signs up her 39th member in the Civil Service Employees Assn.'s "Super Sign-Up" membership drive at her office in the State Tax Dept. in White Plains.

Inking the membership card is Sadie Canter. Looking on, left to right, are earlier recruits — Veronica Berry, Claudia Effort, Rebekah Cox, Thomas Kern, Madelyne Dunne and Marilyn Gargayo.

## Super Signer Upper Say's 'It's Easy'

By JOE DEASY, JR.

WHITE PLAINS—Olga Lopez, a member of the New York City chapter, Civil Service Employees Assn., and employed by the State Tax Department here, started her Christmas shopping last week, armed with 39 CSEA Super Sign-Up membership coupons, each good for one book of S & H Green Stamps.

Accompanied by photographer Ted Kaplan, Mrs. Lopez opened her mall last Thursday morning and found the certificates, the cash value of which is from \$3 to \$3.50.

"All I did was to explain the value of belonging to CSEA," Mrs. Lopez said, "and the non-members in my office just signed up. No one really wants to be a free-loader—taking the benefits reaped by CSEA and remaining a non-member. It's certainly worth the \$1 a pay day for the privilege of being represented by a union that is number one in the public employment field.

Mrs. Lopez went to the nearby S & H Green Stamp Redemption Center in Greenburgh and did

some "window-shopping" on her lunch hour. She found one item

### Special Recognition

In the first week of the drive, Super Sign-Up headquarters received returns for five new memberships from Kevin L. McCarthy, president of CSEA's New York State School for the Blind chapter at Batavia. These, he informed headquarters, would be the last returns he would submit. It seems that the new members, which boost the chapter's total to 127 — also give it a membership of 100 percent!

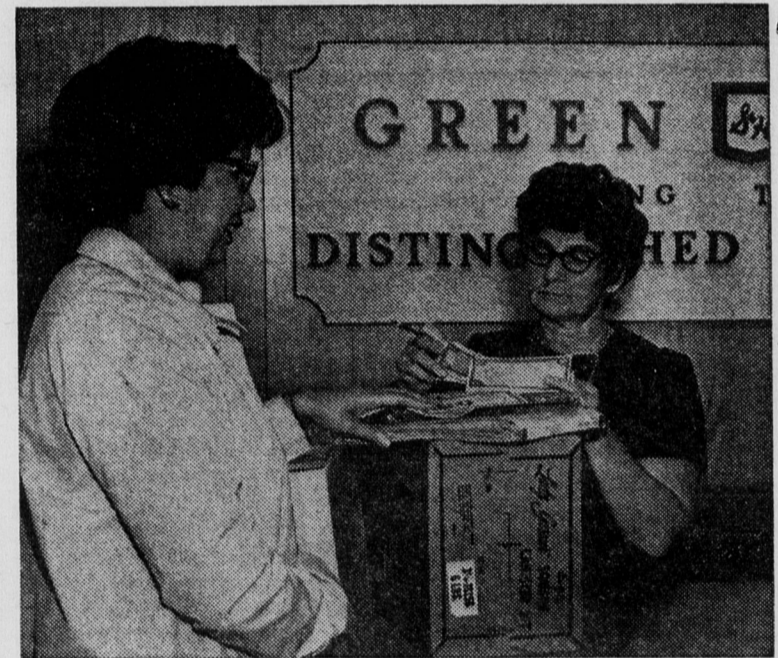
she needed immediately and purchased it from Mrs. Viola Russo, the center manager, and noted how many certificates she needed for other items.

As she left the store, she remarked to Mrs. Russo. "I'll be back. I have to sign up some new members. I get one certificate for each one. This year I'll have a full floor under the

(Continued on Page 14)



**THIRD STEP** — Mrs. Lopez looks over the merchandise found at the Greenburgh Redemption Center of S & H Green Stamp Co. Each individual book has the buying power of \$3 to \$3.50.



**FOURTH STEP** — Mrs. Viola Russo, manager of the S & H Green Stamp Redemption Center, right, checks Mrs. Lopez out with a canister set she selected from the thousands of gifts and appliances on the shelves of the Center. Said Mrs. Lopez as she left the store: "I'll be back, I'm going out to find some more new members."



**SECOND STEP**—Mrs. Lopez opens her mail and finds the coupons worth one book of S & H Green Stamps each. One certificate is mailed for each new member enrolled during the 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**

**SUPER SIGN-UP HEADQUARTERS**  
Civil Service Employees Association, Inc.  
33 Elk Street  
Albany, New York 12224

You bet I want some of those rich rewards.  
Send me my Super Signer-Upper kit pronto.

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Street \_\_\_\_\_  
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Chapter or Unit \_\_\_\_\_  
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Department \_\_\_\_\_ County Agency \_\_\_\_\_

### IMPORTANT NOTICE MEMBERSHIP DRIVE

Several important omissions have been noted on new-member applications submitted to date. CSEA's Super Sign-Up Headquarters makes 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.

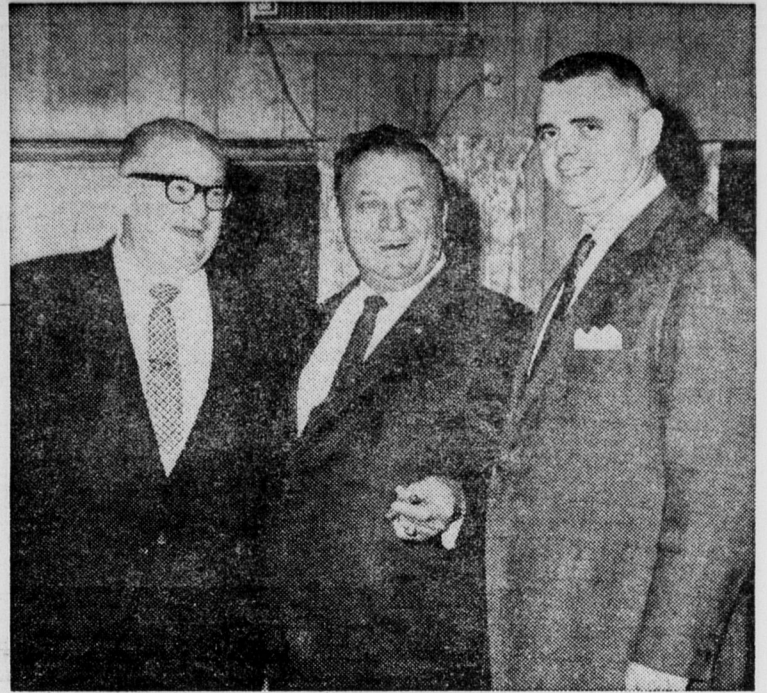




**STATE UNIVERSITY TALKS —**

The Civil Service Employees Assn. State University negotiating team meets with State representatives to present demands. Standing, left to right, are Kenneth Wolven, Albany; Raymond Gallagher, New Paltz; Aaron Wagner, CSEA research assistant; Edward Dudek, University of

Buffalo, and Paul Burch, CSEA collective bargaining specialist. Seated, left to right, are Marlene Connell, Albany; Mary Galliher, Buffalo; Lyman Pageau, Plattsburgh; Edna Randall, Geneseo; Albert Varacchi, Stonybrook, committee chairman, and Ira Mendelson, personnel associate, SUNY. In foreground is Harvey Randall, director of personnel, SUNY.

