

# Civil Service LEADER

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ALBANY  
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## Delegates' Resolutions

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**THEY CARE** — Suffolk State School unit president Joseph Lavallo, second from right, was among the Civil Service Employees Assn. members on Long Island to participate in a carnival staged recently for residents of the school. Mechanical rides, food booths and games were provided on the school grounds for the 1,600 residents, most of whom were brought to the carnival for escorted tours. Financing was shared by the Long Island Conference as well as by other area chapters.

## CSEA Car Insurance Rates Are Reduced

Last February, The Leader announced the introduction of a new Civil Service Employees Assn. Masterplan. Under this plan, eligible CSEA members can obtain personal automobile and homeowners insurance at reduced cost through payroll deduction. Telephone or personal counseling by professional and qualified counselors is also available to those members who want this service.

One big problem with most automobile insurance programs is that rates must be increased from time to time. This time, there's good news for CSEA members insured for automobile coverage with CSEA MASTERPLAN. In almost every case, insured members will enjoy a rate reduction as their policies come up for renewal. The Travelers Insurance Companies, underwriters of the program in cooperation with CSEA's insurance agency, Ter Bush & Powell, Inc., has announced a substantial reduction in rates for New York State residents. Many eligible CSEA members not already in the plan may wish to obtain premium quotations for their automobile insurance, thereby taking advantage of the new lower rates and the opportunity to benefit from the budget convenience of payroll deduction.

It's easy to get a premium quotation, just complete the form found on Page 2 of this

issue and return it as directed or, if preferred, members may call one of the CSEA MASTERPLAN offices listed below:

Albany — (Local Calls) 457-1410; (Long Distance Toll-Free) 800-342-9870.

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Syracuse — (Local Calls) 422-8151; (Long Distance Toll-Free) 800-962-0212.

## Kidney Transplant

UTICA—The wife of Jerome Collea of Transportation Region 2 has been undergoing three treatments weekly on an artificial kidney machine, and is presently preparing for a possible kidney transplant from another Utica woman.

Friends of Mr. and Mrs. Collea have set up a mailing address for contributions: Emma Collea, Kidney Fund, 710 Second St., Utica, N.Y. 13501.

## Early Ballot Return Urged

# Voting For Representation In Institution And P-S-T Units Starting On Nov. 30

(Special To The Leader)

The Civil Service Employees Assn. has received official word from the State Public Employment Relations Board that on Nov. 30 some 73,000 ballots will be mailed to State employees in the Institutional and the Professional, Scientific and Technical bargaining units. The secret ballot, returnable by mail to PERB, will decide a challenge to CSEA's representation in the two units, entered by the Service Employees International Union, AFL-CIO.

CSEA's president, Theodore C. Wenzl, hailed the news of the scheduled election as "a welcome event, since its conclusion will end SEIU's propaganda, spreading half-truths and untruths that have only sought to confuse State employees." He went on to say that "Elections are something that every union has to face. CSEA has faced them before and won, and we'll do it again."

The election dates, according to PERB, extend to Dec. 12 in the Institutional Unit and Dec. 13 in the P, S and T Unit. The ballots will be sent, by PERB, to the home address of employees of both units and should be received by Nov. 23.

**"Get Out The Vote"**

A PERB spokesman was careful to point out that the ballot must be received by PERB by Dec. 12 and Dec. 13 and not merely postmarked by those dates to be valid. He added that "a ballot should be in the return mail by Dec. 9 or Dec. 10 to ensure its being counted."

Wenzl, commenting on the balloting details said, "There is actually little more than two weeks to make a decision that

## Mediator Named In Deadlock On Nassau Pact

MINEOLA—A mediator has been agreed upon by the Nassau County chapter of the Civil Service Employees Assn. and the County in their deadlocked contract negotiations.

He is Nathan Cohen, an employee of the State Public Employment Relations Board at its Albany office. Cohen was selected from a list of seven candidates. Cohen will set a date for resumption of the talks, which collapsed last month after the County renewed its demand for elimination of the graded salary plan.

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raises some very important questions affecting the State, the competing organizations, the public and, above all, the employee." He urged all Institutional and P, S and T employees to "get out the vote," stating that "this election has an impact on you that's just as important as the Nov. 7 vote." He

urged CSEA members to stand behind their union in a solid block to show the international organizations that CSEA is not just a "sitting duck" that will allow "unqualified, inexperienced competing organizations to move into unfamiliar areas of the public sector as their last pos-

(Continued on Page 8)

## Thruway Employees' Voting Under Way For Unit I Contract

(Special To The Leader)

ALBANY — Ratification ballots mailed out last week are now in the hands of some 1,600 Civil Service Employees Assn. members in the New York State Thruway bargaining Unit I for final vote on acceptance or rejection of a tentative agreement affecting maintenance, clerical and toll collection employees.

Unit I CSEA members will be voting on a two-year negotiated pay raise and other contract provisions. The pay hike of 4 percent, effective immediately, will be retroactive to April 1, 1972. The second year's increase of 6½ percent becomes effective July 1, 1973. The official contract period runs from July 1, 1972, through June 30, 1974.

"This contract represents the completion of more than 10 months of intensive collective negotiations between the CSEA negotiating committee and the Thruway Authority," stated Vito Dandrea, Unit I negotiating committee chairman. The 11-man negotiating team met approximately 70 times with Thruway management over the 10-month period, bringing demands to management from all parts of the state.

An extensive fact sheet recapping all provisions of the old contract and pointing up the improvements negotiated this year is included with each ballot. Ballots are returnable by mail Oct. 25, 1972. Before balloting deadline, follow-up in-

formational meetings were scheduled on a statewide basis.

**More Meetings**

Meetings were held in the Syracuse and New York divisions with some yet to occur in Albany.

(Continued on Page 3)

*Don't Repeat This!*

## Ticket Splitting Blurs Predictions On Local Elections

BY now it has become an accepted part of political life that the battle of the public opinion pollsters will precede the casting of the ballots. The pollsters are unanimous this year in projecting a victory for President Richard M. Nixon over Senator George D. McGovern of such landslide pro-

(Continued on Page 6)



**Fire Dance Held Oct. 27 Fire Dept. Promotes 4**

The 51st Anniversary Dinner Dance of the Fire Square Club of New York City, Inc., will be held at the Astorian Manor, 25-22 Astoria Blvd., Queens, on Oct. 27.

Four lieutenants with the City Fire Department were promoted to the rank of Captain on Oct. 12.

The four new Captains are: Thomas J. Byrnes of the Division of Fire Prevention; Donald T. Rutland of Engine Co. 204; Anthony L. Motti of Ladder Co. 110, and Eugene J. Fottrell of Engine Co. 24.

**BUY  
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BONDS**

**Allan Kornfeld Named HIP Acting President**

Allan Kornfeld has been named acting president of The Health Insurance Plan of Greater New York after having served as administrator of the company for the past two months.

Prior to joining HIP in 1967 as its general counsel, Kornfeld had served in the County Attorney's Office in Nassau Cty.

An attorney for 22 years, Kornfeld served as counsel for the Nassau County Commission on Human Rights and, from 1962 to 1964, was in charge of the legislative program for the County.

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**The  
Transit  
Beat**

By **JOHN MAYE**

President, Transit Police  
Patrolmen's Benevolent Assn.



**The Public's Right To Know**

Last Friday, October 13th, outside City Hall, the Transit Patrolmen's Benevolent Association's membership demonstrated, then marched over the Brooklyn Bridge to the 370 Jay St. headquarters of the Transit Authority and the Transit Police Department.

This was the kick-off of a unified effort on the part of the P.B.A. to show support for the just demands of its members. In most cases, the public is the first to feel the discomfort of any action by an employees group. This same public elects public officials and pays taxes so as not to be involved and inconvenienced in city and state employee problems.

With this in mind I feel it my duty to keep the public informed on what has and will transpire in the not too distant future. The demonstration around City Hall was held to show our displeasure with the city for not supplying the additional manpower for the riding public's needs and give some relief to the transit police officer. It is also hoped that the action will move departmental management to support the demands of its subordinates — not done up to this point. The second phase will be to insist that our members do not volunteer for overtime assignments.

From 1965 up until the present time, with our crime prevention program, members of the patrol force have worked on overtime to insure protection for the riding public on a twenty-four hour basis. Members have sacrificed their family, home and friends to insure this protection — coping with a condition they did not create and supplementing a pitifully small force to the point where the needs of the department were only met by members volunteering to fill the gap.

These first two steps resulted from the fact that the opposite side of the bargaining table is attempting to reduce the Transit Police officer to less than his counterpart — the New York City Police Officer. By not meeting one of the most important of the basic issues in both contracts, the city realized the need of members of the City Police Department for additional instructions in new laws and innovations in police work, and created a program allowing such instruction to be worked into the duty chart and compensating the city police officer for the time over the normal required eight-hour tour of duty. The Transit Police Officer has been putting this time in all along, but without compensation and without instruction.

As the present leader to the Transit P.B.A. I must say that if this policy is allowed to continue I can only foresee in the near future a complete breakdown of morale among our members and a feeling of being less than the best — and seeing the work of the past seven years with a record of reduction in the rate of serious crime in the subway system down by 65 percent, all down the drain.

An esprit de corps in one's department is the greatest morale factor a person can have. Every member of the Armed Forces believes his is the best branch of service and his duties, the most important. The Government agrees that they are all the best and compensates them equally for duties performed. The New York City Police Department is the best in their area of control. The New York City Transit Police are the best in their area. Both should continue to be equally compensated.

New York City's riding public deserves no less than the best in police protection and we hope these steps we have taken will continue to insure the best for you. We hope no additional steps will be necessary to resolve this issue. I often wonder why they who are appointed to rule and pass on the destiny of others cause so much unnecessary discomfort. God has blessed them with eyes to see and yet they cannot see.

