

Civil Service LEADER

America's Largest Newspaper for Public Employees

Joe Roubier

Equality For Women

— See Page 9

Vol. XXXV, No. 17

Tuesday, July 23, 1974

Price 15 Cents

Troy School Pact Carries 18% Increase

TROY — More than 100 members of the Troy Non-Teaching School Employees unit of the Civil Service Employees Association have unanimously approved a new two-year precedent-setting contract with the Troy School District.

The contract, the first multi-year agreement ever negotiated by the CSEA unit and the school district, has many features beneficial to the employees.

An 18 percent salary increase plus increment and longevity where due, tops the package negotiated by George Tashjian, CSEA unit president, and Arthur McGinn, who was chief negotiator for the Troy School District. Joseph Bakerian, CSEA field representative assisted the unit in negotiations.

The State's 20-year retirement plan (75-1) was included in the new agreement as well as the new ordinary death benefit (60-b) which provides the equivalent of up to three years' salary, not to exceed \$20,000 as the death payment.

Reimbursement of personal damages (glasses, clothing, etc.)

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McDonough at the monthly CSEA Board of Directors meeting in Albany July 10. Dr. Wenzl praised Mr. McDonough's accomplishments as acting president during the preceding two months and expressed his appreciation for the cooperation of the Board members. The CSEA president, who received a standing ovation when he entered the meeting room, assured the Board members he would be back for the entirety of the next meeting.

PERB Delays Decision On How To Unsnarl Sullivan Traffic Jam

(Special to The Leader)

ALBANY—Due to legal technicalities, the final determination on the various challenges and unit designations requested by two rival AFL-CIO unions attempting to oust the Civil Service Employees Assn. as bargaining agent for Sullivan County employees will not be made by the State Public Employment Relations Board until early September.

Representatives of CSEA attended three days of hearings at the PERB Albany offices to discuss the complex and confused situation. Three Sullivan County CSEA section presidents, Nelson Durland, Social Services; Vincent Bonanno, Home and Infirmary, and Victor Werlau, DPW, attended the sessions along with Joseph Dolan, CSEA director of local government affairs; Lee Frank, CSEA staff organizer, and James Roemer, counsel for CSEA.

Mixed-Up Situation

"The situation is mixed up to say the least," Lee Frank explained. "They don't know what they're doing."

"First, SEIU, the Service Employees International Union, formerly a maintenance union in New York City, shows up on the scene. SEIU took advantage of the discontent in some areas of CSEA leaders and got them to switch to SEIU. Of course, the leaders were supposed to bring their membership along with them. But it didn't work out that way, because every CSEA member thinks for himself and doesn't play follow the leader."

Mr. Frank continued, "It looked like SEIU wanted a fast election so that it could catch CSEA off guard and win a base of power in the public sector in New York State."

"However, AFSCME, the Amer-

ican Federation of State, County and Municipal Employees, another rival AFL-CIO union, sneaked onto the scene and went after a slice of the pie. This scramble for membership dues threw the Sullivan County situation into PERB's hearing rooms.

Different Plans

"Neither of the AFL-CIO unions could agree on what workers they wanted to represent," Mr. Frank explained. "AFSCME wants to split the Sullivan County CSEA chapter into two units,"

(Continued on Page 8)



Samuels Backs Cuomo

Lt. Gov. Shapes Up As No. One Battle

BITING the bullet last week, Howard Samuels, the Democratic party's designated candidate for Governor, announced that he would support in the primary the candidacy of Mario Cuomo of Queens for Lieutenant Governor. Samuels simultaneously announced that he would endorse

(Continued on Page 6)

Central Islip Gets Hikes, Reopener

CENTRAL ISLIP—A new three-year agreement between the Central Islip unit, Civil Service Employees Assn., and the Board of Education, has been signed, according to announcement from Walter Weeks, president of Suffolk Educational chapter.

Provisions of the contract include:

- 12.5 percent pay increase during the first year (including step) and 12 percent increase in the second year (including step);

- Wage and salary reopener in the third year;

- Any person covering another person's position for more than 10 days will receive pay of the higher paid classification on the same step;

- "School monitors" to receive retirement, hospitalization and one half of all other benefits in the first year; in second year to receive all benefits based on a 10-month school year; longevity based on \$225 after 10 years, \$275 after 15 years, and

\$325 after 20 years;

- 15 paid holidays guaranteed per year for full-time employees;

- Five personal days for full-time employees and four personal days for part-time employees.

Florence Bolin, president of the local unit, was assisted in negotiations by Ceil Carlson, Joe Scaduto, Charles Kyle, Mary DeMulder, William Gaskell, Mildred Capo and Henry Cucciniello.

Irwin Scharfeld, CSEA field representative, acted as chief

(Continued on Page 8)

CSEA Lobbying Is Cited In Family Services' Veto

BUFFALO—In letters released for publication last week, Conrad G. Miles, president of the Erie County Social Services unit, Civil Service Employees Assn., credited Gov. Malcolm Wilson's veto of the so-called "Family Services Act" to the efforts of Erie County Chapter president George H. Clark, CSEA chief counsel and legislative representative John Carter Rice, CSEA executive director Joseph D. Lochner and Linda R. Duncan, secretary to the counsel.

"We are so pleased with the results of your action that we are compelled to send this letter of commendation," Mr. Miles said in part.

"We are gratified with the

(Continued on Page 9)



READY FOR PERB — Section presidents of the Sullivan County chapter of the Civil Service Employees Assn. prepare to enter the State Public Employment Relations Board offices in Albany for hearings on the various representation challenges in Sullivan County. From left, are: Lee Frank, CSEA staff organizer; Nelson Durland, Social Services section president; Vincent Bonanno, Home and Infirmary section president, and Victor Werlau, DPW section president.

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Rockland Workshop

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Job Opportunities

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Probation Meeting

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Latest Eligible Lists

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Rockland Workshop Helps To Further Communications With Members



Stewards for Rockland County chapter of the Civil Service Employees Assn. focus attention during recent chapter workshop at the Town of Clarkstown Town Hall in New City. Workshop is one of chapter's ongoing efforts to maintain close working relationships with rank-and-file membership.



Paying close attention to the discussion are Agnes Schmolli, left, and Marion Aicher, two more of the chapter stewards who work to provide liaison between officers and members.

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Joel Douglas, discussion leader from School of Industrial and Labor Relations at Cornell University, speaks while chapter president John Mauro and CSEA's statewide education committee chairman Celeste Rosenkranz await their turns.

Purchase Specialists

ALBANY—A purchase specialist furn & text eligible list, resulting from open competitive exam 24-044, was established July 10 by the state Department of Civil Service. The list contains three names.

Asst Specialist Elctrn

ALBANY—A purchase specialist assistant electrician eligible list, resulting from open competitive exam 24-043, was established July 10 by the state Department of Civil Service. The list contains six names.

Police-Firehouse Site

MANHATTAN—A site for a new combined Police Precinct and Firehouse in Brooklyn has been acquired by the city, the Municipal Service Administration announced last week. Sites for a new library in Brooklyn, and a new intermediate school in the Bronx, have also been acquired by the city. These sites are now under the jurisdiction of the Department of Real Estate, and they are part of the city's ongoing construction program for improved municipal services throughout the five boroughs.

City Dept Offers Free Job Training

MANHATTAN — The Human Resources Administration announced last week that free training courses will be held by the Department of Employment to prepare applicants for Civil Service tests for the positions of Federal Office Assistant, and College Office Assistant A.

The free training courses, which will be held only in the evening, will be conducted at the Department of Employment centers.

The requirements for the position of Federal Office Assistant are a high school diploma or six months work experience involving contact with the public. The requirements for the position of College Office Assistant are a High School Diploma or its equivalent and either A) at least 30 credits at an accredited college or B) two years of experience in general office work or C) an acceptable combination of college education and the above experience.

Anyone interested in applying should contact the Human Resources Administration at 220 Church St. The telephone number is 433-3727.

Form Corrected

The Leader's July 2 issue carried a story about availability of an affidavit form which gives public employees who were employed prior to July 1, 1973, and who did not join the state retirement system the opportunity to apply for membership now. The number of the form, available at regional offices, is RS5230, not RS5238.

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PERB Rules That Rival Union Deserted 2 Orleans Units

(Special to The Leader)

ALBION — The Civil Service Employees Assn., which seeks to represent units of highway department employees in two Orleans County towns being represented by another labor union, will not have

to face that union in an election after all in order to gain representation rights.

The Public Employment Relations Board has ruled that the Brotherhood of Railway, Airline and Steamship Clerks, the incumbent union, has deserted the highway employees in both the

Town of Albion and the Town of Yates and that that union is no longer interested in representing the existing units of highway department employees in the two townships.

PERB trial examiner Janet Axelrod said the employer may

either recognize, therefore, CSEA as the bargaining representative upon proof of majority status on the part of CSEA, or the two townships may enter into a consent agreement whereby PERB would determine majority status or call for an election with only

CSEA and "no union" on the ballots.

Both townships were directed to notify PERB quickly which procedures it wishes to follow.

CSEA field representative James Stewart was responsible for the CSEA organizing effort in both towns.