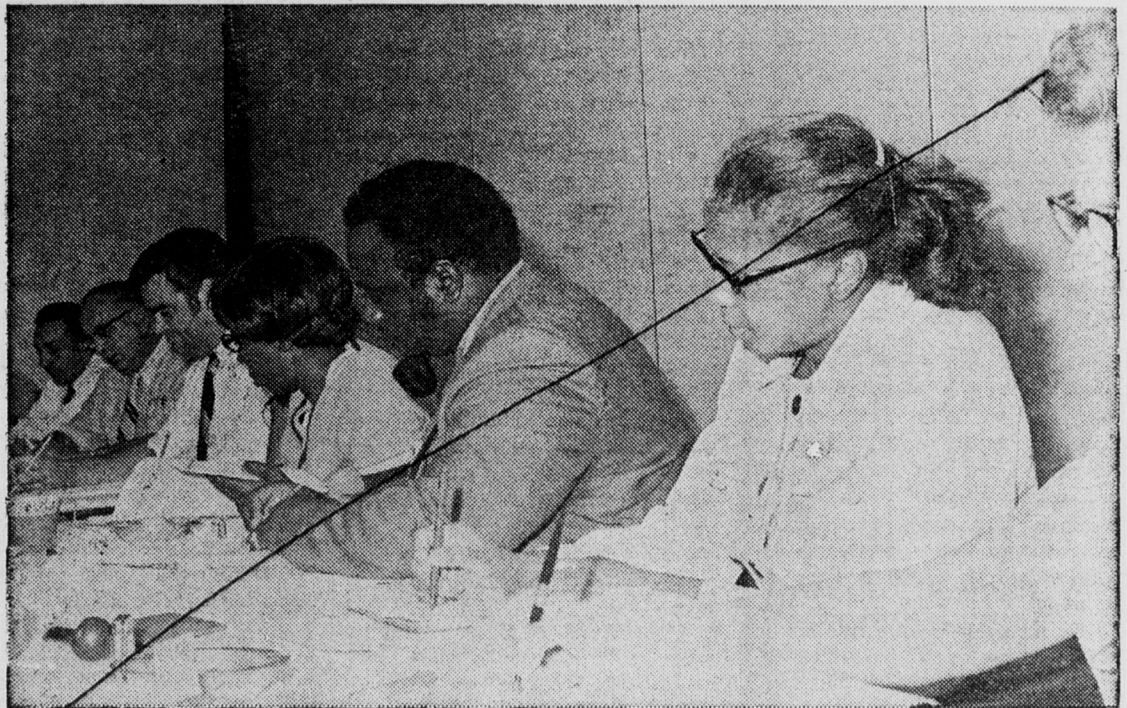


**WARMING UP —** At Harlem Valley State Hospital chapter of the Civil Service Employees Assn.'s annual membership dinner, Statewide first vice-president Irving Flaumenbaum, left, engages in some pre-dinner banter with the chapter's president and first vice-president, Ronney Maseo, center, and Arthur Winship. Flaumenbaum shared speaking duties for the evening with Dr. Alfred Rizzolo, retired assistant director of Harlem Valley State Hospital. The recent event was held at the Cattle Car Steak House in Pawling.



**FAREWELL —** At a recent testimonial dinner held to mark her retirement as chief of nursing services, Middletown State Hospital, Mrs. Dorothy McCoach, left, received a citation. Presented by Otti Brewer, first vice-president of the Middletown State chapter of the Civil Service Employees Assn., the plaque praised Mrs. McCoach's efforts for "39 years of dedicated service to patients and employees."

Have YOU Signed A New Member Yet?  
— See Pages 8 & 16



**CAREER LADDER MEET —**

At a recent meeting of the Civil Service Employees Assn. Mental Hygiene patient-care career ladder committee with State representatives, CSEA

members placed their proposals on the table. Left to right, the CSEA team members are: Joseph Aiello, Frederick Koch, CSEA collective bargaining specialist Robert Guild, Eva Nelson, Leon Smith, Cleo Ransom and Zelda Kessler.



**NOW SEE HERE —** Thomas Linden, CSEA collective bargaining specialist, makes a point at the DOT negotiating team caucus. Shown, left to right, are: CSEA research analyst Walter Leubner; Linden; committee chairman Paul Cooney, and Shirley Lacey. Members of the team not shown are Robert Arnold and Richard Cleary.



**WCB'S NUMBER ONE —**

The Governor's Plaque was recently bestowed for a second time on the Workmen's Compensation Board as winner of the Employee Suggestion Award Program. Lt. Gov. Malcolm Wilson, second from left, handled the presentation. Fielding the

honors were, left to right: John W. Leach, director of WCB field offices; Wilson; S. E. Senior, WCB chairman; State Civil Service Commissioner Michael N. Seelsl, and Ralph Garrison, suggestion award program coordinator. Other winners in previous years have been the Department of Agriculture & Markets and the Department of State.



# School Districts Taking Advantage Of Unused Sick Leave Opinion

ALBANY—According to a spokesman for the Civil Service Employees Assn., several districts have taken advantage of the court order obtained by CSEA that allows unused sick leave to be credited to the estate of a deceased State employee.

For the benefit of those who did not see the original article (Leader, 7-1-70) explaining that court order, it is reprinted below.

In a decision of considerable significance to public employees, an arbitrator's award to the estate of a deceased school teach-

er of cash payment for the teacher's unused sick leave under terms of a collective bargaining contract has been declared binding here recently by the Appellate Division of the State Supreme Court.

The split decision reversed an earlier Special Term ruling which held that the contract provision was in violation of Article I of the State Constitution and was therefore unenforceable.

The matter came to court as the result of a dispute over interpretation of a provision in a work contract between the Teachers Association of Central High School District No. 3, Nassau County, and the local board of education. The provision entitled employees or their survivors to cash payment for unused sick leave upon separation from service. The employee in the case at issue had died while in service and, under the contract, her estate was entitled to one-twentieth of the cash value of 15 days of unused sick leave which she had accumulated.

When the Board of Education objected to payment, the matter went to arbitration as provided by the teacher group's contract.

The arbitrator affirmed the validity of the provision requiring payment, whereupon the case went to Special Term of the Supreme Court, which held that the provision was unenforceable since it was contrary to the constitutional ban on State or

municipal employers granting gifts or gratuities to their employees.

In the recent Appellate Division action reversing the lower court's decision, acting presiding Justice James D. Hopkins noted that "... In short, the courts have recognized that the State and its municipalities in granting pensions, vacations or military leave are not conferring gifts upon their employees, but that essentially the promised rewards are conditions of employment—a form of compensation withheld or deferred until the completion of continued and faithful service.