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ADDRESS (No., Street, City, Town, State, Zip Code) \_\_\_\_\_

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IN WHAT MONTH DOES YOUR PRESENT INSURANCE EXPIRE? \_\_\_\_\_ COST OF PRESENT INSURANCE \_\_\_\_\_

PLEASE ANSWER ALL QUESTIONS

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	YEAR	MAKE	YEAR	MAKE
Year and Make of Automobile				
Model (Galaxia, Nova, etc.)	MODEL	STYLE	MODEL	STYLE
Body Style (Sed., Conv., etc.)				
Horsepower				
Town where Principally Garaged (if other than above)				
Driven to and from work? (If "Yes" show one-way mileage distance)	YES <input type="checkbox"/> NO <input type="checkbox"/>		YES <input type="checkbox"/> NO <input type="checkbox"/>	
Used for business purposes?	YES <input type="checkbox"/> NO <input type="checkbox"/>		YES <input type="checkbox"/> NO <input type="checkbox"/>	
Avg. Annual Mileage				

LIST ALL LICENSED DRIVERS IN YOUR HOUSEHOLD

Name (Show last name only if different from applicants)	APPLICANT	NO. 2	NO. 3	NO. 4
Married or Single				
Date of Birth				
Male or Female				
Date of Licensing (if less than 3 years)				
% Driving Car No. 1 (Must total 100% across)				
% Driving Car No. 2 (Must total 100% across)				

1. Has any driver listed above had a moving traffic violation or accident in the last 3 years? (If "Yes" give name, date, amount of claim and details) Yes  No

2. Has any company declined, canceled or refused to renew insurance for any driver during the last 3 years? (If "Yes", give details) Yes  No

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**DORM AUTHORITY CONTRACT SIGNING** — The Civil Service Employees Assn. Dormitory Authority chapter concludes negotiations with the Authority with a contract signing at the Golden Fox Restaurant in Albany. Participating in the ceremony are, left to right, Wilbur Miska, vice-president of the CSEA chapter; William A. Sharkey, administrative director of the Authority; Lorenz Loerzel; Daniel Giovanetti; Thomas Moore, and Ernest A. Viele, president of the CSEA chapter. Thomas Devane, another member of the CSEA negotiating team, was not present at the signing.

# TOWN & COUNTY

By **JOSEPH LAZARONY**, Chairman  
CSEA County Executive Committee

## Union Solidarity

Upcoming representation elections in two of the CSEA State Division negotiating units underline the continuing problem of public sector representative rights. Since 1967, CSEA has been repeatedly forced into such elections by a procedure that is, to say the least, questionable.

Those of us who are members of the local government division of CSEA pledge our full support to our State Division members in these election. I am sure that whatever may be asked of us, we will respond. When anyone questions the solidarity of CSEA, that person speaks in ignorance.

As in the Welfare Fund issue, this is another opportunity to demonstrate our unity. No other union has such low dues; returns 25 percent of dues to its locals; operates as democratically and has accomplished as much in the public sector. There are more reasons for our desire to keep CSEA number one in the public sector but these will do.

If we can help, we will. We do clearly support CSEA as the only choice available to public employees as their union.

**THE EVENTS** of last Easter weekend have had many far reaching effects in public employment labor relations. Without question they served as the most strident warning yet of growing unrest by civil servants with the obvious bias of the Taylor Law. It also resulted in "meaningful negotiations," when such had not occurred previously. All public employees, State and local, will reap benefits from these events, because management groups are more aware than ever of the need to listen, of the need to talk and to bargain honestly with public employees.

It can truly be said that those who stood tall when the time came, have earned the gratitude of all of us.

Unfortunately, the State has seen fit to "punish" these CSEA members for acting to protect their basic rights! Two- and four-day fines for actions taken seems poor treatment indeed. Recent actions around parking fees (taxes would be a better term) indicate a continuing punitive attitude.

**CSEA INTENDS** to support our fellow workers in every way possible. The most immediate need is to protect the financial status of those fined. Remember, there are no \$42,000 per year consultants in this group! Many of these CSEA members earn less than \$7,000 per year and fines of this magnitude are impossible to adjust to.

Our vehicle for financial protection is the CSEA Welfare Fund. Contributions from all sections of our organization have been received as CSEA members react to this wave of revenge directed at our co-workers.

Political subdivision groups have responded very well to this call. But the need is great and it is immediate. Every chapter should be a part of this effort of solidarity. We have all benefited from the events, we should all be a part of the effort to minimize the punitive reactions.

Have you and your chapter joined in this movement? Send checks to CSEA Welfare Fund. Send them now. Show everyone that CSEA members are united and determined to prove the justness of our cause!

# Thruway Vote Under Way; Ballots Due Back Oct. 25

(Continued from Page 1)  
bany and Buffalo:

• **Headquarters** — Oct. 18, Thruway Headquarters Building.

• **Buffalo** — Oct. 19, Bergen, N. Y., American Legion Hall, 8 p.m., and Oct. 20, Regency Motel, Blasdell Interchange at 8 p.m.

According to Dandreano, an employee of the Amsterdam Thruway maintenance section, "The contract is a substantial expansion of employee benefits from both a monetary standpoint and from the standpoint of contract language, which has been cleaned up, providing greater employee protection." He went on to state that "contract ratification depends entirely upon the membership" and emphasized that "this is just a tentative agreement which can receive final approval only from the employees themselves."

The agreement will, if ratified, substantially expand the employees organizational rights, developing more time at management's expense for negotiations, and increase the use of courier services for transmitting union literature. It will also allow use of Thruway phones by CSEA chapter presidents for grievance work and other CSEA business.

### Grievance Procedure

In addition, there is a revised grievance procedure allowing for a three-step formal procedure with the optional use of two informal "complaint" stages. This means that Thruway employees can grieve directly to the personnel director if they feel that on oral complaint to the supervisor or interview with Division or Department heads is unnecessary.

Negotiated changes to the work week would restore the Syracuse Pilot Bridge Crew to a Monday-Friday work week. Leave with pay alterations would allow the use of accumulated vacation credits in 1/2-hour units. Toll personnel could have vacation approved by seniority, while a two-day block of either vacation or check-out leave could be made upon 48-hour notice. Thruway employees would now have mandatory sick leave at

half-pay and leave with pay for Thruway promotion exams, compensation hearings and volunteer fire duties.

An increase of 50 percent to 75 percent tuition support was negotiated for the Tuition Assistance Program with a passing mark as the sole qualifying factor. Clerks in the Employees Benefits Training Courses may get leave with pay for up to two courses during normal working hours.

Eleven major changes have been negotiated for maintenance employees including provision for more employee-supervisor meetings, seniority on volunteer assignments and strict seniority on overtime opportunities.

### Other Benefits

The Thruway is to petition to include the maintenance man (mechanic) in the competitive class. If rejected, he will remain in the Advance Increment Program. Cleaning and tool allowances will now be pro-rated, with cleaning allowances paid four times a year. Tool allowances are to be paid once a year following one month after the end of the calendar year. Maintenance men will also see disposable uniforms for motor equipment repairmen, MMM's, bridge painters and other titles. A \$65 annual allowance will go to MMM's in salary Grade 3-M and there will be an insurance against loss for tools.

If the agreement is ratified, toll collection employees will see

several shift assignment changes made in the contract. No shift changes are to be made after posting except with the toll collectors' consent. Collectors will be permitted to work steady shifts with 75 percent of stations' approval.

New TC's will be scheduled mostly for I and III shifts, while the more senior TC's will have the II shift. In addition, the Authority will attempt in all cases to schedule transfer TC's with less than five years seniority in the position and who are junior to all other TC's at the new station, to the I and III shifts. Transferring TC's with five years' seniority or more in that position shall bring their seniority with them.

### Overtime Treatment

Concerning the treatment of overtime, the new agreement will deal with changes in the following general categories: withdrawal of availability; distribution of short-term overtime — four hours or less; standing on seniority list for longterm overtime; equitable distribution of overtime by seniority; removal from scheduled availability, and STC overtime equitably distributed among STC's.

The contract also includes an expansion of the utilization of regular full-time TC's to include employee organizational leave. It also requires posting of monitor vacancies at the stage where the vacancies occur and that they be filled in accordance with

(Continued on Page 14)

## For First Time In Its History

# Western Conf Plans Political Endorsements

(From Leader Correspondent)  
**ROCHESTER** — The Western Conference of the Civil Service Employees Assn. will endorse candidates for local and state office for the first time in its history.

Conference president Samuel Grossfield said the endorsements are the result of new state CSEA

policy permitting political activity.

Neil Gruppo and Donald Antinore, co-chairmen of the Conference's Political Action Committee (PAC), said the committee will screen all candidates running for state and local office and then will recommend for endorsement "those whose platforms best reflect the in-

terests of civil service workers. "Our activities will not end with the endorsement and the elections," the two co-chairmen said. "We shall continue to be militant after the elections, checking the voting records of those in office and making recommendations to the officeholders on issues that affect civil service employees." Gruppo, who works for the

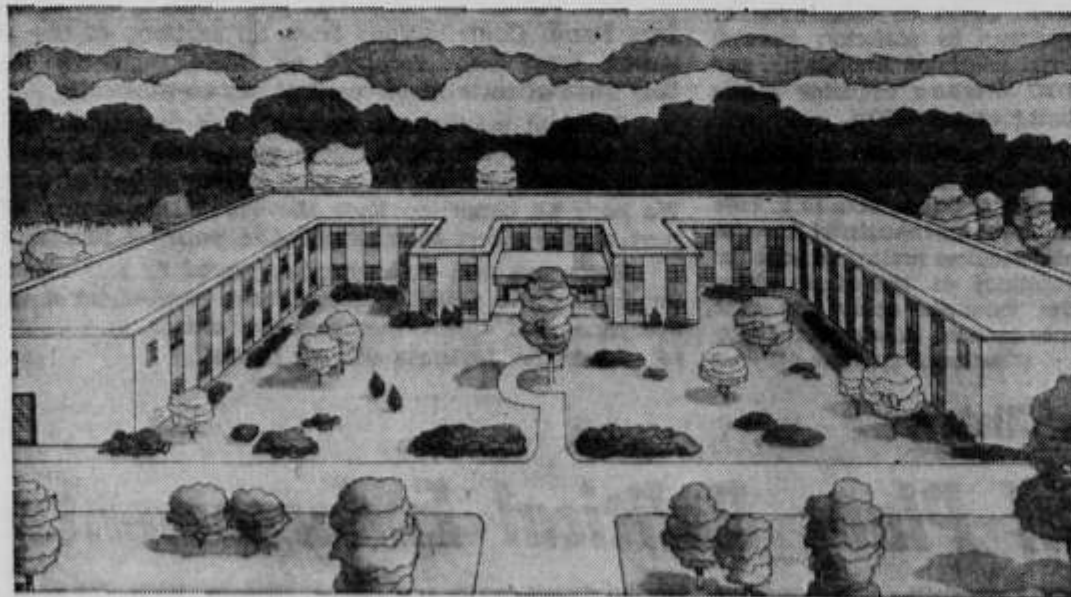
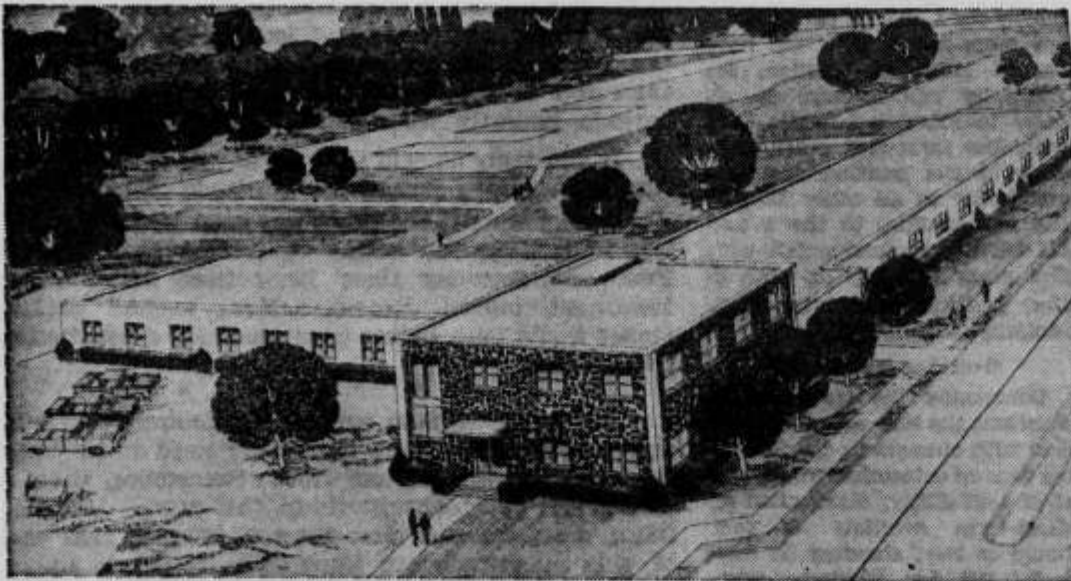
Niagara Falls School District, and Antinore, an employee of the State Agricultural and Industrial School at Industry, have appointed committee chairmen for the Conference's four sections.