STEWARDS BACKBONE OF CHAPTER, SAYS WESTERN THRUWAY'S SIBILIO

(From Leader Correspondent)

BUFFALO—Albert F. Sibilio has 40 first-rate helpers in his job as president of the 500-member Western Thruway chapter of the Civil Service Employees Assn.

They're called stewards, a term long familiar to industrial and craft unions, but something of a breakthrough for a public employee union like the CSEA.



ALBERT SIBILIO

Mr. Sibilio, in his fourth year as head of the Western Thruway chapter, uses his stewards as a first line of communication with chapter members.

"We used to have a steward program, but it was more or less hit or miss," Mr. Sibilio said, adding modestly that when he took office "we kind of knitted it all together."

What Mr. Sibilio did was petition the Thruway Authority and CSEA Headquarters to recognize his stewards as official union representatives.

Now, every toll barrier, every maintenance area and every clerical shop along the 175 miles of the Niagara Section of the Thruway has a steward.

The steward fulfills a basic need for the chapter officers, putting notices on bulletin boards, listening to grievances and passing on CSEA and Thruway information to the members.

"If we have a particular problem and the steward doesn't have the answer to it, then we call in Tom Christy (CSEA field representative Thomas C. Christy)."

For instance, Mr. Sibilio explained, toll collectors recently were confused about certain aspects of the CSEA contract dealing with work schedules. So, Mr. Christy, Mr. Sibilio and the stewards

involved met with Thruway officials and ironed out the confusion.

Mr. Sibilio calls his stewards the "backbone of the chapter" and praises them for keeping channels of communication open between the member and higher ups on the Thruway and in CSEA.

"And they give me quite a bit of input as to the needs of the people on the Thruway," he added, pointing out the benefit of two-way communication.

"They really make my job a little bit easier," he said. "They act more or less as a buffer, taking complaints before they reach me. I can't have 500 phone calls a day and if the steward can resolve it, he goes ahead and solves it. If he can't, he notifies me."

Mr. Sibilio would like to see more CSEA education for stewards and suggests a stewards' workshop to help keep stewards up to date on changes.

He would also like to see the Thruway Authority recognize alternate stewards so if the principal steward can't attend a meeting, he has a designated alternate to take his place.

"These are the people who are in day-to-day contact with the members. They need to know what's going on and how to handle various problems," Mr. Sibilio said.

Another suggestion for the steward program involves some sort of remuneration for their efforts. "I would like to see them at one time or another get something out of it, dues or mileage or something," Mr. Sibilio said. "Our people get nothing, and this would work for all chapters, not just ours."

Every toll barrier, maintenance area and clerical shop along 175 miles of Niagara Section has a steward.

But no matter what, Mr. Sibilio firmly believes in the importance of the stewards.

"These are the people who are really going to make or break a union," he said. "If you've got a couple of good stewards a union can be really solid. But if they don't represent their people then you've got a lot of people angry and they wind up not representing the union or the people where they work."



HEADING EMPIRE — Here are the new officers of the recently formed CSEA chapter at Empire State College. From left, are: Evelyn Hays, president; Leroy Gordon, vice-president; Terri Stanton, treasurer, and Linda Bleser, secretary.

New Empire State College Chapter Installs Its Slate

SARATOGA SPRINGS—Newly elected officers of the recently created Empire State College chapter of the Civil Service Employees Assn. have been installed by CSEA Region 4 president, Joseph McDermott. The officers are: Evelyn Hays, president; Leroy Gordon, vice president; Linda Bleser, secretary, and Terri Stanton, treasurer. They will serve for two years.

Mildred Allen, Judy Dober and Betty Pyryemybida will assist the officers as members of the executive council.

In addition, one member at each of the four learning centers of the Empire State College system will act as a representative to keep the members informed of CSEA activity, handle grievances and recruit new members. The representatives are: Florence Boodram, Albany; Jean Byrne, New York City; Leslie Ceccucci, Rochester, and Pat Davenport, Long Island.

Following the recent installation ceremonies, John Corcoran Jr., CSEA regional field supervisor, addressed the group and presided over an informal discussion session. Mr. Corcoran and Mr. McDermott answered questions about CSEA from the members.

Appreciation was expressed to Ms. Allen, who was temporary chapter president, and Aaron Wagner, field representative, for

their work and guidance in organizing the newly formed chapter.

MacTavish OK, Rests At Home

ALBANY — Dorothy MacTavish, statewide secretary of the Civil Service Employees Assn., has been released from Albany Medical Center.

Ms. MacTavish reported that she has been given "a clean bill of health" from her doctor, after 25 days in the hospital including two operations and four days of special treatments.

She said that she is catching up on some of her work with CSEA while resting at her home at 43 Fordham Ct. here this summer.

"The many cards and flowers received from members and chapters did much to speed my recovery," Ms. MacTavish said, expressing her gratitude for the various remembrances she has received during her incapacitation.

Kothens In Vegas Print

BUFFALO — Dorothy Kothens, president of the Erie County Library unit, Civil Service Employees Assn., and her husband, Thomas, a stationary engineer at the library, were recently featured in a half-page spread of the Showboat Gazette, a

tourist publication at the Showboat, in Las Vegas, where they celebrated their 32nd wedding anniversary. Ms. Kothens made sure CSEA was prominently mentioned in the article, which also carried the Kothens' picture.

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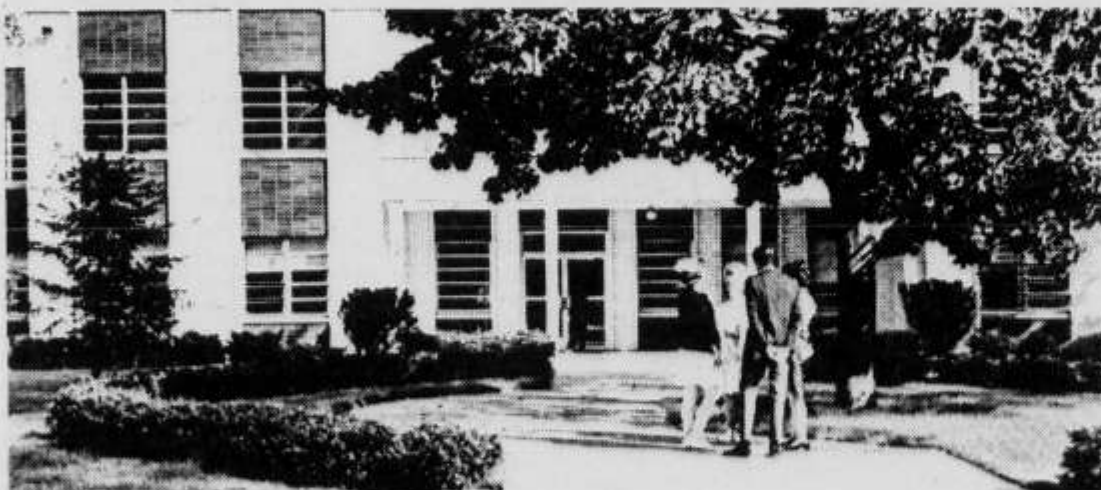
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Appoint Dr. Platman

ALBANY — Dr. Stanley R. Platman, until now head of the Buffalo Psychiatric Center, has been named to head the new Buffalo regional office of the Department of Mental Hygiene, serving Erie, Niagara, Wyoming, Allegany, Cattaraugus and Schuylkill Counties.

Writer Electrical List

ALBANY — Two senior purchase specialist writer electrical/electronic eligible lists resulting from open competitive exam 24-053 & 054 was established July 8 by the state Department of Civil Service. The lists contain 14 & 13 names, respectively.

Steno Jobs With Courts Now Open Through August 14

Senior Stenographer positions with the city's Unified Court System are now open for filing on an open competitive and promotional basis, according to the state Judicial Conference.

To be eligible for the open competitive exam, number 45-377, candidates need two years of full-time, paid typing and/or clerical experience. Completion of a post high school secretarial course may be substituted for one year of experience; college credits at the rate of 35 credits equal to one year of experience may also be substituted for the experience requirement.

For candidates holding an associate degree, no experience is required.

Candidates who qualify for the \$7,300-\$10,000 position, must pass a qualifying stenographer test—90 words per minute for three minutes—and a qualifying typing test—40 words per minute.

A written exam in such areas as vocabulary, spelling and English grammar, is also to be held, the date—Sept. 14.

The eligible list from this open competitive exam will be used after the promotion list has been exhausted. To be eligible for the promotional exam in this title,

the applicant must have one year of current, permanent competitive status in one of a number of specified titles, such as Account Clerk, Typist, Key Punch Operator, in a court or court-related agency. Appropriate titles and work locations for eligibility are listed in full on the job announcement, number 55-400. Announcements are available at any work location where eligibles are employed.

Other Open Competitive Jobs

The Administrative Board of the Judicial Conference has also opened filling on an open competitive basis for eight Court As-

stant I, seven Senior Stenographer and one Supreme Court Librarian positions across the state. Filing for all positions will close Aug. 14.

The open-competitive examinations scheduled for Sept. 14 include:

Court Assistant I, Albany County, 45-381, \$4,000-\$5,800.

Court Assistant I, Broome County, 45-382, \$4,707.

Court Assistant I, Cattaraugus County, 45-374, \$6,065-\$7,627.

Court Assistant I, Oneida County, 45-394, \$4,630-\$6,514.