"In our opinion, sick leave as a condition of employment enjoys the same shelter from the constitutional bar."

Concurring with Hopkins in the decision were Supreme Court Justices M. Henry Martuscello, Henry J. Latham and Arthur D. Brennan. Justice Fred J. Munder wrote the dissenting opinion.

A legal spokesman for the Civil Service Employees Assn. welcomed the decision as a major step forward in establishing the right of public employees to cash payment for unused sick leave. He noted that the provision already exists in many contracts for local school districts throughout the State, and the new court ruling will undoubtedly give the trend further impetus.

Although the possibility of a reversal in a higher court still remains, the CSEA spokesman felt that negotiation of the benefit in contracts, at least on a basis contingent with future court findings, would now meet with less resistance.

## Niagara Bosses Night

NIAGARA FALLS—Civil Service Employees Assn. President Theodore Wenzl is scheduled to take part Nov. 18 in a "Bosses Night" sponsored by the Niagara chapter, CSEA, in the Parkway Inn here, according to William Doyle, chapter president.

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## In Tompkins County

# CSEA Chapter Sets Vote On Exclusive Recognition

ITHACA—Members of Tompkins County chapter, Civil Service Employees Assn., will vote on whether to jettison an alliance with another employee organization in order to seek exclusive CSEA recognition in the County.

Secret ballots were scheduled to go out to all Tompkins County CSEA members last week, said Joseph J. Dolan, Jr., CSEA director of local government affairs. Each ballot will contain the question: "Should we apply for exclusive CSEA recognition?" Members will be asked to check "Yes" or "No" on the ballot.

Dolan told The Leader that CSEA members in the County had become increasingly con-

cerned that they were not getting the kind of representation they needed from a minority employee organization which had banded with CSEA to represent County employees. "CSEA members, feel, and justly so, that CSEA alone can provide better representation and better results for County employees than can a loosely formed coalition. The majority of County employees are CSEA members, and CSEA (Continued on Page 13)

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## MTR VEH PROG MG G18-22

1 Cassant J Ft Edward	94.2
2 Dlogush T Palmyra	89.6
3 Leventhal R Albany	89.0
4 Mulligan G Albany	88.0
5 Maline C Bklyn	87.8
6 Welch J Hempstead	87.4
7 Rourke W Troy	87.1
8 Berl A Albany	86.3
9 Leader M Bklyn	85.7
10 Maunz E Mineola	85.4
11 Langling R Woodstock	84.2
12 Keely E Schenectady	83.6
13 McManus T Coxsackie	83.2
14 Wahrman R Loudonville	83.0
15 Fritts G Auburn	82.8
16 Connors W Huntingtn Sta	82.7
17 Montiglio A Levittown	81.9
18 Seery T Albany	81.9
19 Back W Bx	81.8
20 Reddin J Buffalo	81.7
21 Fitzgerald H Albany	81.5
22 Bowman G Rensselaer	81.5
23 Ciora E Forest Hills	81.5
24 Klemczyk J Rensselaer	81.2
25 Noble J Schenectady	81.1
26 Drago M Schenectady	80.8
27 Lodge J Loudonville	80.2
28 Erdesz D Bx	79.6
29 Leon J Utica	79.4
30 Lanahan M Albany	79.1
31 Perlman A Latham	78.9
32 Rosen J Kenmore	78.9
33 Paley W Albany	78.5
34 Chevalier M Cohoes	77.8
35 Mullin J Schenectady	77.5
36 McGrow T Fairport	77.4
37 Chauvin R Delmare	77.1
38 Dyer R Waterford	77.0
39 Fegan Peter J Bx	75.7
40 Barnes W Schenectady	74.6

## EMPLOY SPEC COUNSELING

1 Garvey E Staten Is	95.6
2 Everest D Canandaigua	92.1
3 Finger B Staten Is	91.8
4 Scacalossi J Rockaway Bch	91.0
5 Devito J Lewiston	90.5
6 Hurley J NY	89.5
7 Silverstein G Bklyn	89.0
8 Ebenstein F NY	89.0
9 Jones E NY	89.0
10 Weininger D NY	88.9
11 Hayes L St Albans	88.5
12 Smith R Binghamton	88.5
13 Herman W Rochester	87.9
14 Farrell K NY	87.8
15 Kaufman F Jamaica	87.5
16 Hambleton R Corona	86.7
17 Kavanagh J Rochester	86.5
18 Blaine J NY	86.2
19 Corcoran J Grand Is	85.7
20 Vega A Palisades NJ	85.5
21 Zippel M Jamaica	85.0
22 Kalenson N Bx	84.4
23 Logis M Bklyn	83.5
24 McCue M Hicksville	83.3
25 McKewon H Buffalo	83.3
26 Sars E Bklyn	82.6
27 Mogel J Plainview	82.5
28 Theobald C Amboy NJ	82.5
29 Cohn M Flushing	82.5
30 Fenner F Afton	82.0
31 Goldman T NY	82.0
32 Kaler M White Plains	81.5
33 Parish H NY	81.3
34 Eisen L Bklyn	81.0
35 Pier Waterliet	80.8
36 Anderson G Spencerport	79.3
37 Pratt P Lockport	79.0
38 Nathan E Bklyn	78.9
39 Aisup K NY	78.9
40 Thompson M Amsterdam	78.7
41 Margolis M Rego Pk	78.6
42 Bradon O Valatie	78.4
43 Reed E Pittsford	77.6
44 Gross I NYC	77.5
45 Philbin A Bx	77.4
46 Stollar D NY	76.0
47 Smith W Glen Cove	75.9
48 Zazeela B NYC	75.7
49 Boney C Niagara Fls	75.2
50 Little R Rome	75.0

## INSTIT EDUC SUP GENERAL

1 Harris D Beacon	97.3
2 Madden C Dobbs Ferry	94.6
3 Logsdon G NY	90.0
4 Inskip C Huntington	90.0
5 Rodabaugh H Horseheads	88.8
6 Lehman H Sayville	87.4
7 Algier A Geneseo	86.0
8 Abramstov D Pinchush	86.0
9 Daniel JL Warwick	85.5
10 Radell J Tupper Lake	84.6
11 Bullock P Newark	84.5
12 Izzo M Auburn	84.1
13 Burdman H Buffalo	83.6
14 Carter G Hudson	83.1
15 Large G Depew	82.9
16 Keating J Hauppauge	82.8
17 Nash B Westernville	82.0
18 Domicinis J Hudson	81.4
19 Nippert H Warwick	81.1
20 Dirienzo A Elizaville	80.0
21 Spadaro S Poughkeepsie	79.0
22 Hoffmann W Poughkeepsie	79.0
23 Walker R Plattsburgh	78.1
24 Gunning L Middletown	77.1
25 Gerace G Dansville	75.2

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1 Madden C Dobbs Ferry	94.6
2 Logsdon G Huntington	90.6
3 Inskip C NY	90.0
4 Lehman H Sayville	87.4
5 Algier A Geneseo	86.0
6 Radell J Tupper Lake	84.6
7 Nash B Westernville	82.0
8 Dirienzo A Elizaville	80.0
9 Hoffmann W Poughkeepsie	79.0
10 Gerace G Dansville	75.1