Albert Sibillo, a Thruway Authority employee, will head the Erie County area; Mary (Continued on Page 8)



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## A Need For Dedication

NEW YORK City's uniformed forces have a genuine point of concern over civilians being hired in police, fire and sanitation posts and that point is "Dedication!"

This is not to say that, off hand, no civilian employees would bring any sense of dedication to the job. But it must be emphasized that the vocation of uniformed personnel is stated immediately by the very fact that men and women apply for these jobs knowing the inherent dangers in such careers. While it is true that some of them may end up in desk jobs, the importance of a sense of connection with their fellow officers insures that those doing inside tasks will not be isolated from the feeling of duty and dedication carried out by uniformed personnel on the streets.

In essence, dedication in the uniform ranks is a totality, not a half or one-quarter measure.

## Satin And Sackcloth

WHILE salary increases will rank high on the demands of all civil service unions in the process of contract bargaining, you can rest assured that an equal—if not larger—effort will be made on all levels this year to improve public employee pensions.

A State committee to study pensions was successful during the last session of the Legislature in sweeping the issue under the rug. As far as the average civil servant is concerned, the committee has now had its say, which is to say nothing.

The stalling period is over. Pious members of the Legislature who raised their arms in horror over public employee pensions will be attacked even more strongly than before for their hypocrisy in lining their own pension chests with satin and then ordering sackcloth for the rank-and-file civil service worker.

## Letters To The Editor

### Feature Lauded

To the Editor:

In the many months I have been receiving the Civil Service Leader, I have not read anything that drew my interest as much as the feature in last week's paper, "The Chinese in Civil Service."

The reporting was excellent, but why did you single out only the Chinese? I'm sure other oriental races have stories to tell, too. For example, the Japanese. Why not a follow-up story on, for example, the men of the 42nd Regiment who fought so well for us in WW II, only to find prejudice not just after they came home, but while they were stationed right here in this country, as our own servicemen away from home.

This should make a fascinating follow-up. Since Japanese are of a more forceful nature, their story in Civil Service should be a little different. I am sure, shedding other lights in the same direction.

Then we could go on to a story on Americans from India, Haiti,

French Morocco (two new groups).

I think the Chinese article should serve as the opener to a long series. It will give your paper the rounded coverage which will make it much more valuable to the reader.

SHIRLEY HERZBERG  
Suffern, N.Y.

To the Editor:

I wish to note and commend Mr. Barry Lee Coyne, one of your reporters, for the excellent story he did on the Chinese in civil service. This is the first time, in my recollection, that an article has appeared in your newspaper directly involving the Chinese, and we in the community feel that it was well written and accurately reported. With this article I am sure that Chinese may be interested in entering the civil service field in more numbers than previously had been the case. Mr. Coyne deserves a great deal of praise for his well-written article.

IRVING S. K. CHIN  
New York, N.Y.

## Don't Repeat This!

(Continued from Page 1)

portions as to drive political pundits to their history books searching for other such victories, like Herbert Hoover's over Alfred E. Smith in 1928, Franklin D. Roosevelt's over Alf M. Landon in 1936 and more recently Lyndon B. Johnson's over Barry Goldwater in 1964.

While the public opinion polls indicate some small recent gains for the Democratic standard bearer, the pace and scope of these gains are so small as to raise no doubt in the minds of Republicans about the total inability of McGovern to bridge the wide gap that now separates the Presidential candidates, according to the polls. On the other hand, Republicans are not all sanguine about whether the pull of the Nixon coattails will be sufficient to elect a Republican Congress, Republican candidates for Governor in key states like Illinois, and Republican candidates for the various state legislatures.

### Ticket Splitting

The fly in the Republican ointment is the fact that ticket splitting becomes each year a more common voting pattern, and party labels hold a less pervasive attraction to the voters. A case in point is the extent to which the Civil Service Employees Assn., in abandoning its traditional practice of neutrality in legislative elections, has endorsed Republican and Democratic candidates for the State Senate and Assembly on a non-partisan political basis, but rather upon a judgment of the Association as to which candidates are more likely to support the program and policies of the civil service employees and their families.

To the extent that a candidate has demonstrated his dedication to the goals and aspirations of civil service employees, he received the endorsement of CSEA and will receive also the mobilized support of civil service employees and their families. To the extent that a candidate has demonstrated his opposition to these goals and aspirations, he will find himself opposed by the CSEA membership. The full impact of the political actions of CSEA will not be measurable until after the votes are counted and analyzed. On the other hand, political gossip makes it clear that candidates who have earned CSEA endorsement are happy, while those not so endorsed are glum and worried.

### Thin Ice

The political action taken by CSEA confounds the legislative elections to the extent that predictions of results are about as safe as skating on thin ice. Another imponderable is the confusion created by a decision of a three-judge Federal District Court panel that ruled that students at Stony Brook may vote there rather than in the district in which their parents reside. This decision conflicts with a Court of Appeals ruling that a college student must vote in the area of his parents' residence. If the Federal Court ruling is sustained, it means that legislative elections may be considerably affected by the district in which college students vote. This is an issue that remains up in the air and may not finally be determined until the United States Supreme Court rules.

In the meanwhile, while polls predict a Republican sweep in

## Civil Service Law & You

By RICHARD GABA



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

## After Contract Expires

About two months ago, The Public Employment Relations Board held that public employers may not unilaterally revoke salary increment systems which are based on length of employment.

Beginning in 1961, the public employer, the Triborough Bridge and Tunnel Authority, signed two-year agreements which contained provisions for a salary increment system based on length of employment. The agreement did not provide that its provisions would survive its expiration. Neither did the agreement state that upon expiration the respondent would be free to alter unilaterally the terms and conditions which the agreement set forth.

THE 1969 AGREEMENT expired June 30, 1971, while the parties were still in the process of negotiating a successor agreement. The employer refused to pay increments to its employees whose anniversaries of employment fell after the expiration of the agreement; whereupon the charging party filed an improper practice charge pursuant to Section 209(a)(1)(d) of the Taylor Law.

The Hearing Officer found for the charging party. He reasoned that the prohibition against strikes by public employees imposed a duty on public employers to refrain from unilaterally altering the terms and conditions of employment during the course of negotiations: "An employee organization which does not strike is entitled to the maintenance of the status quo during negotiations" and ruled that "an employer cannot unilaterally alter existing mandatory subjects of negotiations while a successor agreement is being negotiated."

In sustaining the Hearing Officer's findings, PERB held that it was of no consequence that the employee benefit withdrawn by the respondent derived from an expired agreement. The Board stated that its decision would be the same if during the course of negotiations an employer withdrew such an employee benefit that had been previously enjoyed by the employees even if there had been no prior contractual duty to furnish the benefit.

THIS CASE assumes a great deal of importance when one realizes the vast number of contracts which are negotiated after the expiration of a prior agreement. Were public employers afforded the opportunity to abrogate unilaterally previous gains by employee organizations, employers might very well latch on to this tactic as a means of forcing unfair settlements upon the employee organizations.

This is particularly relevant regarding increments. Many public employers have been seeking to eliminate the increment provisions in recent years. This decision safeguards the rights of public employees who have devoted years of service to the public. Moreover, pensions, sick leave, vacations and other long term benefits upon which these employees rightly rely cannot be summarily snatched away.

## Questions and Answers



Q. When my father died four years ago, a friend told my mother that she could collect monthly social security checks as a widow at 60. But, the other day I heard that widows can get social security when they're 50. Is this right?

A. Severely disabled widows may collect monthly benefits as early as 50. Others do have to

wait until age 60 to qualify for widows benefits.

wait until age 60 to qualify for widows benefits.

Q. I have a small business in which I employ five people. One person I just hired showed me two social security cards with the same name but different numbers. Which number do I use?

A. Have your employee call, write, or visit the social security office immediately. The people there will have his records checked and advise him which number he should be using. Then he can give the correct number to you.



# Introducing the 1973 Beetle:



CIVIL SERVICE LEADER, Tuesday, October 17, 1972

# Re-introducing the 1972 price:



With the price of our new Beetle still under \$2,000,\* the Volkswagen Beetle is a bigger buy than ever before.

More warranty, for instance, than you get with any other small car. Twice more: 24 months or 24,000 miles.\*\*

More attention to specific details than ever (and that's quite a lot). More than 1,000 inspectors meticulously scrutinizing more than

5,000 parts. Some two or three times.

For us, it's not enough to get it right, we want it perfect.

Volkswagen also has the most advanced automotive service system in the world. A brand new computer is, or soon will be, waiting in our service area. We simply plug it in to your VW, and it checks, via sensors and probes, vital service parts and spells out the

results in plain English.

That's service.

Maybe all of this explains why VW owners have gotten more resale dollars after three or four years than the owners of any other comparable car.†

Obviously, it's not only the price of the '73 Beetle that reminds you of the good old days.

It's also the quality.

**Few things in life work as well as a Volkswagen.**

\*1973 Volkswagen Sedan III suggested retail price, P.O.E. local taxes and other dealer charges, if any, additional. ©Volkswagen of America, Inc.