Court Assistant I, Onondaga County, 45-383, 6,200-7,440.

Court Assistant I, Saratoga County, 45-384, \$5,760.

Court Assistant I, Ulster County, 45-385, \$5,000-\$6,010.

Court Assistant I, Westchester County, 45-386, \$8,090-\$9,830.

Senior Stenographer, Mental Health Information Service, 2nd Judicial Department, 45-375, \$8,052-\$9,500.

Senior Stenographer, Mental Health Information Service, 4th Judicial Department, 45-376, \$8,052-\$9,500.

Senior Stenographer, New York City, 45-377, \$7,300-\$10,000.

Senior Stenographer, Rockland County, 45-378, \$6,860-\$8,317.

Senior Stenographer, Saratoga County, 45-389, \$5,975-\$6,975.

Senior Stenographer, Schenectady County, 45-379, \$6,174-\$7,404.

Senior Stenographer, Warren County, 45-390, \$5,644-\$6,644.

Senior Stenographer, Westchester County, 45-391, \$8,805-\$10,725.

Supreme Court Librarian, Jefferson County, 45-380, \$6,188-\$7,371.

Applications for these examinations and copies of the job announcement which indicate qualifications, may be obtained by writing to the Staffing Services Unit, Room 1209, Office of Court Administration, 270 Broadway, New York, N.Y. 10007.

Promotionals

During this same filing period due to close Aug. 14, the Judicial Conference has announced the opening of 11 other promotion opportunities in the state.

The promotion examinations also scheduled for Sept. 14 include:

Court Assistant I, Albany County, 55-406.

Court Assistant I, Broome County, 55-407.

Court Assistant I, Dutchess County, 55-408.

Court Assistant I, Schenectady County, 55-409.

Court Assistant I, Ulster County, 55-412.

Court Assistant I, Westchester County, 55-410.

Senior Stenographer, Dutchess County, 55-403.

Senior Stenographer, Mental Health Information Service, 2nd Judicial Department, 55-401.

Senior Stenographer, Mental Health Information Service, 4th Judicial Department, 55-402.

Senior Stenographer, New York City, 55-400.

Senior Stenographer, Schenectady County, 55-398.

Senior Stenographer, Suffolk County, 55-398.

Applications and job announcements for these promotions are available in the courts where eligible candidates are employed.

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TUESDAY, JULY 23, 1974

Harsh Reality

FOR ANYONE over 30, the new wage agreement for the New York City firefighters and sanitationmen must seem, at first thought, irresponsible.

They will remember when \$5,000 was considered a respectable middle-class income, even though younger workers today would consider that sum to be near the poverty level.

Now here are these agreements that call for 14 percent wage boosts plus cost-of-living increases. This is broken down as 8 percent retroactive to July 1, with another 6 percent next July 1 and the cost-of-living adjustment at the end of the contract.

For the sanitation worker this means wages go from \$13,500 to about \$16,500 next year, and for the firefighter, from \$15,250 to \$19,000. Both sums are before the cost-of-living adjustment, which has been estimated conservatively at 4 percent.

For newspapermen and women, who report this news, it may seem particularly grating in light of the financial realities of their profession. On the one hand, studies show that the stress of newspaper deadlines and scoops results in one of the shortest life expectancies of all vocations; yet, in New York City particularly, the influx of talent from all over the country has resulted in a job competition that has kept salaries relatively low.

Nevertheless, newspaper people, perhaps more than anyone, can appreciate what has been happening to the economy in this time of spiraling costs. For years, some of the best known names in publishing have gone under, victims of postal hikes, paper shortages and the resultant price increases, higher wages for skilled workers who put the paper into type and who print it. "Life," "Look" and the "Herald-Tribune" are only three of the nation's most prestigious publications that are now mere memories.

With these thoughts in mind, the newspaperman may start to reconsider those first harsh thoughts—especially in light of the cost-of-living figures released last week by the Federal Government: Up 11.1 percent since last June! This means that if something cost \$10 last year, it probably costs \$11 today.

Although the average pay check is reportedly \$12 higher now than it was a year ago, experts point out that the cost of living along with higher taxes has actually reduced the purchasing power by \$4.

That the agreements with the two City uniformed forces were reached harmoniously, without the usual bombast of name-calling and strike threats, should not obscure the fact that wage increases are certainly necessary. All parties concerned are to be congratulated on bringing the pacts to a speedy conclusion, thereby saving the City and the unions money that would have been spent on long, drawn-out negotiations.

We hope the Patrolmen's Benevolent Assn. will be able to achieve a satisfactory contract with the City when its leaders begin negotiations in the near future. And, looking a little ahead, the Civil Service Employees Assn. will soon begin negotiations for the third year of its contract, with the state. The second year was left open for renegotiation because of the volatile state of the economy when the agreement was reached last year.

We are all victims of the times in which we live, and, unfortunately, neither New York City nor New York State can do much about the economic situation other than to meet its obligations to its citizens and to the public employees who provide the services that the citizens expect.

Don't Repeat This!

(Continued from Page 1)
no other primary candidate for statewide office.

Congressman Hugh L. Carey, Samuels' primary opponent, will remain neutral with respect to primary contests for Democratic nominations.

Run As A Unit

The political logic of Samuels' action is that the Governor and the Lieutenant Governor run as a unit on the ballot, and there is no way for a voter to vote separately for candidates for those two offices. Presumably then, Samuels selected the candidate who, he believed, would bring greatest strength to his own candidacy, should he win the primary.

In making the selection, Samuels was aware of the fact that he would offend the supporters of Cuomo's opponents, Senator Mary Anne Krupsak and Assemblyman Antonio Olivieri. And their supporters were quick to respond. Congresswoman Bella Abzug denounced the Samuels move as offensive to women voters and pledged to redouble her efforts to win for Ms. Krupsak. The New Democratic Coalition, which had supported both Samuels and Olivieri, attacked Samuels for walking out on their coalition.

Despite these anticipated reactions, Samuels' endorsement of Cuomo is calculated to help both in the primary, each bringing to their joint venture a sense of geographic and ethnic balance. Moreover, in running as a team, they can share costs in the printing of joint leaflets and brochures as well as share manpower resources in the distribution of campaign literature.

Resolved Forest Hills Dispute

Moreover, having never before run for political office, Cuomo becomes a fresh, new face on the political horizon. On the other hand, Cuomo became an important civic figure in New York City when he resolved a bitter dispute over a housing project in Forest Hills. He handled that controversy with the diplomatic tact, skill and patience of a Dr. Henry Kissinger.

Cuomo scored a political coup with the publication by Random House of a book he wrote about that experience, entitled "Forest Hills Diary: The Crisis of Low Income Housing." The book reviewer of The New York Times last week described the book as a "fascinating and remarkably candid account of Cuomo's manner of operation as he peddled his way through the treacherous waters of community and city politics to achieve his compromise."

Despite Samuels' endorsement, Cuomo has a tough road ahead of him. Senator Krupsak is an experienced campaigner and has a vast store of knowledge of State government from her services as a Senator, as an Assemblywoman and as a staff member of former Assembly Speaker Anthony J. Travla. Assemblyman Olivieri also has a distinguished record as an Assemblyman and is a skilled and vigorous campaigner.

Hot Primary Contest

While Cuomo is still green in the political thickets and on the campaign trail, he nonetheless has a fine, comfortable platform manner, developed through his experience as a trial lawyer.

(Continued on Page 12)



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.

Score One For PERB

A proceeding under Article 78 of the Civil Practice Law and Rules was commenced by the Wappingers Central School District against State PERB to stay an improper practice proceeding commenced under Section 209-a of the Taylor Law. PERB moved to dismiss the petition on the grounds that the petition failed to state a cause of action, that the proceeding was premature, and that the petitioner School District had not exhausted its administrative remedies.

There was a collective bargaining agreement between the District and the Wappingers Administrators Association covering the period July 1, 1971, to June 30, 1972. By its terms, it was to continue in effect from year to year thereafter, subject to an annual reopening upon notice by either party to be given by February 1st of any year. If notice was given, negotiations were to commence promptly, and any resulting changes in the contract would take effect on the next July 1st or at some other mutually agreeable date.

Under this agreement, the compensation paid to administrative personnel was keyed by formula to the compensation paid to teachers in the District. On Jan. 1, 1973, the District gave notice of reopening, and the bargaining between the District and the Administrators Association commenced. The Association advised the District that until a new contract should be ratified, the existing contract would remain in effect.

DURING THE COURSE of these negotiations, the teachers settled upon a new contract for 1973-74 including a pay increase. The pay checks issued to the administrators on Oct. 26, 1973, (following the teachers' agreement) however, did not include increments such as were then due in the view of the administrators, because of the continuing formula which keyed their compensation to that of the teachers. The Association charged the District with engaging in an improper practice under Section 209-a (1) (a) and (d) of the Taylor Law, alleging a unilateral change in terms and conditions of employment during the course of negotiations.

The District, in its Article 78 petition to stay PERB from proceeding with the charge, took the position that the parties were involved in a contract dispute, not an improper practice.