## INSTIT EDUC SUP PH E & RC

1 Gifford H Orisville	80.6
2 Garey R Walden	80.4

## INSTIT EDUC SUP VOCATIONAL

1 Rodabaugh H Horseheads	88.8
2 Dralle E NYC	88.3
3 Izzo M Auburn	84.1

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'A' LIST	
1 Lewiston R New Roche	920
'B' LIST	
1 Fortgang L Bklyn	1080
2 Levin H Bayside	998
3 Fields A Bklyn	975
4 Brundige W Waterford	970
5 Dericco D Bklyn	892
6 Bogdanowicz E Latham	829
7 Worthman H NYC	800
8 Kaner T Bx	781

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1 Lewis F Buffalo	93.3
2 Erfer H Bklyn	88.6
3 Devine N Queens Vill	86.6
4 Unger H Buffalo	85.3
5 McCormick J Tupper Lake	84.3
6 Lemaitre M Ogdensburg	83.4
7 Lootens M Eden	82.0
8 Brockbank A Kerhonkson	81.0
9 Peretti A Bohemia	79.3
10 Wright J Ctl Islip	78.8
11 Vrooman J Marcy	78.6
12 Bruns R Stormville	77.5

## POLICE CAPTAIN (Kenmore)

1 Arnet E Kenmore	93.1
2 Deguehery T Kenmore	90.2
3 Bornholdt W Kenmore	89.0
4 Kane R Kenmore	83.0
5 Smith J Kenmore	81.2

## POLICE CAPTAIN (Cheekpowaga)

1 Lis R Cheekpowaga	86.5
2 Enswer F Cheekpowaga	85.7
3 Kempki H Depew	85.7
4 Kelly F Cheekpowaga	82.4

## POLICE CAPTAIN (Tonawanda)

1 McDonough R Kenmore	89.9
2 Schultz N Tonawanda	88.7
3 Hirschbeck A Kenmore	86.5
4 Cornell G Kenmore	85.6
5 Haywood E Kenmore	85.3
6 Jewell T Tonawanda	80.7

## SR EMPLOY CONSL MIN GRPS

1 Walquist W Bklyn	99.0
2 Lurie H Albany	99.0
3 Clark E Tonawanda	98.0
4 Rothenberg M Bklyn	97.1
5 Kaminski J Hamburg	94.8
6 Newman S Bayside	94.7
7 Beane E Bx	93.4
8 Humphrey H Delmar	93.0
9 Vega A Palisades NJ	93.0
10 Stein P Voorheesvil	91.9
11 Finger B Staten Is	91.8
12 Sachs S Bklyn	91.5
13 O'Hare N Queens Vill	90.8
14 Rimberg E Syracuse	90.8
15 Gossin G Syracuse	90.6
16 Ruscher L Rome	90.5
17 DeVito J Lewiston	90.5
18 Theobaldo W Syracuse	90.5
19 Hauptman W Bx	90.5
20 Leapheart G Albany	90.0
21 Enright T St James	89.2
22 Goldsand H NY	88.7
23 Goudreaux G Coldbrook	88.1
24 Saggio S Little Neck	87.6
25 Myers W Laurelton	87.2
26 Boyd D Amityville	87.2
27 McCue M Hicksville	86.3
28 Farrell K NY	86.3
29 Nathan H Monsey	86.1
30 Eisner I NY	85.6
31 Beckett R NY	85.2
32 Herman W Rochester	84.9
33 Litwack E Setauket	84.5
34 Glover N Floral Pk	84.4
35 Seidman J NY	84.3
36 Lui F Woodside	84.3
37 Aaron S NY	84.0
38 Tomita K NY	83.8
39 Scacalossi J Rockaway Bch	83.5
40 Weitz G Bklyn	83.2
41 Knapp D Bklyn	83.0
42 Abrams I Bklyn	83.0
43 Kagan M Spring Val	82.9
44 Parish H NY	82.8
45 Fialkoff S Schenectady	82.6
46 Logis M Bklyn	82.0
47 Merlino A Staten Is	81.9
48 Snider R Lewiston	81.6
49 Markowitz S Bklyn	81.5
50 Osten A Tuckahoe	81.4
51 Theobald C Amboy NJ	81.0
52 Hacker J Tonawanda	80.6
53 Diver W Hudson	80.5
54 Capling D Rochester	80.5
55 Goldman T NY	80.5
56 Rothman H NY	80.5
57 Epstein M Central Val	80.0
58 Castaldi J Central Val	80.0
59 Leftwich W Bklyn	80.0
60 Cavanagh J Cheektwaga	79.9
61 Erleman K Monticello	79.8
62 Cohen A Forest Hills	79.5
63 Pier M Waterliet	79.3
64 Nathan E Bklyn	78.9
65 Kropf M NY	78.9
66 Kaminsky M Bx	78.8
67 Behrens J Bx	78.8
68 Bierman R Nanuet	78.7
69 Beiley I Binghamton	78.7
70 Asherman H Bklyn	78.7
71 Margolis M Rego Pk	78.6
72 Joshua S NY	78.4
73 Achilli M Bx	78.4
74 Danskin R Lagrangevil	77.6
75 Cicero J Buffalo	77.5
76 Legge V Tuxedo	76.8
77 Mayo Z Schenectady	76.8
78 Dumais G Syracuse	76.1
79 Gary M Buffalo	76.1
80 Saffer R Bklyn	76.1
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1 Higgins M Glens Falls	100.2
2 Horan H Albany	95.2
3 Mellentine S Tonawanda	94.2
4 Jennings W Ballston Spa	93.4
5 Leary M LICity	92.6
6 Deichman E Horseheads	91.9
7 Douglass M Fulton	91.5
8 Idema M Beacon	91.4
9 Cherry L Lockport	91.0
10 McGovern R Pomona	90.4
11 Carlisle P Buffalo	90.4
12 Pracher M Summit	90.0
13 Nowak E Latham	89.1
14 Kirby F Albany	88.7
15 Mendez T Jamaica	88.7
16 Sloan M Albany	88.0
17 Genesier S NY	88.0
19 Lurie F Albany	87.8
20 Mayotte M Pleasant Val	87.7
21 Zanardi M Kings Pk	87.7
22 Dasting M Staten Is	87.7
23 Meyer R Salt Pt	87.6
24 Kinscherf H Smithtown	87.1
25 Niedzwiecki M Thiells	86.0
26 Haynes J Gowanda	85.8
27 Parker C Poughkeepsie	85.7
28 Greenwald E Bklyn	85.6
29 Mason A Horseheads	85.3
30 Oliver M Averill Pk	85.3
31 Fauci T Hicksville	85.1
32 Bookman A Camillus	85.0
33 McAdam F Smallwood	84.5
34 Herzog J Altamont	84.0
35 Stone F Tupper Lake	83.8
36 Stenard D Albion	83.4
37 McLaughlin D Saranc Lake	83.3
38 Ainspan A Albany	83.2
39 Lemler A Albany	83.1
40 Novak M Frankfort	82.8
41 Soler C NY	82.6
42 Keniry M Bklyn	82.1
43 Engel E Woodridge NJ	82.0
44 Smith M Buffalo	82.0
45 Murphy D Bellerose	81.7
46 Haywood D NY	81.1
47 Colgan J Staten Is	80.5
48 Goldberg M Hauppauge	80.4
49 Iorio J Fanwood NJ	80.4
50 Nieves G Bay Shore	80.2
51 Pals I Rochester	79.8
52 Kimball A Albany	79.3
53 Klein S Albany	79.1
54 Herschbein M Hicksville	79.1
55 McDonald J Albany	79.0
56 Davidson M Selkirk	78.7
57 Finn E Albany	78.4
58 Gallo R Massapequa	78.4
59 Dirie J Livingston Mnr	78.4
60 Kenney P Cohoes	78.2
61 Warner J Albany	78.0
62 Warner M Rensselaer	78.0
63 Kumpf M Buffalo	77.9
64 Rossi F Greenbush	77.8
65 Zuckerman R Bklyn	77.8
66 Vanhoesen K Schenectady	77.5
67 Galli H Garnerville	77.2
68 Owen D Delmar	77.2
69 Koeppe J Stuyvesant	76.6
70 Celentano C Farmingville	76.4
71 Emary J Albany	76.1
72 Morczek M Rome	75.8
73 Heffner M Voorheesvil	75.6
74 Gresham D Wantagh	75.5
75 Silverman D Queens Vil	75.2
76 Doyle C Syracuse	75.2
77 Rafta P Troy	75.2