\*\*If an owner maintains and services his vehicle in accordance with the Volkswagen maintenance schedule any factory part found to be defective in material or workmanship within 24 months or 24,000 miles, whichever comes first (except normal wear and tear and service items) will be repaired or replaced by any U.S. or Canadian Volkswagen Dealer. And this will be done free of charge. See your dealer for details.

†Source: 1969 manufacturers' suggested retail prices and 1972 average used car lot retail prices as quoted in NADA Official Used Car Guide, Eastern Ed., June, 1972.

VISIT ONE OF YOUR LOCAL AUTHORIZED  
NEW YORK, NEW JERSEY OR CONNECTICUT  
VOLKSWAGEN DEALERS.





# Representation Fight Starts In November

(Continued from Page 1) sible horizon of expansion.

## SEIU's Dismal Record

The SEIU already has a dismal record of failure in the private nursing homes which they represent and now they want to come in and tell us how to run Mental Hygiene. It would seem that they should clean up their own back yard first," Wenzl said.

The PERB election rules also say that employees eligible to vote in the November balloting are "all those on the payroll as of Sept. 1, 1972," and instructed those who don't receive a ballot to call collect, directly to PERB headquarters in Albany no later than Nov. 24, at numbers to be posted on all bulletin boards.

Voters will receive by mail a "Secret Ballot," a "Secret Envelope A," an "Envelope B" for name and address, and a stamped envelope addressed to PERB. To cast a vote, PERB stressed that the ballot must be placed in "Secret Envelope A" and sealed, making certain that the voted does not sign envelope "A." This will then be placed in "Envelope B" with the name and address printed on the back in the space provided.

The name on the back of Envelope B will be used to check eligibility as a voter in the unit, then separated from the secret envelope inside to ensure secrecy, according to officials from PERB. They also assured CSEA and SEIU that "ballots will be counted by PERB officials only after they are certain that secrecy has been maintained."

## CSEA Fought For All

"In the long sessions between PERB, CSEA and SEIU drawing up the election dates and eligibility rules, we had to fight very hard to maintain the mail ballot system of election," said James Featherstonhaugh, CSEA staff attorney. "We proved statistically that a mail ballot provides a greater percentage of return and allows an employee more time to reflect in the relaxed and secure atmosphere of his own home."

The CSEA lawyer said that "SEIU was very difficult to reason with during the sessions, because they wanted to exclude provisional, temporary and part-time people from voting. They also wanted to prohibit any non-competitive employee with less than five years service from casting his ballot. Naturally CSEA couldn't allow this kind

## West Conference

(Continued from Page 3)

Converse, who works for the State Parks and Recreation Department on the Southern Tier, will be chairman of the Conference' southwestern region. Gruppo will head an area covering Niagara and Orleans counties and a portion of Erie County, and Antinore will be in charge of units in the Conference's eastern section.

All section chairmen are planning meetings with legislators in their areas in the near future.

The Conference represents 40 CSEA chapters with more than 45,000 state and local governmental, civil service employees in 12 western New York counties,

of discrimination in an election that is supposed to be run democratically."

# State Campus Offers Courses To Employees

ALBANY—A stenographic/clerical training center is being established on the State Office Campus here to provide for the skill and knowledge needs of clerical personnel in order to help them meet requirements for effective performance and career development.

Target date for starting operations is Nov. 6. Courses will be conducted at 9 a.m. or 1 p.m., with each class slated for three-hour sessions.

Anticipated course offerings, which will range from 3 to 36 hours, are:

3 hours: Telephone Usage; Care and Maintenance of Typewriters.

6 hours: Meeting the Public; Considerations Related to Mailing, Express and Communication Services.

12 hours: Vocabulary Building for Medical Secretaries; Vocabulary Building for Legal Secretaries; Basic Filing Systems.

18 hours: Dictating Machine Transcription Techniques.

24 hours: Intermediate Typing; Intermediate Shorthand (goal 80 wpm); Advanced Shorthand (goal 100-plus wpm); Skill Refresher for Typists; Skill Refresher for Stenographers; Correspondence Drafting Techniques for Secretaries; General Secretarial Handbook Review; Improving Grammar and Punctuation Skills; Basic Mathematics for Account Clerks; Basic Statistics for Statistic Clerks; Building Dictating Skills for Supervisors.

36 hours: Beginning Typing.

Specific scheduling dates for each course offering will be included in individual announcements.

The center will be administered by the Employee Benefits Training Unit of the Training Section. Eleanor Aiken will be in charge of its operations. Questions or recommendations made be referred to her at 457-6213.

# Deadlock

(Continued from Page 1)

## Graded Salary Plan

The CSEA negotiating committee, headed by Nassau County chapter president Irving Flaumenbaum, was adamant about cancellation of the graded salary plan.

"Under no circumstances will the County employees consider giving up the graded salary plan which has been in effect for almost 40 years," said Flaumenbaum.

Besides that, he continued, "the County has made no other offers that the committee can even seriously consider in working out a settlement that we and the people we represent can live with.

"We are impatiently awaiting the calling together of the parties by the mediator," Flaumenbaum said.

# State And County Eligibles

## SR EMPLOYMENT SECURITY CLK

(Cont'd. From Previous Editions)

327 Cotman M Bx	74.4
328 Harter D Avoca	74.4
329 Vollmar J Buffalo	74.4
330 Dorgan C Albany	74.4
331 Saltzman F Albany	74.3
332 Heintz M Syracuse	74.3
333 Sewell A NY	74.3
334 Polit W Albany	74.3
335 Presto T Bx	74.3
336 Erno R Latham	74.3
337 Chapman R Bklyn	74.2
338 Antalek S Voorheesvil	74.2
339 Wechsler S LI City	74.2
340 Clough J Schenectady	74.2
341 Reece L Flushing	74.2
342 Dietrich R Cowlesville	74.1
343 Vasicsek M Horseheads	74.0
344 Davis G NY	74.0
345 Frorup L Bklyn	73.9
346 Beitter C Taberg	73.9
347 Walter E Teaneck NJ	73.9
348 Turallo T Albany	73.8
349 Williams M NY	73.7
350 Carter C Bx	73.7
351 Wells G Dannemora	73.7
352 Lotito F Troy	73.6
353 Jackson A Bklyn	73.6
354 Patton J Troy	73.5
355 Mellentine F Tonawanda	73.5
356 Maurusky M Glendale	73.5
357 Glasser D Schenectady	73.5
358 Reaves M Bklyn	73.4
359 Vanessa M Albany	73.4
360 Cimino A Bklyn	73.4
361 Berlin H Cohoes	73.4
362 Maki B Albany	73.3
363 Reed W Albany	73.3
364 Schultz L Flushing	73.3
365 Gardner J Warsaw	73.3
366 Edwards H Romulus	73.3
367 Eagan J Haganan	73.3
368 Stammel C Rensselaer	73.3
369 Gibbons H Bx	73.3
370 Rowe I Richmond HI	73.3
371 Grovenger S Cohoes	73.2
372 Cline B Albany	73.2
373 Gerber J Bklyn	73.2
374 Finch D Johnson City	73.2
375 Persons L Albany	73.2
376 Weiden L Saratoga Spg	73.2
377 Way J Scotia	73.2
378 Peiner E Bellerose	73.2
379 Smith E Flushing	73.1
380 Johnson M Bx	73.1
381 Logan A Rockaway Beach	73.0
382 Behrens R Utica	72.9
383 Lipetz A Rego Park	72.9
384 Pharo E West Berne	72.9
385 Coleman C Bklyn	72.9
386 Lavigne D Troy	72.8
387 Tomasi T Bklyn	72.7
388 Nadelman E Flushing	72.7
389 Lomanto A Farmingdale	72.6
390 Labozzetta T Flushing	72.6
391 Orloski P Troy	72.5
392 Thomas C Hempstead	72.5
393 Sackman B Bklyn	72.5
394 Nugent R Rochester	72.5
395 Sherman L Rochester	72.4
396 Relyea M Troy	72.4
397 Tropp E Bayside	72.4
398 Gardner J Amsterdam	72.4
399 Elias S Binghamton	72.3
400 Maus L Binghamton	72.3
401 Nothnagle T Rochester	72.3
402 Cinney M Cohoes	72.3
403 Lion B Buffalo	72.3
404 London A Uniondale	72.3
405 London A Whitestone	72.3
406 Regan A Gloversville	72.3
407 Deuber A Bx	72.2
408 Rosenberg J Bklyn	72.2
409 Cobb R Lynbrook	72.2
410 John H Bklyn	72.2
411 Herrick R Albany	72.2
412 Schmitz R Bklyn	72.1
413 Bertram N Albany	72.1
414 Lafreniere K Schenectady	72.0
415 Hammond J Johnston	72.0
416 Ames S Oakfield	72.0
417 Fusco H Albany	71.9
418 Norelett A Jamaica	71.9
419 Barber G Hornell	71.6
420 Seskin L Flushing	71.6
421 Whitehurst V NY	71.6
422 Merola V Ronkonkoma	71.6
423 Leonard L Rensselaer	71.4
424 Payne G Bx	71.4
425 Trzoskowski R Schenectady	71.4
426 Christmas M Laurelton	71.3
427 Meli K N Syracuse	71.3
428 Symes B NY	71.3
429 Smith D Albany	71.3
430 Letko C Slingerlands	71.3
431 Alexander M Watervliet	71.2
432 Adelman I Schenectady	71.2
433 Taber G Sand Lake	71.2
434 Wright L NY	71.2
435 Cash W Bx	71.2
436 Schermerhorn G Ghent	71.2
437 Kelsey G Schenectady	71.1
438 Clough R Schenectady	71.1
439 Werner M Islip	71.1
440 Lafreniere J Schenectady	71.0
441 Ragotzkie W Albany	71.0
442 Collins M Albany	70.8

## MOTOR VEHICLE INSPECTOR

EXAM 34809	
Test Held Apr. 22, '72	
List Est. Aug. 10, '72	
1 Stefanovich J Cambridge	97.2
2 Torchia E New Hartford	96.2
3 Park W Cheektowaga	91.8
4 McKown R Morris	88.7
5 Remley F Berne	88.7
6 Mast F Indian Lake	88.4
7 Schroeder F Ballston Spa	85.3
8 Watson R Windsor	84.4
9 Statler E Cheektowaga	82.8
10 Graver R Mastic	82.2
11 Weber F Dansville	81.2
12 Conroy J Montgomery	81.2

13 Zafuto G Bay Shore	79.3
14 Miller F Brewerton	79.3
15 Montemarano A Hornell	75.7
16 Blaser R Kirkville	75.0
17 Hibbard D Binghamton	74.8
18 Kleisrath R W Babylon	73.5
19 Blakeley E Attica	71.8
20 Gonyea H Malone	70.5