The Rules and Regulations of State PERB provide (Section 204.2) that as part of the initial processing of a charge, it must first be determined whether the facts as alleged may constitute an improper practice as set forth in Section 209-a of the Act. It is clear that orderly procedure and the expeditious processing of charges, which is essential to effective administration of the Act, should be completed without the interruption and delay caused by making applications to the court. It is reasonable and necessary that PERB shall in the first instance pass upon the introductory question of whether the facts as alleged may constitute an improper practice.

Judicial review of this preliminary action by PERB can be obtained in an Article 78 proceeding after the administrative procedure has been concluded. The court stated: "... There exists no constitutional or statutory barrier to the postponement of judicial review of these preliminary determinations until the complete record shall be before the court."

THE COURT EMPHASIZED that it was in favor of allowing this long-settled rule of non-interference by the judiciary in the administrative process to remain unchanged. The court cited a United States Supreme Court case (Meyers v. Bethlehem Corp, 303 U.S. 41) to the effect that the employer's contention is at odds with the long-settled rule of judicial administration that no one is entitled to judicial relief for a supposed or threatened injury until the prescribed administrative remedy has been exhausted. This rule has been repeatedly observed in cases where, as here, the contention is raised that the administrative body lacked power or jurisdiction over the case.

Accordingly, the court granted PERB's motion to dismiss the petition in the Article 78 proceeding. In the Matter of Wappingers Central School District v. New York State Public Employment Relations Board, et al., Supreme Court, Albany County, 354 NYS 2d 326.

Open Competitive State Job Calendar

Applications Accepted To August 12

Associate Research Analyst	\$21,545	27-437
District Superv Public Health Nurse	\$17,429	27-441
Historic Site Manager II	\$13,404	27-399
Principal Nuclear Power Analyst	\$26,516	27-436

Written Exam September 14

Business Consultant	\$13,404	24-048
Computer Programmer	\$10,714	24-079
Funeral Directing Investigator	\$ 9,546	24-081
Public Health Investigator	\$ 8,523	24-076

Applications Accepted Continuously

Assistant Actuary	\$10,714	20-556
Assistant Clinical Physician	\$27,942	20-413
Asst. Workmans Compensation Examiner	\$ 7,616	20-108
Associate Actuary (Casualty)	\$18,369	20-416
Associate Psychologist	\$17,429	20-104
Attorney	\$14,142	20-113
Assistant Attorney	\$11,806	20-113
Attorney Trainee	\$11,164	20-113
Beginning Office Worker	\$5,2225 & up	various
Calculating Machine Operator	\$ 6,148	20-111
Clinical Physician I	\$31,056	20-414
Clinical Physician II	\$36,352	20-415
Compensation Examining Physician I	\$27,942	20-420
Construction Safety Inspector	\$10,714	20-125
Consultant Public Health Nurse	\$17,429	20-320
Correction Officer (Male)	\$10,060	20-541
Dental Hygienist	\$ 8,523	20-107
Deputy Director of Mental Hospital	\$40,758	20-139
Deputy Director of State School	\$40,758	20-140
Director of State School	\$43,833	20-138
Director of Mental Hospital	\$43,833	20-137
Dietician	\$10,714	20-124
Electroencephalograph Technician	\$ 7,616	20-308
Employment Interviewer (Span. Speaking)	\$10,714	20-386
Employment Security Claims Trainee (Span. Speaking)	\$10,118	20-387
Employment Security Placement Trainee (Span. Speaking)	\$10,118	20-388
Factory Inspector	\$10,118	20-126
Food Service Worker	\$ 5,827	20-352
Health Service Nurse	\$10,155	20-333
Hearing Reporter	\$11,337	20-211
Histology Technician	\$ 8,051	20-170
Hospital Administration Intern	\$ 9,590	20-155
Industrial Foreman	\$ 9,535	20-558
Inspectors in Consumer Protection	\$ 8,902	20-146
Junior Engineer	\$10,745	20-166
Laboratory Technician	\$ 8,051	20-121
Maintenance Man (Mechanic)	\$ 7,616	20-571
Medical Specialist I	\$27,942	20-407
Medical Specialist II	\$33,704	20-408
Medical Specialist III	\$35,373	20-408
Medical Specialist III	\$38,449	20-409
Mental Hygiene Assist. Therapy Aide	\$ 6,164	20-394
Motor Equipment Repairman	\$ 9,546	20-561
Nurses Services Consultant	\$15,684	20-405
Nurse I	\$10,118	20-585
Nurse II	\$11,337	20-585
Nurse II (Psychiatric)	\$11,337	20-586
Nurse II (Rehabilitation)	\$11,337	20-587
Occupational Therapist	\$11,337	20-176
Offset Printing Machine Operator	\$ 6,540	20-402
Pathologists I	\$27,942	20-410
Pathologist II (Board Eligible)	\$33,704	20-411
Pathologist II (Board Certified)	\$35,373	20-411
Pathologist III	\$38,449	20-412
Pharmacist	\$12,670	20-194
Physical Therapist	\$11,337	20-177
Principal Actuary (Casualty)	\$22,694	20-417
Supervising Actuary (Casualty)	\$26,516	20-418
Senior Actuary (Life)	\$14,142	20-519
Associate Actuary (Life)	\$18,369	20-520
Principal Actuary (Life)	\$22,694	20-521
Supervising Actuary (Life)	\$26,516	20-418
Psychiatrist I	\$27,942	20-390
Psychiatrist II (Board Eligible)	\$33,704	20-391
Psychiatrist III (Board Certified)	\$35,373	20-391
Public Librarians	\$10,155 & Up	20-339
Radio Technologist	(\$7,632-\$9,004)	20-334
Radio Technologist (T.B. Service)	(\$8,079-\$8,797)	20-334
Rehabilitation Counselor	\$14,142	20-155
Rehabilitation Counselor Trainee	\$11,983	20-155
Senior Pharmacist	\$14,880	20-194
Senior Recreation Therapist	\$12,670	20-553
Steam Fireman	\$ 7,616	20-303
Stenographer-Typist	\$ varies	varies
Stationary Engineer	\$ 9,546	20-100

(Continued on Page 10)

LETTERS TO THE EDITOR

Mileage Costs Not A Negotiable Item

Editor, The Leader:

The last page of your July 9 issue brings good news, i.e. "wage negotiations to open in September." Alas, with the bright side there is always a dark side.

I refer to the current mileage reimbursement rate of 11.5 cents per mile paid state employees for personal auto useage (12 cents through 1975). This is a tremendous burden for a portion of state employees to carry until April 1, 1976! It is not bizarre to think that by the end of the contract period (4-76) the cost of gasoline might be 85-90 cents per gallon.

Auto usage by field employees is essential. Out of the large cities, there is no other method of travel. The State of New York will not and cannot supply official vehicles to all field personnel. In fact in the latest job announcement for consumer protection inspectors (Agriculture & Markets, June 1973), it states that appointees may be required to furnish and operate their personal cars and be compensated at the current rate.

Prior to 1973 the requirement for eligibility for appointment was a "valid N. Y. State driver's license." Therefore, most of the employees supplying their personal autos are doing so without it actually being a condition of employment. Management has stated unofficially that possession of a "valid N. Y. State license" at time of hire was connoted to using a personal auto when required. Why then the change in the job announcement of June 1973?

Many employees prefer to drive their personal autos in the performance of their duties, but not when it means subsidizing the State of New York for the privilege.

I suggest that the mileage reimbursement rate should not be negotiated at each contract renewal. What should take its place is an agreement to have a sliding scale rate, based on research by an independent auto business firm such as AAA or perhaps the National Transportation Board of the Federal Govern-

ment. The figure of the fact-finder would be the basis for a semi-annual increase or reduction in the reimbursement rate based on current economic position.

What can be done now? I call upon CSEA and management to immediately begin discussion to formulate an emergency fund plan for submittal to the next legislative session, to help ease the economic burden caused by the devastating inflation that is upon us.

Also to begin discussion as soon as possible on a sliding-scale plan based on independent fact-finding, which could go into effect April 1, 1976.

Kenneth E. Brehm
Agriculture & Markets
Div. of Plant Industry
CSEA Representative
Member of CSEA Departmental Negotiating Team

Wealth Of Service

Editor, The Leader:

On June 23 I attended the commencement exercises of the graduating class at the Hauppauge Senior High School in Hauppauge, Long Island.

I was deeply moved by the address presented by the salutatorian who told a story that he had read concerning three horsemen who were riding through the woods during the night. The horsemen heard a voice that commanded them to dismount their horses, pick up a handful of pebbles and place the pebbles into their pockets. The horsemen promptly complied, and then were told to ride on through the night and when daylight came, to reach into their pockets. The voice said what they would find would prove to make them both happy and sad.

Their pockets contained diamonds, rubies and emeralds transformed from the pebbles. The horsemen were happy to find their new fortunes and sad that they had not picked up more of the pebbles.

I thought of my personal relationship with the many people who have helped to develop units within the Syosset unit of CSEA and consider them original gems that have been collected and not through transformation. My wealth of experience has accumulated by the opportunity to

service the Syosset unit of the educational chapter of CSEA.

The sadness arises from the fact that those same people were instrumental in my elevation as officer of the Nassau Educational chapter, CSEA, and fulfillment of the requirements of that office in order to service the many units within the chapter required my leaving the office as unit president.

I feel confident that the newly elected officers will function as a unit of CSEA, of which I reluctantly relinquish leadership.