## SR METER READER (Erie County)

1 Fassari S Seneca	96.4
2 Przybyski D Buffalo	95.1
3 Roloff W Buffalo	93.4
4 Diviati J Lackawanna	88.5
5 Gardner R Cheektowaga	86.9
6 Kociencki R Buffalo	86.7
7 Gross R Buffalo	86.6

## SUPERVISOR OF SOCIAL WK

1 Manheimer M NY	90.6
------------------	------

## ASST ARCHITECT

1 Kendersky J Cohoes	92.3
2 Richardson G Coeymans Hlw	76.1

## MOTOR EQUIPMENT MANAGER

1 Tessier J Syracuse	96.2
2 Roberts F Hamburg	93.3

## STENOGRAPHIC SUPVR (Erie County)

1 Zorker M Buffalo	94.4
2 Puccio C Buffalo	85.3

## OPTION - DESK LIEUTENANT, KENMORE

1 Wightman W Kenmore	91.9
2 Palombo E Tonawanda	90.7
3 Snyder G Kenmore	86.9
4 Malinowski E Kenmore	86.9
5 Walker K Kenmore	83.5
6 Rowe J Kenmore	83.2
7 Svilkos J Kenmore	82.9
8 Schoemick G Kenmore	80.5
9 Uschold J Tonawanda	80.1
10 Fitzgibbons P Kenmore	80.1

## SR FOREST APPRAISER

1 Allen L Saranc Lk	81.5
2 Sardella P Saranc Lk	76.4

## POLICE CHIEF

1 Ott V Lancaster	84.5
2 Winkler D Depew	84.5

## POLICE CHIEF (Erie County)

1 Hening R Orchard Park	87.6
2 Deci C Orchard Park	86.7
3 O'Connor J Orchard Park	80.9
4 Hess D Orchard Park	80.5

## POLICE CHIEF (Erie County)

1 Lonkey M Angola	86.4
2 Joyce W Derby	83.0
3 Elvin A Derby	82.4
4 Slowinski S Angola	80.3

## POLICE LT (Erie County)

1 Bornholdt W Kenmore	90.6
2 Wightman W Kenmore	88.3
3 Kane R Kenmore	88.2
4 Palombo E Tonawanda	86.7
5 Snyder G Kenmore	85.3
6 Walker K Kenmore	85.1
7 Malinowski E Kenmore	84.5
8 Schoemick G Kenmore	84.1
9 Uschold J Tonawanda	81.3
10 Svilkos J Kenmore	80.5

## OPTION A - PRIN ADMIN ANALYST, GR. 27

1 Winters F Castleton	90.0
2 Lennon R Voorheesvil	88.2
3 Murphy J Albany	85.1
4 Kent E Albany	85.0
5 Skelly E Rensselaer	84.1
6 Wilson D Albany	80.6
7 Cosgrove J Troy	80.1
8 Adams M Albany	80.0
9 Tyrrell W Voorheesvil	79.8
10 Fort P Rexford	79.5
11 McDonald H Voorheesvil	79.0
12 Bersak S Yonkers	78.8
13 Brun G Elnora	78.0
14 Mullen T Albany	76.8
15 Dolan J Albany	76.3

## OPTION B - PRIN ADMIN ANALYST, GR. 23

1 Kearns J Albany	89.8
2 Bulgaro P Albany	78.3
3 Powers P Ballston Lk	77.0
4 Albrecht R Scotia	76.4

## PRIN CLERK (Erie County)

1 Teigler M Tonawanda	96.3
2 Blonski J Buffalo	85.6
3 Post P Buffalo	95.2
4 Collins J Buffalo	92.7
5 Weston G Williamsvil	92.5
6 Rothenbiller I Clarence	92.0
7 Hnatyk M Kenmore	91.8
8 Levenstein R Buffalo	91.6
9 Kardaman B Buffalo	91.0
10 Zimmer R Buffalo	90.9
11 Bugman E Buffalo	90.5
12 Karolick A Buffalo	88.7
13 Clugston V Buffalo	88.2
14 Tilton R Buffalo	87.6
15 Mitchell E W Seneca	87.1
16 Pustulka M Buffalo	85.4
17 Koslow H Buffalo	85.4



## Cipolla Mending After Accident

WARSAW—Samuel Cipolla, prominent member and committee chairman in the Civil Service Employees Assn., was seriously injured in an automobile accident recently, but now is recovering at his home, 45 Case St., Mt. Morris, N. Y. 14510.

The accident occurred Thursday morning, Nov. 5, north of Mount Marcy.

Cipolla, a supervising nurse at Craig State School in Sonyea, is co-chairman of the CSEA nurses' steering committee and

was a member of the CSEA's State negotiating team for the Professional, Scientific and Technical Services unit last year. Cipolla's brother told The Leader that the CSEA member is recovering nicely.

### Guiding Oneida Pact

The State Public Employment Relations Board has selected Dale S. Beach to mediate the contract dispute between Oneida County and the Civil Service Employees Assn. Welles teaches management at Rensselaer Polytechnic Institute.

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## Oswego FSA Chapter Signs Two-Year Pact

(From Leader Correspondent)

OSWEGO—"The best contract" with any food service groups is the way Civil Service Employees Assn. officials describe the first contract signed by the Oswego Food Service chapter with the Oswego Food Service Assn. at the State University here.