## HEAD IDENT CLERK

EXAM 34815	
Test Held June 3, '72	
List Est. Aug. 10, '72	
1 Roberson R Schenectady	79.0
2 Nowak M Loudonville	73.4
3 Dorriss W Watervliet	71.4
4 McCann J Albany	71.2
5 Silvano A Latham	70.4

## PRIN ACCOUNTANT

EXAM 34818	
Test Held June 3, '72	
List Est. Aug. 17, '72	
1 Pochman F Ballston Spa	83.4
2 Schmitt J Buffalo	77.0
3 Wright J Albany	74.2
4 Campbell L Bklyn	74.0
5 Balder R Albany	72.8

## MOTOR EQUIPMENT REPAIRMAN

EXAM 34447	
Test Held June, '72	
List Est. Aug. 17, '72	
1 McDuffie L Mansville	89.8

## PLANT SUPT A

EXAM 34642	
Test Held Jan. 29, '72	
List Est. Aug. 2, '72	
1 Hunter I Richmondvil	77.8

## CHIEF OF FACILITIES AND SPACE PLANNING AND ALLOCATION

EXAM 34779	
Test Held June, '72	
List Est. July 10, '72	
1 Gallagher J Albany	95.0
2 Kent E Ballston Lk	75.0
3 Guard A Delmar	74.5
4 Kelly P Brainard	72.7
5 Wilbur A Saratoga Spg	72.1

## ASSOC ECONOMIST

OPTION A	
EXAM 34761	
Test Held May 13, '72	
List Est. Aug. 22, '72	
1 Sweeney R Latham	83.7
2 Causey W Scotia	82.5
3 Rodick T Scotia	82.4
4 Dixon J Latham	78.5
5 Billera J Voorheesvil	77.4
6 Greenhouse N NY	76.2
7 Shepard P Yonkers	75.8
8 Niziak N Albany	74.3
9 Pierce B Clay	73.6
10 Berkey P Schenectady	73.5
11 Pekalsky P Latham	72.9
12 Myszkowski E Struysant Fls	72.2
13 Jepson C Mechanicvil	71.6
14 Roviello R Johnson City	71.5

# CSEA calendar

Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function.

## October

- 18—Capital District Retirees chapter meeting: 1 p.m., CSEA Headquarters, 33 Elk St., Albany.
- 19—New York City chapter executive committee meeting: 5:15 p.m., Gasner's Restaurant, 76 Duane St., Manhattan.
- 19—Rockland County chapter executive meeting: 7:30 p.m., Holiday Inn, Route 303, Orangeburg.
- 21—Wards Island Psychiatric Hospital chapter "get-together": 7 p.m., Assembly Hall, Wards Island, Manhattan.
- 21—St. Lawrence County chapter annual fall banquet: 6 p.m., University Treadway Inn, Canton.
- 26—Binghamton chapter meeting: 7 p.m., Fountains Pavilion, C. F. Johnson Park, Johnson City.
- 27—Metropolitan Conference 25th anniversary dinner-dance: Glen Chateau, Brooklyn.
- 28—Long Island Conference meeting: 12 noon, Carl Hopf's, Baldwin, L.I.
- 28—Craig State School chapter annual dinner-dance: 6 p.m., Le-Delfa's Restaurant, Leicester.
- 27-29—Capital District Conference meeting and workshop: Queensbury Hotel, Glens Falls.
- 30—White Plains unit retirement dinner honoring Robert Doherty: 6:30 p.m., Knight of Columbus Hall, 137 No. Broadway, White Plains.
- 29—Grasslands Hospital St. John & St. Camillus Guild 15th annual mass: 9 a.m., Interfaith Chapel, Macy Pavilion, Valhalla.

## November

- 7—ELECTION DAY
- 9—Westchester chapter board of directors meeting: 8 p.m., Health and Social Services Building, 85 Court St., White Plains.
- 14—Westchester chapter executive council meeting: 8 p.m., Health and Social Services Building, 85 Court St., White Plains.

# Set Nov. Vote For Nassau School Chap.

LEVITOWN—An election of officers has been scheduled by the new Nassau County School District County School District Council of the Civil Service Employees Assn., according to temporary president Edward Perrott.

The new organization had been authorized by the state CSEA to organize as a school chapter.

A mail ballot has been scheduled for November.

Perrott said any school district members of CSEA may submit nominations to the nominating committee chairman, Fred Bossi, at 15 Babylon Rd., Merrick, by Nov. 1.

Posts to be filled are: president, vice-president, recording secretary, corresponding secretary and treasurer.

Perrott is being aided in organizing the new chapter by Frank Fasano, temporary vice-president.

Forty-three school units are eligible to affiliate, Perrott said. They represent 3,500 members.

# Rockland Chap. Sels Orangeburg Meeting

ORANGEBURG — Rockland County chapter officers and unit presidents will meet Oct. 19 here at the Holiday Inn on Route 303.

In addition to the business meeting, a presentation on health care services will be made by a representative of Metropolitan Diagnostic Institute.

The business meeting is slated to begin at 7:30 p.m., with a social hour at 9:30.





**FROM ONE PRESIDENT TO ANOTHER** — Ronnie Smith, left, leads his chapter officers as he is sworn in as president of Willowbrook State Hospital chapter of the Civil Service Employees Assn. by statewide CSEA president Theodore C. Wenzl, right. In between, from left, are first vice-president Al Iverson, second

vice-president Myrtle Cunningham, third vice-president Rocco Scarlotta, fourth vice-president William Roberts, recording secretary Edna Perococo, corresponding secretary Helen Gennaro and treasurer Irene Hillis. In second picture, Smith is shown presenting a gift certificate to outgoing chapter president Thomas Delaney.



**INSTALL NASSAU OFFICERS** — Tomas DeVio, Deputy County Executive of Nassau County, left, is shown above as he administers the oath to officers of Nassau chapter of the Civil Service Employees Assn. at the chapter's 24th annual dinner-dance. Officers, from left are: front — president Irving Flaumenbaum, second vice-president Ralph Natale, third vice-president Alex Bozza, fourth vice-president Beatrice Jeanson; back—sergeant-at-arms Dudley Kinsley, fifth vice-president Nicholas Abbatiello, secretary Mary Calfapietra and treasurer Samuel Piscitelli. Missing from the picture is first vice-president Edward Perrott. In photo below, Flaumenbaum, left, and dinner-dance chairman Blanche Rueth, third from right, go over the program with four of the statewide CSEA officers who attended the function. From left the guests are secretary Dorothy MacTavish, second vice-president A. Victor Costa, treasurer Jack Gallagher and president Theodore C. Wenzl.



**'Junkie Priest' Guest At Hospital Mass**

VALHALLA — The Fifteenth Annual Mass of the St. John and St. Camillus Guild of Grasslands Hospital will be celebrated Oct. 29, at 9 a.m. The Rev. V. Kelly, OFM, Cap., moderator of the Guild, will conduct the ceremonies, to be held in the Interfaith Chapel located in the Macy Pavilion (Main Building) of the

hospital.

The guest speaker will be the Rev. Daniel Egan, SA. Egan is known as the "Junkie Priest" for his work at New Hope Manor, a rehabilitative project for female drug addicts, at Graymoor, Garrison, N.Y.

A continental breakfast will be served in the Hospital auditorium following the mass.

Pass your copy of The Leader on to a non-member.

**Wins Elmira Crown**

ELMIRA—Two runs batted in by Jim Meehan and a home run by Jack Baumgartner powered the CSEA team to a 4-1 victory in the championship playoff game in the Commercial Softball League here. Dave Grier's 10 hits in themselves outclassed the six hits the losing White Eagles got off winning pitcher Jim Mahar.

**Monroe Water Authority Pact Awaits Approvals**

(From Leader Correspondent)

ROCHESTER — The first union contract negotiated for employees of the Monroe County Water Authority — negotiated by the Civil Service Employees Assn. — calls for a 17 percent wage increase over the next two years and fully paid Blue Cross and Blue Shield plans.

Albert E. Woodhead, Jr., the Authority's executive director, said the Authority's board would discuss the proposed contract this week. If it votes to accept, the proposal will be submitted to the federal Pay Board to determine if it violates the President's wage guidelines, he said.

The Authority's 160 employees were organized last year by the CSEA after the Authority board denied them a wage increase for 1972.

The proposed contract would provide 4 percent pay increases

in January and July of 1973 and 1974. Compounded, that adds up to a 17 percent increase over two years.

Woodhead said the effect of the contract on water rates hasn't been determined, but he added: "If we sell enough water to cover it, it won't have any effect." Water rates haven't gone up since 1968.

**Wards Island Plans First 'Get-Together'**

Wards Island Psychiatric Hospital (Manhattan State) chapter of the Civil Service Employees Assn. is planning its first annual "get-together" on Oct. 21, according to chapter president Amos Royals.

A highlight of the evening will be recognition of Rose Battle, a past president of the chapter. Ms. Battle has announced her retirement.

Chapter publicity chairman Cleo Ransom points out that there will be live music and "plenty of food and drinks" for those who attend. The get-together is scheduled to begin at 7 p.m.

**Craig St. School Ch. Sets Dinner-Dance**

SONYEA — Craig State School chapter of the Civil Service Employees Assn. will sponsor its annual dinner-dance on Oct. 28 this year at LaDeifa's in Leicester.

Dinner will be served at 7 p.m., preceded by a social hour at 6 p.m. Reports are to be given by those delegates who attended the recent convention in Rochester.

Reservations must be placed by Oct. 25, according to chapter publicity chairman Marilyn Boyer. Tickets are available from chapter council members.

**Mediators Named For Four Disputes**

ALBANY — Three mediators and a fact-finder have been named by the Public Employment Relations Board to various contract disputes involving the Civil Service Employees Assn.

Thomas Gutteridge, Assistant Professor of Human Resources & Industrial Relations, State University of Buffalo, is mediator in the dispute between Livingston County and CSEA; William Duggan, of PERB's New York City Office, was named mediator to the dispute between the Town of Orangetown and the Town of Orangetown unit of the Rockland County chapter of CSEA; Charles Sobol, of New York City, is mediator in the dispute between Yonkers Board of Education and Yonkers School District unit of CSEA, and Robert Gailey, of Lewiston, has been named fact-finder to the dispute between Lackawanna City Schol District and CSEA.

**Westchester Chapter Schedules Meetings**

WHITE PLAINS — John Haack, president of Westchester County chapter of the Civil Service Employees Assn., has scheduled a meeting of the chapter's board of directors for Nov. 9.

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

The following week, on Nov. 14, the chapter's executive council will meet, also at 8 p.m. in the same location.