Rest assured that I and many others will continue to serve every individual member of CSEA on the educational level and within the state organization.

Ben Gumin
Past President
Syosset unit, CSEA

Tolls Tour

Editor, The Leader:

One of the more difficult aspects of the work involved in toll collecting is the necessity for the personnel to work rotating shifts. This often results in numerous inconveniences for the people involved. It also interferes with a normal living routine and this constitutes a possible health hazard.

By direct negotiations between representatives of the Jones Beach Authority and the Southern State Toll Collectors a plan was entered where in the establishment of steady tours would be installed on a trial basis. If this trial basis proves to be successful it will be made permanent.

(Continued on Page 10)

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McDonough Lauds Probation Probers For Showing Way

ALBANY—Thomas H. McDonough, acting president of the statewide Civil Service Employees Assn., has lauded CSEA's statewide committee to study probation for its role in uncovering and bringing to the public's attention a multitude of occupational and administrative problems confronting probation officers throughout New York State.

"For months," Mr. McDonough said, "members of this CSEA committee have been crisscrossing the state, holding open meetings and fact-finding hearings from Long Island to Buffalo. They have discovered great disparities in wages and working conditions of probation officers from location to location, and these findings led to constructive demands and recommendations for improvements by the committee.

Expose Conditions

"This committee certainly deserves praise for bringing these conditions out into the open and for recommending improvements

to local probation directors and to Walter Dunbar, New York State director of probation."

The professional approach to the problems confronting probation officers, and the resulting recommendations, by the CSEA committee is indicated by the contents of a massive audit report covering the State Division of Probation just released by the State.

"That state report brings out many of the problems with the probation system that CSEA's committee to study probation brought out several months earlier," Mr. McDonough stated.

"Excessively heavy caseload levels—poor administration which hampers the effectiveness of probation programs—understaffing—these and other points raised by the state's audit were revealed months before by the CSEA committee," Mr. McDonough said.

Dunbar Meeting

CSEA's statewide committee was scheduled to meet last week with Mr. Dunbar to discuss the findings and recommendations that grew out of the series of hearings the committee conducted throughout the State over the past few months. "You can be certain that the CSEA committee members brought to the attention of the director of probation that the state audit report featured many of the problems and shortcomings in probation that our committee turned up months ago," Mr. McDonough reported.

The very active statewide committee consists of James Brady, chairman, and Sulls Cathey Sr., both from Erie County; Alan Greenfield, of Sullivan County; James Frisina, St. Lawrence; Joe Gilligan, Suffolk; Peter Grieco, Jefferson; James Mattel, Nassau, and Harold Fanning, Monroe. Nels Carlson is the CSEA staff coordinator.



VESTAL SCHOOL CONTRACT — Representatives of CSEA and the Vestal Central School District sign a new one-year work agreement. The contract includes an 8 percent salary increase for all full-time employees; 27 cents per hour increase on step for bus drivers; \$40 uniform allowance plus 17 cents per hour on-step increase for food service workers; a grievance procedure with binding arbitration, and 13 paid holidays. From left, are: Mrs. Ronald Ford, CSEA unit secretary and clerical representative to the negotiating team; Peter Sejan, unit president, and Raymond Husebo, superintendent of Vestal Central Schools. Standing, from left, are: Robert Warner, CSEA representative for bus drivers; Nelson Wakely, alternate bus driver representative; Samuel Miller, maintenance department representative; F. Thomas Bonick, assistant superintendent for business and chief negotiator for the school district; Beverly Fleming, CSEA food service representative; Thomas Dupee, CSEA field representative; Merle Cage, CSEA negotiating team member, and John Tarsla, garage mechanics representative.

Delay Sullivan

(Continued from Page 1)

a blue-collar unit and a white-collar unit, and then split the blue-collar unit into a supervisor's unit of twelve members and a regular blue-collar unit made up of the rest of the group.

"SEIU wants the whole pie, with or without such splitting up. CSEA just wants to get the election over with so that we can get down to negotiating a new contract for the Sullivan County CSEA membership.

"Now while this situation has been taking up a lot of time, CSEA has been winning various SEIU challenges in surrounding counties. CSEA's wins in Orange and Ulster Counties prove that CSEA is the union preferred by public employees in New York State.

"Come September, CSEA will once again put SEIU, as well as AFSCME, in the loser's column," Mr. Frank concluded. "Sullivan County employees know that they can think for themselves and that CSEA is the only union that is 100 percent for the member."

① CSEA calendar ①

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

JULY

- 24—Statewide legislative and political action committee local meeting for Syracuse Region: 7:30 p.m., Region Office, 700 East Water St., Syracuse.
- 25—Statewide legislative and political action committee local meeting on Western Region: 7:30 p.m., Sheraton Inn East (Cleveland Room), Buffalo.
- 25—Thruway unit 1 meeting: 7 p.m., CSEA headquarters, 33 Elk St., Albany.
- 27—Rensselaer County chapter meeting: 7:30 p.m., Troy Elks Club.
- 27—Essex County Department of Transportation unit retirement party.
- 28—Orange County unit steak bake: 2 p.m., Orange County Park, day camp area, Montgomery.

AUGUST

- 7—Willard State Hospital chapter installation: Seneca Falls.
- 8—Rochester chapter annual summer party: 6 p.m., Logan's Party House, 1420 Scottsville Rd., Rochester.
- 8—Buffalo State Hospital chapter board meeting: 7 p.m., McFadden's, 38 Carolina Lane, Depew.
- 10—SUNY at Buffalo chapter annual picnic: Oppenheimer Park.
- 10—Rochester Department of Transportation chapter family picnic: 11 a.m., Webster Park.
- 14—Statewide legislative and political action committee local meeting for Long Island Region: 7:30 p.m., Region Office, 740 Broadway, North Amityville.

Rochester Party Time On Aug. 8

ROCHESTER—Area Civil Service Employees Assn. chapter presidents, the chairmen of Monroe County's two major political parties and state senators and assemblymen from this area will be special guests at the Rochester CSEA chapter's annual summer party Aug. 8.

The party will begin at 6 p.m. at Logan's Party House, 1420 Scottsville Road.

Reservations may be made until Aug. 2 with Samuel Grossfield, chapter president; Merely Schwartz or Irene Raines, who are in charge of arrangements, or with chapter representatives in any state office.

Larry Cohn and Joseph Polvino are co-chairmen.

Chapter presidents planning to attend, besides Mr. Grossfield, are Frank Napoleon, Newark State School; Bud Saunders, Rochester Department of Transportation; Martin Koenig, Monroe County chapter; John Granger, Armory; James Vaccaro and Carmen Farruggia, State School at Industry; Thomas Gartley, SUNY at Brockport; Kenneth Bennett, SUNY at Geneseo; Charles Ferritore, Craig State School, and Mary Lou Oberg, Rochester State Hospital.

Troy School Pact

(Continued from Page 1) occurring in the line of duty was also included in the package.

Several adjustments in contract language were also made to improve the protection of employees and an improved grievance procedure with binding arbitration was also negotiated.

Central Islip

(Continued from Page 1) spokesman and stated the contract was a result of hard and long negotiations. He gave credit to the CSEA negotiating committee for its professional attitude and assistance during the over five months of negotiations.



PROBATION COMMITTEE CONFRONTS STATE — After a series of hearings around the State, CSEA probation officers committee meets to discuss the results of the sessions with State Probation Department officials. Around the discussion table, from left, are: James Frisina, CSEA probation committee; Harold Fanning, CSEA; Nels Carlson, CSEA staff coordinator; James Brady,

CSEA probation committee chairman; Eulls Cathey, CSEA; Alan Greenfield, CSEA; J. M. O'Connell, State; Peter Grieco, CSEA; John Whalen, CSEA; Donald Urell, State; Robert Sullivan, State Probation Department deputy director; Walter Dunbar, State Probation Department director, and Thomas Dexter, State Probation Department deputy director.

CSEA Wins Reversal On Correctional Dept. Nurse Work Schedule

(Special to The Leader)

ALBION—The Civil Service Employees Assn. has won a major arbitration victory for nurses employed by the Department of Correctional Services at the Community Preparation Correctional Center at Albion, a decision that is being described as "precedent setting" with possible departmentwide and statewide application.

The case was brought by CSEA on behalf of Mary Kingsley, a nurse at the Albion center, and the arbitrator's decision directly affects all nurses at Albion. Thomas Linden, CSEA Correction Department representative who presented the case before the arbitrator, said the verdict is "precedent setting, a landmark decision we expect will have application departmentwide and statewide."

CSEA, on behalf of Mary

Kingsley, challenged the department's work schedule for nurses at the Albion facility. CSEA said the six-day on, two-day off work schedule violated Article 28.1 of the Agreement covering State employees in the Professional, Scientific and Technical Services Unit. Arbitrator Robert J. Rabin agreed, and has directed the department to set up a five-day on, two-day off work schedule, as called for in the Agreement, for nurses at the Albion Center.

Jack Weisz, Correction Department representative on CSEA's Board of Directors, and who helped represent Mary Kingsley in the proceedings, said the arbitration decision "is very gratifying. We worked on this particular case about two full years, taking it through the steps of grievance procedure and finally to arbitration."