The contract provides raises for all employees—up to \$750 plus earned increments—and boosts in fringe benefits, including free meals to be eaten on company time, said Roger Kane, CSEA field representative, who headed the team negotiating for the chapter.

Wage increases include 10 cents an hour plus State-mandated raises to \$1.95 an hour for all hourly workers earning between \$1.60 and \$1.84 an hour; 20 cents an hour more for those earning \$1.85 or more an hour. Salaried employees will receive the \$750 plus earned increments annually.

The contract will run through June 30, 1972, with a wage reopener clause next March 1.

Other benefits are:

- A 17 percent boost in the amount of hospitalization insurance (Blue Cross-Blue Shield) paid by the employer, bringing these totals to 60 percent for an individual and 40 percent for a family plan.
- Guaranteed four-hour call-back pay.
- Sick leave will be earned at the rate of one-half day for each bi-weekly pay period, accumulated to 165 days.
- Vacations—one-half day

a pay period; plus five days of personal leave; with hourly workers receiving a maximum of 25 days of vacation.

• Binding arbitration on grievances, a seniority clause and maintenance of membership (checkoff) clause.

Working with Kane were Michael Van Patten, chapter president, and Lyn Loughry, Faith Harrisine, Jean Young, Vivian Decker and Walter Phillips.

## Mess Attendants At Mil. Academy

The recruitment bugle has sounded at West Point for openings as mess attendants, which pay \$2.76 per hour. Qualifications do not include prior experience.

To be rated highly qualified, however, candidates must be able to work well with others and be capable of performing in hot and cold environments. No education standards are stipulated for the post.

More information can be obtained by writing: Civilian Personnel Division, West Point, N.Y. 10966. Callers may phone W. E. Finnegan at (914) 938-2115.

## Tribute Paid To John Splann On Retirement

(From Leader Correspondent)

SYRACUSE—More than 100 associates and guests attended a testimonial dinner recently for John M. Splann, vice-president of the Civil Service Employees Assn.'s Syracuse chapter, who retired last week as a senior parole officer in the Syracuse office.

Splann has been in correctional and parole work since 1937 when he joined the staff of the Elmira Reformatory as a correction officer and teacher. After his return from World War II military service, he resumed his duties as field parole officer, then became the institutional parole officer at the Elmira Reception Center.

Later he held similar posts at the Reformatory and Auburn State Prison. He was promoted to senior parole officer in 1962 when he went to Syracuse. He continued there until his retirement.

Splann was president of CSEA's Elmira chapter for several terms before moving to Auburn and then Syracuse. He plans to spend his retirement in his Naples, Fla., home winters and in his camp on Desert Lake, Ontario, Canada, during the Summer.

### Project Negative

The City Personnel Dept. has revealed that three recent aspirants for the title of project development coordinator failed to gain passing grades on the recent promotional exam.

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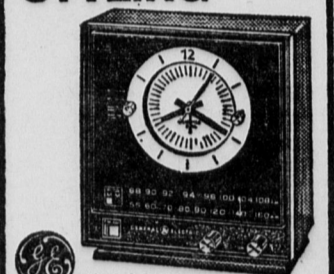


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# Cite Grade Violation At Binghamton

(From Leader Correspondent)

The new Binghamton State Hospital chapter, Civil Service Employees Assn., has wasted no time in jumping into the fray in behalf of its members and their interests.

Chapter officers say they will file a grievance against the Binghamton State Hospital administration for violating the contract, which one of the administrators helped negotiate.

Chapter first vice-president Leo Weingartner said the grievance involves the hiring of a Grade 6 attendant who has been assigned to perform the duties of a Grade 14 junior personnel administrator. A Grade 6 employee draws a base salary of \$5,240, while a Grade 14 job title carries a base salary of \$8,284.

Weingartner said the administration's action, called "detailing," was authorized by Binghamton State deputy administrator of personnel William Lacey, who served as a negotiator in behalf of the State during Mental Hygiene contract negotiations.

### Deliberate Move

State CSEA field representative Theodore Modrzejewski said the action was a deliberate move on the part of the hospital officials to force Albany to allocate a Grade 14 position at Binghamton State Hospital, a post which had been previously denied the facility by Albany authorities be-

cause of a lack of funds in the budget for the post.

Modrzejewski said the administration's attitude during labor-management talks held recently was "We've broken the contract, we know it, so what? Now do something about it."

### Lack Of Cooperation

The field rep said that all efforts to resolve the matter at the local level failed because of the lack of cooperation on the part of the hospital's officialdom.

The administrators, Modrzejewski said, feel that the grievance action on the part of the CSEA will accomplish three things: (1) secure the Grade 14 job classification for Binghamton State Hospital; (2) get the employee the \$3,044 additional pay entitled him because of the duties he is required to perform, and (3) the CSEA will look good by winning the grievance.

Weingartner and Modrzejewski were joined in the labor-management talks by other State Hospital CSEA chapter representatives Dave Furrall and Beth Stanton.

## Tompkins Vote

(Continued from Page 10)

has in the last three years built up in Tompkins County a strong, effective organization that can do the best possible job in representing County employees."

"If we get a mandate from the people," Dolan continued, "CSEA will set the wheels in motion to obtain exclusive bargaining rights for Tompkins County."

Ballots must be returned to CSEA by Nov. 23.

# Erie County United Fund Appeal Issued

BUFFALO — George H. Clark, president of the Erie County Employees chapter, Civil Service Employees Assn., and Erie County Executive B. John Tutuska, have issued a joint appeal to Erie County employees to support the 1970 United Fund Drive.

Due to the impact on employment in the private sector, of strikes and defense cutbacks, public employees must accept a greater role in helping reach the 1970 goal of the Erie County United Fund of Buffalo and Erie County, \$8,648,542," Clark and Tutuska said.

"Erie County employees' goal this year is \$77,305, but this is somewhat unrealistic in comparison to the average industrial employees' goals. Based upon the current giving by industrial and business employees Erie County employees share is \$220,290," they continued.

"The United Fund of Buffalo and Erie County is a deficit financing agency for 70 social service and health organizations in the area. The continued success of the United Fund in that 70 individual drives is not conducted, and that the monies are allocated where they will serve the greatest good in the community," they concluded.

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# Dutchess Board OK's Employee Wage Hike

(Continued from Page 1) than 90 percent of the County employees represented by the CSEA are now members of the Association.

The proposed contract was agreed on by CSEA after several sessions among the negotiators and Public Employment Relations Board mediator Dr. Philip Harris of the City University of New York. Herbert R. Shein, management assistant to the County Executive, was chief bargainer for the County and Emanuel Vitale, a CSEA collective bargaining specialist, was head of the Association's negotiating team.

The salary provisions are the most complex part of the new contract. With the first CSEA agreement in 1968, it was possible to arrive at a percentage of increase. But the new system makes such simplifications almost impossible.

In the 1968 contract, the approximately 700 County workers in the bargaining unit got 4.7 percent raises the first year and 4.5 percent increases the second year, a total of 9.2 percent.