**Congratulations Fireman John P. O'Connor.**

Recently a photo appeared in the press which showed the largest airport fire truck lying on its side at Kennedy Airport. There were plenty of red faces at the Port Authority installation and the picture was one they would rather not have seen taken. However it was and the damage was done. The caption said that the troops at the airport had named the truck "Pat Albert" and with this in mind, I called the officer of the Super Pumper in Brooklyn to see if that fine unit had managed to come up with a nickname for

their monster. Sad to report, the good lieutenant advised that the thought had simply not occurred to them but he'd kick it around and maybe come up with something. I'll keep you informed if anything develops. Incidentally, 31 Truck's rig is plainly marked "La Casa Grande." Ladder 45's rig sports a pink panther on the door; numerous other outfits call their rigs "Big Red" and in 28 Truck right now, the spare in quarters which obviously came from a Brooklyn truck company, says in bold letters "The Pride of Williamsburg." So let's go Super Pumper... please do SOMETHING about this most important matter. Will ya?

of their own dough dressing up the young lady so she would look really spiffy). It had: 1. Broken windshield, 2. Dented fender, 3. Broken headlight, 4. Smashed mirror. It was a shock, but it was also an awful indication of what the troops in 17-2's operating area experience in the course of the night. They are in the middle of what is referred to as the "Gypsy Taxi War" and it must really be something. Most important is the fact that the troops were protected to be able to live, be safe and fight another day. What a disgrace!

The business of firefighting is such a serious one that, when something light-hearted comes along, it is sort of a relief. In that vein, to was a pleasure to note via the front page of "The News" that Fireman John P. O'Connor, after mulling the thing over for a bit, came up with the winning name for the Central Park offspring of Lulu the lady gorilla. We can all now breathe a sigh of relief, secure in the knowledge that Lulu's little girl is now and forever tagged "Patty Cake." It sounds nice. Just right. Something a fireman would think up.

One of the end results of City Hall's meathead policy of attrition and refusal to hire firefighters is the fact that due to the shortage of manpower, the companies which need light duty men to protect quarters while they respond, simply cannot do so anymore and the fire houses

(Continued on Page 15)

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# Eligibles on New York City Examination Lists

## EXAM NO. 1046

### PIPE LAYING INSPECTOR

This list of 42 eligibles, established Oct. 11, resulted from the June 28 written test, taken by 49 of the 62 candidates who filed. Salary is \$9,500.

STATE OF OWNERSHIP, MANAGEMENT AND CIRCULATION (Act of August 12, 1970: Section 3685, Title 39, United States Code)

1. Title of publication: CIVIL SERVICE LEADER.  
2. Date of filing: September 30, 1972.  
3. Frequency of issue: Weekly.  
4. Location of known office of publication: 669 Atlantic Street, Stamford, Connecticut 06904.  
5. Location of the headquarters or general business offices of the publishers: 11 Warren Street, New York, New York 10007.

6. Names and addresses of publisher, editor, and managing editor: Jerry Finkelstein, 11 Warren Street, New York, New York 10007; Editor: Paul Kyer, 11 Warren Street, New York, New York 10007; Managing Editor: Marvin Baxley, 11 Warren Street, New York, New York 10007.

7. Owner: Leader Publications, Inc., 11 Warren Street, New York, New York 10007. The Civil Service Leader is published by Leader Publications, Inc., all of whose stock is owned by ABC Industries, Inc. The holders of 1% or more of the stock of ABC Industries, Inc. are as follows: Jerry Finkelstein, 812 Park Avenue, New York; Nathan H. Mager, 1013 East Lawn Drive, Teaneck, New Jersey; Burton M. Abrams, 630 Fifth Avenue, New York, New York; James Finkelstein, 812 Park Avenue, New York, New York; Lucille Kaplan, 150 East 69th Street, New York, New York; Peter Mager, 1013 East Lawn Drive, Teaneck, New Jersey; N. H. Mager, as custodian for Alison Mager, 1013 East Lawn Drive, Teaneck, New Jersey; Warren D. Manshell, 120 Broadway, New York, New York; Louis Stein, 3175 John F. Kennedy Boulevard, Philadelphia, Pennsylvania; Troster Singer & Company, 74 Trinity Place, New York, New York; M. Marvin Berger, 84-65 Avon Street, Jamaica Estates, New York; Myron Kandel, 110 Riverside Drive, New York, New York; Mrs. Rose Marker and Herbert Marker, 2356 - 63rd Street, Brooklyn, New York; Andrew J. Stein, Gin Lane, Southampton, New York; Donald Shapiro, 140 Broadway, New York, New York.

8. Known bondholders, mortgagees, and other security holders owning or holding 1 percent or more of total amount of bonds, mortgages or other securities: None.

9. Extent and nature of circulation:

A. Total number copies printed (Net Press Run) 239,000, average number copies each issue during preceding 12 months; 255,000, actual number of copies of single issue published nearest to filing date;

B. Paid circulation:

1. Sales through dealers and carriers, street vendors and counter sales: 7,200 average number copies each issue during preceding 12 months; 7,300, actual number of copies of single issue published nearest to filing date.

2. Mail subscriptions: 222,000, average number copies each issue during preceding 12 months; 238,000, actual number of copies of single issue published nearest to filing date.

C. Total paid circulation: 229,200, average number copies each issue during preceding 12 months; 245,000, actual number of copies of single issue published nearest to filing date.

D. Free distribution by mail, carrier or other means: 1. Samples, complimentary, and other free copies: 1,000, average number copies each issue during preceding 12 months; 1,000 actual number of copies of single issue published nearest to filing date.

2. Copies distributed to news agents, but not sold: 8,100, average number copies each issue during preceding 12 months; 8,200, actual number of copies of single issue published nearest to filing date.

E. Total distribution (Sum of C and D): 238,300, average number copies each issue during preceding 12 months; 254,200, actual number of copies of single issue published nearest to filing date.

F. Office use, left-over, unaccounted, spoiled after printing: 700, average number copies each issue during preceding 12 months; 800, actual number of copies of single issue published nearest to filing date.

G. Total (Sum of E & F — should equal net press run shown in A): 239,000, average number copies each issue during preceding 12 months; 255,000, actual number of copies of single issue published nearest to filing date.

I certify that the statement made by me above are correct and complete.  
N. H. Mager, Business Manager.

## No. 1 — 97%

1 Nat Smith, Allen D Stein, Murray S Lieberman, Salvatore Gesuele, Phillip Cohen, Matthew L Magglore, Reuben Levine, Charles Murray, John P Rolston, Michael Ambrosino, Joseph M Bertini, Harvey L Wasserman, Richard Greco, Harold A Williams, Joseph Garfinkle, Michael J Narducci, Eugene Bruno, James A Ryan Jr, Joseph J Runza, William F Meyer.

## 21 — 84%

21 Thomas L Maguire, Edward L Branch, Rudolph Banks, Gregory J Hladek, Alexander McMullan Jr, Joseph Guberman, John Tarrago, Reuben P Brown, Harold E Straube, Sami A Barsoum,

Joseph J Sacco, Alfred Caponi, Thomas M Wallace, John Barriero, Norman D Irving, Irving B Prus, Thomas Alunio, Richard J Aiello, Kirdkumor Patel, Simone Dituri.

## 41 — 76%

41 Jerry Pacchiano, Henry T Zebrowski.

## EXAM NO. 1088 STEAM FITTER'S HELPER

This list of 62 eligibles, established Oct. 11, resulted from the June 24 written exam, taken by 83 of the 157 people who filed. Salary is \$5.58 per hour.

## No. 1 — 104%

1 Francis J Coohill, James S

Hetzel, Anthony Roccoforte, Edward Sweeney, Vincent J Palermo, Joseph J Murphy, Nicholas M Blanco, Maudrie Gentry, Daniel J Collins, Joseph A Vigilano, Vincent A Marcario, Louis Daversa, Charles W Mahoney Jr, William Gebhart, Nicholas Parase Jr, Stanley B Wassinger, Richard P Sardegna, Brian J Kenney, Louis Ambrosio, Marco C Fasano.

## 21 — 87%

21 William J Kellum, Vincent Perrone, Raymond Mazza, George F Dowding, Otto Hegman, Phillip Badner, Terence P McCorry, Frank R Majorana, John F Nemeth, Stephen J Waszak Sr, Phillip A Lalande, Ernest

A Johnson, James V Majorana, Bartolome Piazza Jr, Thomas Laguidice, Martin Slegal, John J Harrington, Phillip Galvano, Charles H Stewart, George D Manetta.

## 41 — 78%

41 Eugene J Martin, Joseph Palmenteri, John P Tanna, Kenneth H Sundeye, Reuben P Brown, Raymond Hogan, Phillip Napolitano, Donald J Braithwaite, Richard Mercadante, Edwin W Bronner, Peter Skorney, Cornelius O'Brien, John J Bianco, Charles J Veneziano, Richard J Ferris, Paul Giusto, Patrick P Hickey, John Barriero, Salvatore Devico, Ronald Brilli, Michael J Piliero, Henry J Sarno.



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# This Week's City Eligible Lists

**EXAM NO. 1243**  
**PURCHASE INSPECTOR —**  
**SHOP STEEL**

This list of 28 eligibles, established Oct. 11, resulted from calling in 67 people, 39 of whom did not have the proper experi-

ence or training. Salary is \$10,000.

**No. 1 — 105%**

1 Cecil G Roop, Jack L Handlon, Ben Schwelbush, James J Graner, Robert M Young, Frank P Gibaldi, George E Balent, Ray-

mond I Horn, John R Stahler, Russell H Caldwell, Raymond A McCarthy, Thomas J Sopko, Dock Brown Jr, Nicholas Garuclo, John Tarrago, Salvatore Cicala, Morton L Stern, Tony Mikaelian, John L Bauer.

**EXAM NO. 1071**  
**SEWAGE TREATMENT**  
**WORKER**

This list of 771 eligibles, established Oct. 11, resulted from the Oct. 30 written test, taken by 1,214 of the 2,302 candidates who filed. Salary is \$6.16 per hour.

**No. 1 — 100.0%**

1 Vincent E Scutaro Jr, James S Hetzel, Leonard W Pesl, Rudolph G Boehle, Alfred Garcia, Paul F Montanaro, Theodore J Cyran, Anthony Lachtara, Anthony H Heim, James N Glover, Albert O Torjesen, Howard A Haynes, Salvatore Marino, Howard F Fessel, Morris Waldman, Peter P Tallarine, William B Morrow, Carlo A Schiralli, Norman N Reiziss, Achilles Kirkikis.

**No. 21 — 95.0%**

21 Robert C Sager, Richard T Titus, Joseph D Principato, Jack Grodensky, Edward Gardner, Dino A Liverano, Michael Marchese, Reinaldo Ghigliotti Jr, Joseph P Dowling, John C Menella, Frank Lucci, Charles P Ciccotto, John G Zillante, Robert G Bruce, John F Jurgens, Felix P Slominski, Richard G Stevens, Ronald Verdino, William F Bomba, William F Judge.