Mr. Weisz added that at the third stage of grievance, a State representative told him CSEA did not have a case and that Weisz did not know how to represent the people. "It is certainly gratifying, based on the arbitrator's decision, that the State now realizes that CSEA did have a case, and that CSEA indeed know how to represent its people," Mr. Weisz said.

Arbitrator Rabin ruled that the schedule of working six consecutive days with two days off was, as CSEA claimed, a violation of Article 28.1 which states, in part, "the workweek, wherever practicable and consistent with program need, shall consist of five consecutive working days separated by two consecutive days off." He thus ruled that the 5 and 2 schedule would be practical for nurses at the Albion Center. "Now, we expect to see a fair and realistic five and two program from the State," added Mr. Weisz.

Ratings Group Plans Meeting

ROCHESTER—The CSEA's work performance ratings and examinations committee will meet July 26 in Albany to continue discussions on problems of work performance ratings and appeals.



Installation At Roswell Park

Officers of Roswell Park chapter of the Civil Service Employees Assn. are administered oath by CSEA acting president Thomas H. McDonough, at microphone in photo above. Chapter leaders, from right, are president Robert Stelley, secretary Margaret Mac Vicar, delegate Genevieve Clark, treasurer Carol Gallivan and vice-president Nicholas Dorio. In the photo at right, William McGowan, CSEA vice-president who heads Western Region 6, is guest speaker. Seated at head table, from right, are Mr. Stelley, SUNY at Buffalo chapter president Edward Dudek, Mr. McDonough, Health Research chapter president Barbara Fauser and CSEA field representative Thomas Christy.



Crewcut Leads Fight For Rights Of Longhairs

(From Leader Correspondent)

MINEOLA — The Nassau chapter, Civil Service Employees Assn., has gone into federal court to challenge a ruling of the Nassau County Police Department that civilian mechanics must observe departmental haircut regulations.

The case was brought on behalf of Robert Coe, president of the police mechanics' unit of the Nassau chapter, who sports a crewcut.

On behalf of his members, Mr. Coe charged that they had been advised they would be subject to disciplinary proceedings if they did not abide by the guidelines for police officers.

And that, according to the office of regional attorney Richard C. Gaba, violates basic constitutionally guaranteed rights to freedom of choice and expression.

No such rule applies to other mechanics employed by the county nor does the rule bear any relation to the job, according to attorney David Stein of Gaba's firm.

The Police Dept. regulations prohibit hair over the collar, mustaches beyond the end of the lip and sideburns below a point three-quarters of an inch above the bottom of the earlobe.

A summons was filed last week in Brooklyn Federal Court. The county has 20 days to reply.

Credit CSEA Lobbying For Veto

(Continued from Page 1) results and we can assure you that the rank and file membership in our unit will be apprised of your service in a matter so vitally important to us," read the identical commendation letters.

The bill vetoed by Governor Wilson was Senate No. 10735 and Assembly No. 12375, entitled, "An Act to Amend the Executive Law in relation to creating a division of family services, and to transfer various service functions thereto, and to create local departments of family service and local boards of community services."

Samuel Grossfield, committee chairman, said representatives of the committee will meet July 29 with representatives of the State Department of Civil Service for discussions of the same problems.

(Continued on Page 14)

A product of a five-year study by a Temporary State Commission headed in the latter years by Senator William F. Smith, the bills stirred up voluminous opposition from Social Services employees throughout the state.

Pointing out that Social Services employees had just undergone 2 years of "separation of services" changes and "sometimes traumatic experiences," CSEA's position, presented to Governor Wilson, enumerated the bill's injustices to employees and suggested that the extra administrative costs could better be allocated "into necessary programs."

CSEA pointed out that the proposed legislation would cause numerous layoffs of employees at all layers of government due to the bill's vague treatment of transfers to new positions and that improvement in services was not a natural result of the structural changes.

The legislation would have transferred all functions, powers

and duties of the New York State Department of Social Services, except for public assistance and medical care, to a new Department of Family Services and include in this new department the social service programs administered by the Division for Youth and the Office for the Aging.

CSEA Lobbying

Similar changes were mandated for local governments.

In his supportive evidence to the CSEA officials he commends Mr. Miles and said the proposed law (which its supporters claimed was aimed at the "welfare bureaucracy"), would only create several more "welfare bureaucracies."

Mr. Miles also credited CSEA's statewide unit structure and research capabilities as adding to CSEA's strength and effectiveness.

"Only the Civil Service Employees Association and the individuals named could be credited with this victory for Social Services employees," Mr. Miles concluded.

CSEA Is Pacesetter In Equality For Women

BUFFALO — The Civil Service Employees Assn. was pictured as "one step ahead" of most other unions in women's participation, following a recent labor seminar for women here attended by more than 15 CSEA members.

Both Elaine Todd and Romona Gallagher, two of the CSEA members at the seminar, said after discussing union problems with other women that CSEA was "on top" of matters of vital concern.

"It also is not faced with problems of other unions with respect to opportunities for women," they agreed, add-

ing, "Women in CSEA are able to pursue and attain whatever goals they establish for themselves."

Ms. Todd, like Ms. Gallagher, a member of the CSEA's Buffalo Manpower Services-Unemployment Divisions chapter, said CSEA was ahead of other unions in political action, "as we have been heading in that direction for some time."

"It was interesting to note how progressive CSEA is compared to some of the other unions," she added.

"In my workshop the importance of child-care centers was discussed, and there was only one union in our group

which currently has day-care centers operating. I quickly pointed out that our current Administrative Services unit contract provides for a day-care center pilot program."

Ms. Gallagher, who served on the original planning committee for the seminar, said the women who participated "emphasized that women do not want to be 'silent partners' in the labor movement."

Citing the recent Cornell workshops sponsored by the CSEA's Western Region on collective bargaining, grievance and arbitration procedures, Ms. Gallagher said CSEA was "way ahead of the game in the educational area."

"Educational programs were a major concern in my workshop — everyone wanted more information on what unionism is and training in leadership skills, effective grievance handling and laws on equal opportunity," Ms. Gallagher added.

The seminar, sponsored by Cornell University's labor studies program, was attended by more than 250 women and featured speeches by Edith Van Horn, national coordinator of the Coalition of Labor Union Women; Betty Ponticello, international trustee for the International Union of Electrical Workers, and Eleanor Tilson of the United Steelworkers Union.

New MTA Exec Ass't

David L. Yunich, Chairman and Chief Executive Officer of the Metropolitan Transportation Authority, announced last week the appointment of Dr. David Bernstein as his Executive Assistant.

Dr. Bernstein has been Executive Director and Secretary of the Citizens Budget Commission since 1972, and was the Commission's Research Director and Assistant Executive Director from 1948 until 1972.

On the expertise Dr. Bernstein brings to the post, Mr. Yunich said;

"He is an acknowledged authority on urban government budgeting and management, and is known for his work in transit planning and financing. He will bring to MTA the additional expertise in modern management administration that I am seeking in order to make our planning and operations even more effective."

BUY U.S. BONDS!

Cost-Of-Living Clause — NO Tough Productivity — YES, Watchdog Commission Says

MANHATTAN — While lauding the city for its "conscientious approach" in the most recent round of negotiations with the fire, police and sanitation workers, the President of the Citizens Budget Commission, Roderic L. O'Connor, was critical last week of the effects of the "cost-of-living escalator clause" in the contracts.

According to the president of this non-partisan watchdog commission, the only justification for pay increases is increased productivity. He encourages the city to move forward on the "tough productivity issues." In his view the city should bargain on such items as the use of one-man patrol cars and the use of two-man sanitation trucks.

Mr. O'Connor contends that the "city cannot continue to

dole out pay and cost of living increases unless the resultant labor costs are within the city's ability to pay." Citing the costs of the precedent-setting Transit workers contract, Mr. O'Connor estimated that TA costs would be up 20 percent over a two-year period. He said, "If the current negotiations follow this pattern, New Yorkers are in for a staggering increase in their labor bill, with consequent increases in taxes to support them." If other city workers get similar clauses, he estimates the annual cost to be over \$1.2 billion.

D A Cosumer's Unit

MANHATTAN—District Attorney Richard H. Kuh announced last week the creation of a Consumer Protection Bureau within the D.A.'s Office and named Assistant District Attorney Leslie Crocker Snyder to head the new bureau.

The bureau will coordinate the prosecutor's enforcement activities with other public and private agencies in the consumer fraud field, including the Dept. of Consumer Affairs and the Attorney General's Office.

Ms. Snyder heads a staff which will consist of three assistant D.A.'s, two investigators and two clerks.

Sr Mechanical Writer

ALBANY — A senior purchase spec writer mechanical eligible list, resulting from open competitive exam 24-056 was established July 8 by the state Department of Civil Service. The list contains 5 names.

Letters To The Editor

(Continued from Page 7)
The Jones Beach Authority is hereby complimented by its personnel as it shows its readiness to cooperate with its people in improving working conditions.

James King
C.S.E.A. Representative
Southern State Toll Plaza
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ENJOYING DOG DAYS — Pat Mascioli tends the grill at the Civil Service Employees Assn. Westchester chapter annual picnic to usher in the summer. Here he serves up hot dogs for the enjoyment of, from left, chapter president Ray Cassidy, County unit president Michael Morella and Westchester County Executive Alfred Del Bello. The event took place at the Ridge Grove Picnic Grounds in Hartsdale.