## Contract Content

Under the new contract, all County workers will get raises in 1971 ranging from \$340 to \$1,648. In 1972 the raises will range from \$325 to \$1,907, plus an additional cost-of-living boost that goes into effect in the second year.

The salary scale is based on a system of 21 grades. The large majority of County employees will remain in their current job grouping, although some will be up- or down-graded. However, even those employees down-graded in their job classification will receive more money next year than they are currently earning. The same goes for the second year of the contract.

Employees will continue to move up the five-step raise scale within each of the 21 classifications. Once the top of the steps

is reached, an employee must be promoted to a higher job classification to earn more than routine cost-of-living increases.

In 1972, County workers will receive earned increments plus the cost-of-living factor increase, to be based on government statistics.

One of the most important provisions of the new contract is fully paid health insurance. In the last contract, the County paid 50 percent of Blue Cross-Blue Shield or GHI premiums for individual contracts and 35 percent for family plans. The new contract provides for 100 percent premium payments in both instances, a provision that betters most contracts in the area.

Another important new provision is the payment of overtime. In most cases, overtime can only be paid as specifically authorized by the Board of Representatives.

Those most immediately affected will be highway division employees, who will be paid time-and-one-quarter in 1971 for anything more than 40 hours a week or eight hours in a given day. That will jump to time-and-one-half in 1972.

## Vacation Provisions

The new agreement also spells out 15 days' vacation after one year with one additional vacation day every five years for a maximum of 20. The contract provides for sick-leave credits at the rate of one day per month with unlimited accumulation. There formerly was a 180-day maximum. There are also four personal-leave days a year.

One new program aimed specifically at strengthening the CSEA is a section that compels the Commissioner of Personnel to give any new employee a packet of information from the Association. The Association must also be given the name and address of any new County worker.

## Troy Mgr. In Court Again

(Continued from Page 1) later. "He admitted, under oath, that he does drive a City car, drinks occasionally at lunchtime and drives the car after this luncheon. In the next breath, under oath, he testifies that having a drink at lunchtime, while operating a City vehicle, was just cause for firing an employee.

When caught in this verbal confusion, DeSantis said, in effect, that it was all right for the City Manager to have a drink at lunch and then drive a City vehicle, but it was not all right for other City employees to do so, and that in fact it was

a just cause for firing an employee."

Whitney further noted that LaMere's supervisor, Joseph J. Leonard, then acting superintendent of streets and sanitation, who was fired by DeSantis shortly after the hearing, said under oath that he would have no objection to LaMere's returning to work for him.

Whitney explained the case further: CSEA originally protested last Summer when LaMere was dismissed without charges being filed against him as called for under the law. As a veteran, he was entitled to a disciplinary hearing with formal charges before he could be fired. It was only after CSEA went to State Supreme Court, that DeSantis filed the charges.

"Last month a disciplinary hearing finally was held," Whitney continued. "Two of DeSantis' top aides, whose records of supporting the City Manager are unblemished, ran the hearing as prosecutor and hearing officer. Now the City Manager's decision, based on the recommendation of the hearing officer, has been released and that decision is that LaMere should not be reinstated to his job."

## Police Officers Vote CSEA

(Continued from Page 1) up a list of demands for negotiations.

"The men also will have to select a nominating committee to nominate those to run for chapter office, and they will have to draft a chapter constitution. There is a lot of organizational work to be done here and we are moving now to get it done."

A runoff election is expected to be held later this month between PBA and the Fraternal Order of State Police, AFS-CME, AFL-CIO, to represent troopers, BCI and non-commissioned officers in a separate bargaining unit. Neither union won a majority of votes in that election.

CSEA president Theodore C. Wenzl commented: "CSEA did not make the runoff contest in the other unit, but we are encouraged by the amount of votes we did pull in. We have made inroads into both PBA and AFS-CME territory by our success in the public labor relations arena, and we expect that we will win the other unit the next time around."

## Petty Cash

(Continued from Page 1) days; where the employee claims hardship or an emergency need, and where the employee has substantially complied with attendance rules.

When it is determined by the institution that a check should be issued to an employee with lost time, the check will be issued the Monday following payday. "In exceptional or unusual cases," the memorandum says, a check may be issued on Thursday or Friday.

If an employee is entitled to a salary check and none is received, through no fault of his own, then the institution may follow the provisions of the policy in preparing a salary check immediately using its petty cash fund.

## Lackawanna School Aides Ratify Pact

LACKAWANNA — After more than 28 negotiation sessions, non-teaching employees of the Lackawanna school system have ratified a work contract that calls for 6.9 percent pay raises retroactive to Jan. 1.

The workers, represented by the Civil Service Employees Assn., have an option under the contract to reopen health and salary areas next Spring.

The two-year contract affects about 300 full- and part-time employees.

## Super Signer-Uppers Finding Easy Task

(Continued from Page 11)

Christmas tree, and that's for sure. It's easy, it's fun, and I'm doing a job for my union."

Samuel Emmett, chairman of the CSEA membership committee, has released the first-round standings of "Super Signer-Uppers" as of Nov. 4. Obviously these standings will change as the drive progresses and these changes will be reported in future editions of The Leader. For example, Olga Lopez' name does not appear on the list although she has already made the "hit parade."

The new leaders are:

## Member And Chapter Standings

(Note: These figures include only those returns received by mail and credited to members and individual chapters at the end of the business day on Nov. 4, 1970. Obviously, the standings will change as the drive progresses and will be published in The Leader.)

## Individual Leaders

Roger Veltri, Creedmoor State Hospital, 61 new members; Jack Welsz, New York Parole District, 51 new members; Edward Venable, Creedmoor State Hospital, 45 new members; George Fassel, West Seneca State School, 45 new members; Alfred Jeune, Greene County, 36 new members; Michael Del Vecchio, Westchester County, 25 new members, and James Rossi, Monroe County, 21 new members.

## 100 or More New Members Chapters

Nassau County, 225 new members; New York City, 209 new members; Creedmoor State Hospital, 207 new members; Westchester County, 175 new members; Erie County, 159 new members; Tax and Finance, 152 new members; Monroe County, 119 new members; Willowbrook State School, 119 new members; Suffolk County, 101 new members, and Onelda County, 106 new members.

## Chapters with an Increase of 10 Percent or More

(This list is published to give recognition particularly to smaller chapters for whom a high numerical increase is not possible.)

New York State Identification and Intelligence System, 21.3 percent, 88 new members; NYS Teachers Retirement, 16 percent, 29 new members; Albany County, 16 percent; 78 new members; New York Parole District, 15.7 percent, 54 new members; District 4 Barge Canal, 12.7 percent; 14 new members; Syracuse Psychiatric Hospital, 12.4 percent, 16 new members; Suffolk State School, 12.3 percent; 70 new members; Creedmoor State Hospital, 12.2 percent, 207 new members; Southwestern, 12 percent, 19 new members; Social Services (Albany), 10.9 percent, 47 new members; St. Lawrence County, 10.4 percent, 85 new members, and Chautauqua County, 10.2 percent, 68 new members.