**41 — 93%**

41 Anthony Derosa, Walter A Meagher, James V Devito, Robert C Hundertmark, Charles R Walla, George A Gramlich, Matthew J Jasko, Herman L Steinger, Stephen D Disagni, Patrick M Smith, Edward P Butkevich, Frederick Bermel, Charles J Maxwell, Michael D Matusic, William V Minenna, Frank R Williams, Philip J Stines, Thomas J Zultowski, Rudolph F Hess, Nicholas Galluccio.

(To Be Continued)

## Authorities Unit Rejects Contract

**ALBANY —** Civil Service Employees Assn. members of the New York State Thruway Authority's bargaining unit 11, have turned down their proposed 1973-74 contract in a vote of 80 ballots against, and 71 ballots in favor of, the tentative agreement.

The first ratification ballot sent to unit II, made up mainly of the Thruway's middle management personnel, was declared invalid when CSEA filed an unfair labor practice charge. The charge, filed against the Authority, claimed that they "negotiated in bad faith by not making the \$490 across-the-board hike effective July 1, 1972, retroactive to April 1 of the same year."

When the second set of ballots went out to ratify the improved contract, as a result of the unfair labor practice charge, there was a pay improvement of \$122.50 per person in addition to the \$490 stipulated in the original negotiated agreement.

A total of 252 ballots were sent to members of the unit. The contract went down by a margin

## Jewish Groups Hold Breakfast

The Annual Spiritual Breakfast of the Council of Jewish Organizations in Civil Service, Inc., in conjunction with the Jewish State Employees Assn. of New York, will be held at 10 a.m. Nov. 5 in the Commodore Hotel, Manhattan.

The JSEA is also planning its annual social to celebrate Chanukah on Dec. 3 from noon to 3 p.m. Morris J. Solomon, former president of JSEA, will act as general chairman, assisted by Benjamin Kraner, Irving Geib, Charles Malne, Abraham Garberg, Morris Gimpelson, Nathan Rogers, Rose Feuerman, Mamie Barit and Louis Berkower. The Chanukah Party will be held in Ratners, Delancey Street, Manhattan.

of 9 votes with 81 people in the unit not voting.

The next step, according to Paul Burch, CSEA collective bargaining specialist for the unit II personnel, will probably be fact-finding or a return to the bargaining table.

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 Scholarships have been awarded to seven City employees for study at the Pace College Graduate School this fall. These half-tuition scholarships are for course work leading to a Master of Business Administration Degree in Professional Management.  
 The seven winners were selected from over 100 applicants. They are: John A. Brookner and Rhea S. Friedman, both from the Housing and Development Administration; William F. Hunter of the Fire Department; John J. Prendville, Department of Correction; Emanuel Sarfaty, Department of Health; William Shapiro, Department of Air Resources; and Galen C. Thomas, Economic Development Administration.  
 City employees interested in submitting applications for next year's scholarship awards can obtain information by contacting the Department of Personnel, Bureau of Career Development, 220 Church Street, Room 422, New York, N. Y. Phone: 566-8815.  
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# CSEA Resolutions Include Hours, Leave, Health

The Leader this week continues its service of printing the full list of Resolutions passed at the Civil Service Employees Assn. Delegates Meeting in Rochester last month.

Previously printed have been the proposals on Salary and on Retirement in the Sept. 26, 1972, issue of The Leader, and on Hour and Leave and the Miscellaneous proposals up to and including M-37 in the Oct. 10 edition.

The resolutions listed below are as amended and approved by the delegates. They are listed according to the reference numbers used during the meeting; consequently some numbers are missing for those proposals that were either tabled or defeated.

**M-38:** If a State employee chooses to reside in an efficiency apartment when on extended travel status, his per diem and hotel allowance will not be diminished.

**M-40:** State employees on travel status shall be allowed the actual taxi fare incurred, plus a reasonable gratuity.

**M-41:** At all State facilities, the following will be provided:

1) Fire safety standards will be adequately maintained to protect against any contingency.

2) Adequate security precautions will be implemented to protect against riots, demonstrations, bombings and other actions to life and property.

3) A cafeteria with food at modest prices shall be provided.

4) Staggered work hours shall be realized.

5) Medical facilities will be established for the purpose of providing emergency care to employees at no cost by a physician and registered nurses.

6) Adequate lounges and rest areas shall be provided for both men and women and shall include small eating areas, refrigeration storage space and food and drink vending machines. Some of the proceeds from the vending machines should go into the joint State-CSEA Welfare Fund.

**M-42:** All State cars shall meet current federal automobile safety standards and shall include radios for safety purposes.

**M-43:** Applications for educational leave or tuition assistance should be acted upon prior to school registration periods.

Applications which have been denied shall be subjected to immediate appeal, the conclusion of which shall be determined before the date on which the course or courses are to begin.

**M-44:** An individual course offered through the education and training programs should be repeated at least once during a 12-month period if the demand for such courses warrants such action.

**M-45:** The Division of Classification and Compensation shall be required to process reallocation appeals within a maximum of six months, and all appeals will be reviewed in the order of the date on which it was submitted.

**M-46:** The supper allowance for employees who work beyond the normal work day who are within 35 miles of the official work station shall be raised from \$2.50 to \$7.50. If employees work beyond the hours of 7 p.m., they must be provided with a 45-minute break period at the end of their regular work day before commencing overtime work.

**M-47:** Eliminate the maximum four-year period for the life of a preferred list and extend it indefinitely.

**M-48:** Any agency head who violates Section 65 of the Civil Service Law shall be subject to removal upon charges preferred by CSEA. The Civil Service Commission shall require monthly reports from each State agency indicating the names, title and grade of all competitive civil service positions filled by provisional appointees, and the date on which such appointee will have completed nine months of provisional service in the position. Such reports shall also be furnished to CSEA.

**M-49:** All eligible lists shall

be extended for the period of any official freeze on filling vacancies.

**M-51:** The membership shall not be asked to act upon a collective bargaining agreement until a firm settlement has been obtained from the State Legislature with respect to its terms.

**M-52:** Reopen the option of participating in the Social Security program on an annual basis, with credit to be provided from the date of participation.

**M-54:** An effective seniority system shall be negotiated in matters dealing with transfers, assignments and participation in career ladders and educational programs.

**M-55:** Establish a new grievance appeals board composed of five members drawn from a panel of impartial arbitrators whose decision shall be binding and have the full effect of law.

**M-56:** Provide leave at full pay for chapter presidents when on official business.

**M-57:** Provide a minimum of two employees on a mental hygiene institution ward during evening and night shifts.

**M-58:** Restore the veterans preference provisions which were modified by action of the 1972 legislative session.

**M-59:** Allow women who are on maternity leave the same privilege extended to employees on military leave for taking an examination given on a rescheduled date.

**M-60:** Appoint civilian employees to clerical positions in correctional facilities which are presently being assigned to correction officers.

**M-61:** Abolish all oral examinations.

**M-62:** Establish a scholarship fund for children of employees who are killed in the line of duty.

**M-63:** All civilian employee titles in the Correctional Services Department facilities shall be preceded by the term "Correctional Services."

**M-64:** Teachers who fulfill experience and permanent certification requirements shall be immediately advanced to the G-17 position.

**M-65:** Field employees shall be eligible for the noon-day meal

allowance regardless of the distance between their official work station and the area in which the employee is working.

**M-66:** Employees of the Department of Taxation and Finance (except those in the lottery division) shall be allowed to purchase lottery tickets.

**M-67:** Revise job description of all RN's by providing for position description which reflect new definition of nursing as contained in the NPA of 1972.

**M-68:** Provide hazardous-duty pay to Operational Unit employees who work with high-power equipment.

## HEALTH INSURANCE PROPOSALS

**HI-1:** The State shall adopt a Dental Plan with no deductible and will increase the State's percentage of co-insurance (80-20 or 90-10).

**HI-2:** Amend present Dental Insurance Plan to place emphasis on preventive dental benefits.

**HI-3:** Provide paid-in-full benefits under Blue Shield and further provide for the elimination of salary limitations.

**HI-4:** Provide coverage for ambulance service to a maximum of \$100 and further provide that whenever voluntary community ambulance service is utilized, a contribution up to \$25 shall be reimbursable.

**HI-5:** Increase maternity benefits under Blue Cross to \$500.

**HI-6:** Provide full coverage for radiologists' fees under Health Insurance options.

**HI-7:** Upon death of a retired employee, the remaining actuarial value of unused sick leave credits shall be used to pay Health Insurance premiums for the surviving spouse.

**HI-8:** Provide a fully paid, noncontributory Health Insurance Plan for all employees and their dependents.

**HI-9:** Remove deductible and co-insurance under health plans as they apply to drug coverage.

**HI-10:** Under Blue Shield, provide for an increase in maternity benefits to \$200.

**HI-11:** Provide dual choice option for HMO's.

## LEGISLATIVE PROPOSALS

The following resolutions, which deal with the matters that are non-negotiable in nature, are recommended for adoption by the resolutions committee.

In the event improved retirement benefits are obtained through negotiations for State employees, the Association's legislative program would be expanded to include comparable legislation which would extend the same benefits to employees of participating employers on a permissive basis.

### Salary Protection For Non-Teaching School Employees

**L-1:** Provide non-teaching school district employees protection under Section 2023 of the Education Law.

### Workmen's Compensation

**L-2:** Mandate Workmen's Compensation insurance for political subdivisions.

### Labor Law Safety And Health Standards

**L-3:** The State and its political subdivisions shall be subject to federal labor law safety and health standards.

### Procedures Relating To Strike Charges

**L-4:** Establish new procedures

for objecting to charge of violating Taylor Law No-Strike Provision which would guarantee employees with the right of a hearing in accordance with Article 6, Section 2 of CSEA's contract.

### Suny Unclassified Service Service Provisions

**L-5:** The criteria for changing the jurisdictional classification of SUNY positions to the unclassified service shall be based solely upon a clear and direct involvement in the education of students, and notification of changes must be sent to CSEA.

### Union Security Provisions Under Taylor Law

**L-6:** Provide employee organizations with the right to negotiate union security in the form of a union shop, agency shop or closed shop.

### Right To Strike

**L-7:** Provide public employees with the right to strike.

### Right To Union Representation

**L-8:** Provide that all public employees be allowed representation under the Taylor Law and the right to membership in employee organizations.