State Promotional Job Calendar

**Applications Accepted To July 22
Written Exams August 3**

Associate Meteorologist G-22 35-576

**Applications Accepted To August 5
Written Exams September 14**

Associate Computer Programmers G-23 35-529
Associate Computer Programmer (Scientific) G-23 35-530
Associate Computer Systems Analyst G-23 35-531
Senior Computer Programmer G-18 35-532
Senior Computer Programmer (Scientific) G-18 35-533
Asst Dir of Housing and Bldg Codes Bureau G-29 35-575
Senior Building Consultant G-22 35-564

Additional information on required qualifying experience and exam subject can be obtained by requesting a job announcement from the state Dept. of Civil Service or your state agency personnel office.

Regional offices of the Dept. of Civil Service are located at the World Trade Center, Tower 2, 55th floor, Manhattan, 10047, 488-4248; State Office Campus, Albany, N. Y., 12226; and Suite 750, 1 W. Genesee St. Buffalo, 14202.

Applicants may obtain announcements either in person or by sending a stamped, self-addressed envelope with their request. Be sure to specify the exam title and number.

Open Competitive State Job Calendar

(Continued from Page 7)

Senior Stationary Engineer \$10,714 20-101
Specialists in Education (\$16,358-\$22,694) 20-312
Speech & Hearing Therapist \$11,337 20-178
Psychologist I \$15,684 20-102
Psychologist II \$17,429 20-103
Associate Psychologist \$17,429 20-104
Asst. Sanitary Engineer \$14,142 20-122
Senior Sanitary Engineer \$17,429 20-123
Senior Occupational Therapist \$11,277 20-550
Senior Physical Therapist \$11,277 20-551
Sr. Speech and Hearing Therapist \$11,277 20-552
Senior Recreation Therapist \$11,277 20-553
Supervising Dietitian \$12,760 20-167
Supervising Veterinarian \$14,880 20-313/314
Tax Examiner \$10,714 20-540
Tax Examiner Trainee \$10,118 20-540
Unemployment Insurance Claims Examiner (Spanish Speaking) \$10,714 20-389
Vocational Instructor I-IV \$9,546/\$12,670 20-131/134

Additional information on required qualifying experience and application forms may be obtained by mail or in person at the following offices of the State Department of Civil Service: State Office Building Campus, Albany, New York 12226; or Two World Trade Center, New York, New York 10047; or Suite 750, 1 West Genesee Street, Buffalo, New York 14202.

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Court Officers Demand Parity Status With Police

William McDonnell, president of the Conference of Court Officers, and Bernard Sheingold, president of the Supreme Court Officers Union, this week demanded that all court officers, irrespective of what court they were assigned to, be granted police parity pay.

Mr. McDonnell, speaking at a recent seminar on "Security of the Court Systems and Labor's Involvement," said that the court officer was willing and able to work on a security par with police, provided that they were also placed on a pay par.

"It is strange that every official, both on a city and state level, praises us on our security accomplishments, on the fine job we are doing, but when it comes down to the nitty gritty, money, they become strangely silent," Mr. McDonnell stated.

Mr. McDonnell said that the Office of Court Administration made a good start when just before the demise of its predecessor, the study on "Security in the Courts" was unveiled. It has never been implemented.

Mr. Sheingold, in discussing the various aspects of the running of the courts at the same seminar stated that it "was incredible that there has been no major tragedy in the courts." He pointed out the fact that there have been shootings in the courts, stabbings, smuggling, etc., but all of these facts have been played down.

"There is no doubt in my mind," said Mr. Sheingold, "that until Local 832 represents the court officer and the Supreme Court Officer, nothing will be done to enhance the prestige of the court officer. They will continue to go down the drain."

Both officials called upon all court officers and Supreme Court officers to join Local 832 immediately. An application for membership, they said, would be sent to any court officer who called CA 6-4023 or one could be secured in person at union headquarters at 325 Broadway, Manhattan.

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Last week in reply to the letter of a present day fireman, I pointed out that in spite of some evidence to the contrary, people outside the firemanic circle, namely "the public," really do care about the firefighter and his welfare. The following is a case in point.

Sometime late in June, Captain George Grandus of Engine Company Forty received a letter from Mr. Thomas O'Kane in which Tom told a story about a fireman who had been killed in the company fifty years ago. Tom, whose father was the Alderman of the District started "hanging around" Forty Engine when he was nine years old. Thirteen years later his brother "Butch" was to become the famous buff of Forty Engine, but that is another story. Tom was well liked and so eventually he gained entry to quarters and became a full-fledged buff, doing the chores which buffs are supposed to do.

In 1923 a young problem came to the company. His name was James J. McCormack and he loved the company and the job from the first day he entered quarters. He was a tiger and always grabbed the nozzle and never wanted to be anywhere but Engine Forty. His love of the company was to eventually mean his death.

Tom O'Kane was fifteen on the 4th of July in 1924 and Jim McCormack had been detailed to Engine 76 for the first nine hours of the tour. (They worked a straight 24 hours in those days with one day off in seven.) McCormack returned to Forty at about quarter of six and was asked by the then Lieutenant George McGinty if he would take another detail. He asked to decline and the Lieutenant said O.K. Tom O'Kane was sitting with McCormack in the kitchen of quarters at five minutes to six when Box 930 at Eleventh Avenue and 58th Street hit. Rolling out to the fire, they found a lumber yard going full blast at that location.

Without hesitation, McCormack the "Johnnie" grabbed the nozzle and fought his way into the teeth of the fire (they didn't have masks in those days nor rapid water, etc. . . all they had were iron men and the practice was . . . just get in there and put it out or, failing that, stay 'til you dropped!)

So it was that while McCormack and his Lieutenant were staying until they dropped, the wall of the lumber yard collapsed and buried them. McCormack was killed with a spike through his heart and Lieutenant McGinty (later to become famous as "the brow" and in charge of the training school when it was on 68th Street in Manhattan!) sustained two

broken legs and a fractured skull but lived to return to duty only to finally be almost killed in the terrible Ritz Tower fire some years later.

Fireman McCormack was given the usual Chief of Department Funeral and having been laid to rest, was quietly forgotten.

When Tom O'Kane's letter was received in Forty Engine recently, the fact that this event had taken place was unknown to the present officers and members. Nobody in fact was aware that a member of the company had ever been killed in the history of the company.

Therefore, on the morning and again in the evening of the Fourth of July, roll call was held and as the company stood in line, Tom O'Kane's letter was read after which a moment of silence was observed for Fireman third grade James J. McCormack, killed in line of duty while operating at Box 930 on July 4, 1974.

From an observer, I understand that it was a very solemn moment which seemed to impress the younger men considerably. I can well imagine that it would. Fifty years ago, apparently, the idea of marking a man's death in line of duty with a plaque had not been instituted. If such a gesture was made, it would have had to be paid for by the men out of their own pockets. So, until an obscure buff and long friend of the firemen, ill and unable to get around anymore, sitting on his porch in Westwood, N.J. happening to let his mind wander back to the days of his youth, realized that the coming Fourth of July was the day that Jim McCormack was killed, nobody knew of the young firefighter's death.

I understand that the company will now try to get two plaques assigned for their quarters, because in his letter, O'Kane points out that in 1906, another firefighter by the name of McCormack was also killed in line of duty with the company.

Forty Engine is, and always has been a very fine company. They most certainly wish to look after their own . . . with compassion, pride and honor . . . just as it should be.

Asst Specialist List

ALBANY—A purchase specialist assistant eligible list, resulting from open competitive exam 24-042, was established July 8 by the state Department of Civil Service. The list contains 6 names.

Tree Pruner List

ALBANY—A tree pruner foreman eligible list, resulting from open competitive exam 24-060 was established July 9 by the state Department of Civil Service. The list contains 46 names.

Don't Repeat This!

(Continued from Page 6)
What emerges thus far is the prospect that the race for Lieutenant Governor in the Democratic primary may develop into the hottest primary contest. In the view of many political observers, the outcome of that race may be a decisive factor when the Democratic party ticket meets on a collision course with Gov. Malcolm Wilson and his running mates.

Police News

Five Promoted To Detective Investigator

Police Commissioner Michael J. Codd promoted five members of the department to the rank of Detective Investigator last week.

The promotees were Police Officers: Robert Cruz, 9th Precinct; John F. Konefal, Street Crime Unit; Thomas J. Loneragan, Street Crime Unit; Salvatore A. Miciotta, 75th Precinct; Arthur P. Mollinelli, 75th Precinct.

Each of the newly appointed Detective Investigators were recommended for promotion by the Integrity Review Board for a variety of outstanding bribery arrests.

Two of the above named officers, Arthur Mollinelli and Salvatore Miciotta, received Combat Crosses at Medal Day Ceremonies held at Police Headquarters last week.

Train Officers To Help Heart Attack Victims

The department announced last week a program of training in "cardio-pulmonary resuscitation" for all members of the field service.

As part of the program's training, field service officer will be given instruction in external heart massage, rescue breathing and use of inhalation machines.

During the initial phase of the program, the department will have at least one patrol car team in each precinct trained in these techniques.