## Caseworkers Blaze Trail With First Pact Covering Albany County Employees

ALBANY — The first contract agreement between a group of Albany County employees and the County was ratified Friday by the Albany County caseworkers unit of the Civil Service Employees Assn.

The one-year contract takes effect Jan. 1, 1971 and runs through Dec. 31, 1971. Featured are a \$500 across-the-board raise — about 8.2 percent — and a \$125 increment on Jan. 1, for those caseworkers who were on the County payroll as of July 1, 1970.

Increments for the third, fourth and fifth years of service will be raised to \$150 from the previous \$125. Employees at the maximum salary will go to a new maximum, which is \$75 higher.

Vacation benefits include one week after six months of service, two weeks after one year and three weeks after two years.

Caseworkers may accumulate 30 days' worth of vacation.

CSEA announced that the County will also adopt the entire State Attendance Rules with the exception of vacation and working hours.

## Landmark Pact Hailed

"This is a landmark contract," said CSEA caseworkers' unit president Donald Leonardo. "We are the first group of Albany County employees to negotiate a contract with the County under the Taylor Law. We fought long and hard for this contract and it is a good one."

Leonardo headed the CSEA negotiating team, joined by team members Anne Gallo, Nikki Gaudreaux and Peter Phelan. CSEA assistant director of research Thomas Coyle and field representative Thomas Whitney assisted the group. John Clyne, Albany County attorney, was the chief negotiator for the County.

The contract must be approved by the Albany County Legislature.

## Moves To Transport

ALBANY — Dr. Thomas D. Paolucci is now director of training and management development for the State Transportation Dept. He formerly was with the State Labor Dept.

## TIMELY TIP

Do your Christmas shopping the easy, inexpensive way this year with CSEA's Super Sign-up special award certificates. Certificates (\$3 to \$3.50 approximate retail value) may be redeemed for hundreds of exciting gifts at any S & H Redemption Centers in the U.S. Start your Christmas Shopping today by signing up a new member. Or two. Or three. Or a dozen. Details on pages 8 & 16.

MEMBERSHIP DRIVE

# SUPER SIGN-UP SEASON

FINAL 2 WEEKS



## White Plains School Guard Unit Dinner Held Recently

WHITE PLAINS—Members of the White Plains School Crossing Guards unit, Civil Service Employees Assn., conducted their annual dinner at Sam's Restaurant.

Mabel Gordon, unit president,

noted that Robert Doherty and Stanley Boguski, president and vice-president respectively of the White Plains Civil Service Employees Assn. Chapter, and Captain Hoffman and Sergeant Brown of the Police Dept. were among the unit's guests.

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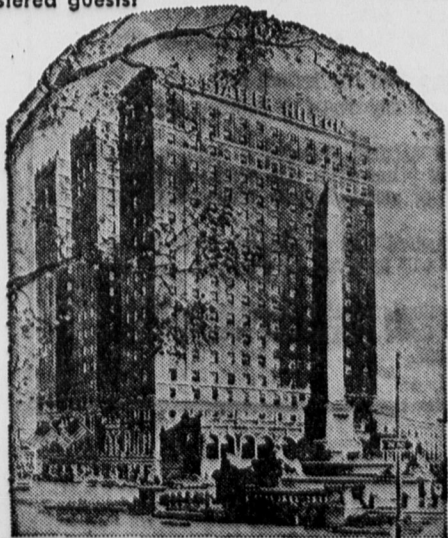
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# Nassau Mini-PERB Rules CSEA Is Sole County Aide Negotiator

MINEOLA—The Nassau County mini-PERB last week rejected one of two pending requests for separate bargaining units, noting that the Civil Service Employees Assn., did in fact, effectively represent the employees in the requested unit and . . . achieved for them significant and substantial improvements.

The Board turned down the appeal of a group calling itself the Correction Officers Benevolent Assn. of Nassau County for a separate bargaining unit for jail personnel.

Further, the Board said the employees' alleged grievances were self-imposed because they refused to present their demands to CSEA, the certified bargaining agent, for negotiation with the proper officials.

The Board gave no indication when it would rule on the parallel petition of a group calling itself the Probation Officers Benevolent Assn. for a unit in the Probation Dept.

The Board's policy of recognizing a single bargaining unit

for all County employees except police and community college faculty was upheld. "The present petition presents nothing new to change the policy," the Board said.

Turning to allegations that CSEA had failed to effectively represent the jail employees, the Board said that CSEA had gained for them percentage salary increases in 1970 and 1971, overtime pay, sick leave, improved retirement benefits, dental plan and health insurance.

The Board said that if any inequities exist they were of the Benevolent Association's "own creation," because it refused "to cooperate with the certified representative . . . for presentation to the proper negotiating officers of the County . . ."

"The record shows that employees were given adequate opportunity to present their proposals to CSEA," the Board said.

"Instead," the Board continued the Benevolent Association chose to present demands to officials who "quite obviously did not have the power to effectively recommend the granting of same."

CSEA chapter president Irving

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SPECIAL WEEKLY RATES FOR EXTENDED STAYS

## Frances Patterson Honored For Service

POUGHKEEPSIE—Mrs. Frances Patterson, an employee in the Accounting Dept. of the City of Poughkeepsie's Department of Social Services, was honored at a recent luncheon for 25 years of service.

Mrs. Patterson received gifts from Commissioner of Social Services Charles E. Carpenter Jr. and her fellow members of the Civil Service Employees Assn. The luncheon was conducted at the Department's headquarters at 20 Maple St., Poughkeepsie.

Flaumenbaum said that some jail personnel had been misled by persons "inexperienced in labor relations," and urged them to re-establish "normal channels of communications" with CSEA officers, delegates and field representatives.

"This affair, this dalliance with these inexperienced people has been detrimental not only to themselves but to the united front of all County employees for the benefit of all," Flaumenbaum asserted. "I hope the time of private ambition is over. And the time of united bargaining can resume."

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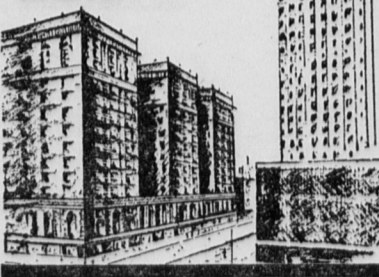
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# 10 SUPER SIGN-UP SEASON

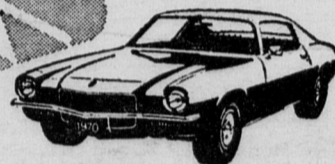
**OCT. 1 - NOV. 27, 1970**

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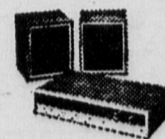
1st Prize  
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2nd-11th Prizes  
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### RULES FOR CSEA SUPER SIGN-UP MEMBERSHIP DRIVE

- (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.
- (12) Excluded from participation in the Super Sign-Up Season Jackpot prize are Statewide officers, members of the Board of Directors, members of the Statewide membership committee and staff.