### Taylor Law Representation Proceedings

**L-9:** In union representation proceedings, provide for examination of competing organizations' showing of interest.

### Employer Penalties Under Taylor Law

**L-10:** Provide for penalties against employers who attempt to intimidate employees because of union activities.

### Waterfront Commission Employees

**L-11:** Extend Taylor Law provisions to employees of the Waterfront Commission of New York Harbor.

### Military And Naval Affairs Employees

**L-12:** Extend Taylor Law provisions to employees of the Division of Military and Naval Affairs.

### Salary Increments

**L-14:** Salary increments provided under the Civil Service Law shall be mandated and not subject to negotiations.

### Correction Department Appointments

**L-16:** All appointments and promotions in the Correctional Services Department shall be made by the competitive examination process.

**L-17:** Whenever temporary or provisional appointments are made, they shall be made in the following order: a) in rank order from the existing list for the title to which appointment is to be made; b) where no list exists, in order of seniority of employees in the next lowest title in direct line of promotion; c) where conditions outlined in "a" and "b" do not exist, in order of total State service of those eligible.

## Authority

(Continued from Page 3)  
seniority. Finally, toll personnel will get a \$25 cleaning allowance for shirts/ dresses.

Clerical employees will see new sections of the contract on radio dispatcher overtime and rest periods as well as work clothing for mail room personnel and three provisions for seniority for the radio dispatcher, in addition to other more technical contract changes.



**SIGN OF THE TIMES** — Smiles and a penstroke signify peaceful settlement of contract between Hicksville School District and CSEA as Nassau chapter president Irving Flaumenbaum, sitting at right, watches school board president Thomas Clark sign. Standing, from left, are: Richard Leuci, teacher's representative; Ida Buckstein, clerical unit president; Elsie Kechler, cafeteria unit president, and Philip Alfano, CSEA field representative.



# Fire Flies

(Continued from Page 10)

are being robbed blind. The neighbors wait around for the companies to roll, then ransack the firefighter's cars in ever-increasing numbers. The status symbol nowadays for a firefighter's car is a punched-out trunk lock. If you cannot show one, you just haven't been with it.

My friend George Clarke of the Larchmont Volunteer P.D. tells me that at their Oct. 10th meeting and dinner, they designated retired Assistant Chief Charles Stressler as an Honorary Chief of Department complete with gold badge and gold life membership card. That's nice. Everywhere I go, out of town, I hear fine things about Chief Stressler. He was a fine ambassador for this job. Charlie Stresslers are few and far between... very scarce indeed!

The hair raiser for this week involves Fireman Werner Elsing of Ladder 42.

On Sunday, Oct. 8th, about 1 p.m., he rolled with 42 Truck to Legget and Southern Boulevard in the Bronx. The fire was rolling out of the top floor front. He was forcible entry man.

Just about everybody was yelling about a woman up there as they usually do. These wolf cries (as they usually end up) can never be disregarded; so, after forcing the door, he dropped on his belly, and crawling past the fire, made it to the rear bedroom. The fire wasn't very far behind him and the paint was melting and dropping on him from the ceiling. When he got to the window, he expected to see the woman

in the courtyard below, but instead, she had crawled out on to a signpainter's hook ladder which was dangling from the roof alongside the window like a gooseneck which wasn't going anyplace but up. Elsing kept one leg inside the room and put the other out onto the swaying ladder to steady the panic-stricken woman until help came.

42 and 48 Truck were getting a roof rope ready. Meanwhile, sharp-thinking Mike McLoughlin of Ladder 42 figured a way to get the truck into a used car lot alongside the building. He did just that and after running the aerial ladder to a point just below Elsing and the woman, raced up to finish the job. Elsing handed the woman to McLoughlin but the fire had come into the room and gotten 'o Elsing's leg and he had to just stay there and burn or lose the woman and perhaps himself.

All turned out well, but second and third degree burns will keep Werner Elsing on sick leave for quite a while.

## FIREFIGHTERS FIGHT FIRES ... NOT PEOPLE

## WHERE TO APPLY FOR PUBLIC JOBS

**NEW YORK CITY**—Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline. Announcements are available only during the filing period.

By subway, applicants can reach the filing office via the IND (Chambers St.); BMT (City Hall); Lexington IRT (Brooklyn Bridge). For advance information on titles, call 566-8700.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 596-8060; NYC Transit Authority, 370 Jay St., Brooklyn 11201, phone: 852-5000.

The Board of Higher Education advises teaching staff applicants to contact the individ-

ual schools; non-faculty jobs are filled through the Personnel Department directly.

**STATE**—Regional offices of the Department of Civil Service are located at: 1350 Ave of Americas, New York 10019; (phone: 765-9790 or 765-9791); State Office Campus, Albany, 12226; Suite 750, 1 W Genessee St., Buffalo 14202. Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request.

Various State Employment Service offices can provide applications in person, but not by mail.

Judicial Conference jobs are filled at 270 Broadway, New York, 10007, phone: 488-4141. Post Authority jobseekers should contact their offices at 111

Eighth Ave., New York, phone: 620-7000.

**FEDERAL**—The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 5 p.m., weekdays only. Telephone 264-0422.

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

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# Welfare Fund Continues To Grow, But Still Needs More To Meet Obligations

ALBANY — Contributions to the Civil Service Employees Assn. Welfare Fund continue to come in to CSEA Headquarters by mail or by personal presentation to one of the statewide officers who serves as an overseeing committee for the fund.

Latest available figures show that \$128,101.51 has been contributed by individuals, units, chapters, conferences or affiliated groups. This money is used to reimburse those employees who have been penalized for allegedly participating in an Easter weekend contract dispute between the Employees Association and the New York State Administration.

While the donations have been coming in at a steady pace, they have not been enough to fully meet the obligation which CSEA feels towards those members who have been penalized by the State.

Contributions may be sent to: CSEA Welfare Fund, Box 1201, Albany, N.Y. 12201.

## HONOR ROLL

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

K Y Chapman, A Mitri, A A Colarou, D I Meez, L Colon, C Carpenter, H M Burgess, M B Franklin, D P Geist, C Samsen, J L Wharton, M L Uourcki, S Carnbuke, M W Corawell, J L Parrshall, W J Friedberg, M T Vlody, I R Clark, A J Bauman, M E Maciong, E E Chapin, R Lynde, M A Melideo, T Castiglione, E Christen, I W Meertens, R Moroz, W J O'Neil, L R Fuzie, S I Braunstein, B R Tymerson, A DeLosa, A E Taylor, A Evan-chuk, F Cobrink, D McFadden, P Ferdinand, L A Pascal, R A O'Neill, R Frazier, C E Dobos, G M Holme, H R Kunze, R P Cloos, E Barnett, C M Costigan, G J Rutack, L Carnicelli, T R Ryan, A Camarella, H Mulkins, J De Santis, S Butero, J Nardo.

E M Lund, S U Poska, U Daniel, R M Waldren, M Campbell, E Cosmus, J F Clark, L Smith, G G DiMiero, J O'Sullivan, V A Ciupek, E W Voss, H Szent, R Mayzik, K VanLawrence, J L McCallum, H S West, B E Muth, J Stoeves, J E Bragia, F J D'Erasmus, R R Wilcox, C Schiebel, H C Trautman, H L Braaf, B Rosenbaum, M F Kood, H Braun, H Friend, P U Conlon, L R Evans, S Sabinsky, K H Moffitt, W Deitz, H R Falk, C G Weber, B John Ross, R A Penninger, F J English, G Schoff, J J Beebe, I D Richmond, A Bocco, W G Clancy, G Retter, W Fishman, G A Peters, J Hurvitz, T R Corwin, R A Thorne, O A Gamble, U M Lleras, B Waller, E J Capota.

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### CHAPTERS AND UNITS

Monroe County, \$1,000; DOT Region No. 4, Rochester, \$500; NYC Labor Dept., Div. of Safety, \$236; Albany NACC, \$45.60; SUNY at Buffalo, \$1,000; Albany D of E, \$3,877; Willowbrook State School, \$789; Clinton County, \$350; Town of Moreau Unit, \$5; Albany Commerce Dept., \$50; Suffolk Home for Infirmary Unit, 25.

Motor Vehicle Benz unit, \$72; Nassau chapter, additional \$1,000; DOT No. 10, Babylon, \$35; NY Air National Guard, Niagara, \$36; Wilton-Mt. McGregor, \$262.50; Central Islip School unit, \$100; Brooklyn Div. of Employment unit, \$100; Buffalo, Agriculture & Markets, Meat Inspectors, \$37; Hempstead Village unit, \$100; Jamestown unit, \$100; Vocational Rehabilitation unit, NYC, \$27.65; Wallkill Prison, \$100; Div. Housing & Community Renewal, \$350; Stillwater unit, Saratoga County, \$40; Town of Walton unit, \$10; Binghamton chapter, \$500; Rome State School, \$1,000; NYS Dept. of Transportation, Sullivan, \$83; Saratoga County, \$200; Albany Div. for Youth, 100; Mt. Vernon unit, \$70; Hamburg Highway Dept., \$100; Pelham School unit, \$30; Central Barge Canal, \$100; Rotterdam unit, \$25; Health, Div. of Labs & Research, \$105.



**DUTCHESS COUNTY DIGS INTO POCKET** — Ellis Adams, left, president of Dutchess County chapter of the Civil Service Employees Assn., makes presentation of check for \$500 to statewide CSEA president Dr. Theodore C. Wenzl for contribution to CSEA Welfare Fund. The fund has now collected approximately \$128,000, but more is needed.



**EXECUTIVE (GENERAL) CONTRIBUTES** — Michael Steese, left, president of the Executive (General) chapter of the Civil Service Employees Assn., presents a check for \$882 to statewide CSEA president Theodore C. Wenzl. The check was one of several Dr. Wenzl accepted for the Welfare Fund during recent Delegates Meeting in Rochester.



**HOCH PSYCHIATRIC HOSPITAL GIVES** — Nephtali Martinez, president of the Hoch Psychiatric Hospital chapter of the Civil Service Employees Assn., and Hazel Abrams, CSEA fifth vice-president, hold up \$100 check which Martinez had just presented Ms. Abrams as coordinator of CSEA Welfare Fund. The check represents nearly one dollar per chapter member.



**OGS BUILDING OPERATIONS DONATION** — Gerald Purcell, vice-president in the Building Operation section of the Office of General Services chapter of the Civil Service Employees Assn., and Yvonne Mitchell, OGS chapter delegate, present a \$120 check for CSEA Welfare Fund from members of the Building Operations section to Hazel Abrams, fund coordinator.



**BRONX STATE HOSPITAL DOES SHARE** — James Barge, right, president of Bronx State Hospital, handed \$500 check to statewide CSEA president Theodore C. Wenzl when the two men got together at the recent CSEA convention in Rochester. The check is for the Welfare Fund to aid CSEA members who are being penalized for alleged Easter weekend job actions.