Psychology Asst 3

ALBANY — A psychology assistant 3 eligible list, resulting from open competitive exam 23-957, was established July 9 by the state Department of Civil Service. The list contains 249 names.

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Federal News

Postal Workers Contract

Post Office workers had something to celebrate last week when several new provisions of the contract they signed with the U. S. Postal Service management came to life. Among the provisions, the U. S. Postal Service will begin paying all the costs of employees life insurance premiums, and assume 65 percent of the health insurance cost. Both of these items are money-in-the-pocket for the well organized postal employees, who are also getting a \$400 contract-ordered pay raise.

Post office people, thanks to their national contract, have had two cost-of-living raises this year—in addition to a \$700 annual boost last year—and they are due two more cost-of-living raises in November of this year, and next May as well.

Filbey Wins Reelection

Francis S. Filbey has won reelection—by a 2 to 1 margin—for another two-year term as president of the Postal Workers Union. Most of the other incumbents were also returned to office by the giant mail ballot, which may be the world's largest such vote.

Dalsheim Transfer

ALBANY—Stephen Dalsheim, deputy superintendent for program at Ossining Correctional Facility, has been transferred to the same title at the newly reorganized Fishkill Facility at Beacon at an annual salary of \$23,500. At the same time the appointment of Paul W. Metz as deputy superintendent for security at Fishkill was also announced. Salary is \$21,545. Mr. Metz has been serving in the Albany central office.

Psychology Asst 2

ALBANY — A psychology assistant 2 eligible list, resulting from open competitive exam 23-956, was established July 9 by the state Department of Civil Service. The list contains 233 names.

LEGAL NOTICE

PALM BEACH FLOWERLAND PARTNERS, 280 Park Ave., NYC. Substance of Certificate of Limited Partnership filed in New York County Clerk's Office on June 20, 1974. Business: Horticultural mail order fulfillment and flower farming. General Partner: Palm Beach Flowerland, Inc., 3314 Henderson Blvd., Tampa, Fla. Limited Partners and Total Cash Contributions: Cunningham & Vaughan Farms, 403 N. Morgan St., Tampa, Fla., \$300,000.; Larry Conka, 1940 W. 56 St., Plantation, Fla., \$30,000.; Reuben Gutoff, 36 N. Turkey Hill Rd., Westport, Conn., \$30,000.; F.A.L. Holloway, 43 Greenbriar Dr., Summit, N.J., \$30,000.; Bruce G. McCauley, 55 Sawmill Lane, Greenwich, Conn., \$30,000.; Qualey & Marston Farms, 4700 N. Habana Ave., Tampa, Fla., \$60,000.; William Wagner, 1001 Bayshore Blvd., Tampa, Fla., \$90,000.; David Reichberg, 228 Overlook Rd., New Rochelle, NY, \$30,000. Term: June 20, 1974 until terminated as provided in agreement. Each limited partner shall receive a share of the profits as provided in agreement. If any return of capital is made to any partners prior to termination and there remains unpaid liabilities, the partners shall be obligated to repay, in the same proportion as such payments were made, to the extent necessary to discharge all liabilities of the partnership. No assignee of a limited partner shall be substituted as a limited partner without consent of general partner. No priority among limited partners as to contributions or as to compensation by way of income. Upon withdrawal, retirement or bankruptcy of the general partner, the partnership shall terminate unless 50% in interest of the limited partners shall have appointed a substitute general partner. No limited partner shall demand property other than cash in return for his contribution unless agreed to in writing by all partners.

Sr Park Engineer List

ALBANY—A senior park engineer eligible list, resulting from open competitive exam 23-976, was established July 8 by the state Department of Civil Service. The list contains 53 names.

Trade Consultant List

ALBANY — An international trade consultant eligible list, resulting from open competitive exam 27397, was established July 8 by the state Department of Civil Service. The list contains 18 names.

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Mental Hygiene Secretary Urged As New Job Title

QUEENS—The administrative unit of the Creedmoor State Hospital chapter, Civil Service Employees Assn., is supporting a petition from secretaries urging their title change to that of "mental hygiene secretary."

The petition noted that ward attendants had been upgraded and are now called "mental hygiene therapy aides," and went on to state as follows:

"The secretaries too ask that they now be recognized and have their present steno-item title changed to that of mental hygiene secretary. In truth they are secretaries and not stenos.

As we all know that the duty of a secretary is not just taking stenography—they are the true buffers of any department, of their supervisors, administrators, unit chief, social workers, psychiatrists as well as psychologists. Irrespective of where a secretary is assigned and with whom, the work entailed is a complex of medical, psychiatric, legal technology and basically in the interest and protection of the hospital's residents.

Many Forms

"The proliferation of forms, reports, veteran forms, Medicaid and Medicare, Social Security, etc., requires special skills that come only through experience, not through the passing or failing of a steno examination given by civil service, which is, in reality, irrelevant and not valid to the position of a secretary for the Department of Mental Hygiene.

"Since unitization of the hos-

pital, secretaries and other clericals have had closer contact with the patients and are an important link to the hospital's passing of accreditation, which without the secretaries, the hospital would not be accredited. Secretarial responsibilities and duties are overwhelming and by keeping secretaries on a low pay scale and grade seems only to be discriminatory and a biased practice.

"It is essential that secretaries be recognized and reclassified in accordance with their present duties and responsibilities irrespective of who and in what unit they are in. The secretarial staff as well as other clerical personnel are not without justice in asking to be reclassified and recognized that they too have to be given a living wage in the face of the high cost of the economy.

Not Expendable

"Secretaries at no time should be treated as expendable. Many committees have been established throughout the state, but never on the behalf of the neglected administrative personnel. Secretaries want empathy, not apathy on the job. They no longer want to be demeaned by the title of steno.

"We ask that all concerned citizens write to the Department of Mental Hygiene in Albany and to their Assemblymen and Senators for the recognition of the secretaries, demanding that they be given an increase and career ladder opportunity, as afforded to other staff members, ward personnel, administrators, psychologists, etc. Let us work toward one common goal: that of a better working relationship with equal opportunity for one and all, not just a few.

"Recognition and upgrading should be applied to all clerical employees who must take difficult examinations to qualify for their positions. They, too, ask for your support.

"Act now when monies have been allocated for mental hygiene for this fiscal period. Let us not wait until there is another freeze and funds are exhausted. If the economy can not be frozen, the secretarial and clerical staff's wages should not be frozen. Secretaries have been patient and want action now! Please give us your support!"



EMPLOYMENT STANDARDS BRIEFING — Members of the local government affairs staff of CSEA listen to Julius R. Chenu, area director of the United States Department of Labor, Employment Standards Administration, explain developments in the federal guidelines and new laws regarding employment standards. From left at the meeting at CSEA headquarters are: Rex Trobridge, CSEA collective negotiating specialist; Roger Kane, CSEA collective negotiating specialist; Julius R. Chenu; Patrick Monachino, CSEA collective negotiating specialist; Joseph Dolan, CSEA assistant executive director, and Anthony Campione, administrative assistant. Also in attendance were Harman Swits, Danny Jinks, Nels Carlson and Emanuele Vitale, CSEA collective negotiating specialists.

Teacher Retirement System Dispute Over Contract Goes To Final Step

ALBANY — A legislative hearing, the final step in resolving contract negotiation disputes under the State Taylor Law, will be held July 23, 1974, at the Americana Inn, Latham, at 7:30 p.m. to resolve the dispute concerning the New York State Teachers Retirement System employees, represented by the Civil Service Employees Assn., and the State Teachers Retirement Administration. The Board of Directors of the Retirement System, as required by law, will serve as the hearing officer in the dispute.

According to the terms of the Taylor Law, "the legislative body or a duly authorized committee

thereof shall forthwith conduct a public hearing at which the parties shall be required to explain their positions with respect to the report of the fact-finding board; and thereafter the legislative body shall take such action as it deems to be in the public interest, including the interest of the public employees involved."

According to a CSEA spokesman, the controversy revolves around four main items:

First, CSEA on behalf of the employees, has asked for a 10 percent raise. The Retirement System has offered 5½ percent. A fact-finder appointed by the State Public Employment Relations Board, recommended a 6½

percent raise, which both sides found unsatisfactory.

CSEA also wants a binding arbitration step in the grievance procedure in the new contract. The Retirement System is opposed to this. The employees are also seeking improvements in the Blue Shield Dental Plan and in the attendance and leave rules, which the employer opposes.

The union spokesman said that CSEA will be well-represented at the hearing, with 200 members expected to attend. CSEA legal counsel John C. Rice and CSEA collective bargaining specialist Thomas J. Linden will present CSEA's arguments for consideration by the hearing officers.

W'chester Lists 12 To Negotiate

WHITE PLAINS — The Westchester County chapter, Civil Service Employees Assn., has named 12 members to its negotiating team that will represent county employees in upcoming contract negotiations.

Members of the team are: Michael Morella, committee chairman and unit president, from the Department of Social Services; James Verboys, committee vice chairman, from Environmental Health; John Whalen, probation department; Marlene Yizar High III, hospital; Cindy Wholey, parkway police; Carmine LaMagna, Playland; Robert Parkhurst, district attorney; Pat Mascioli, environmental facilities; Vincent Mauro, parks & recreation; Charles Marchi, correction; Patrick Roche, county home; and Roger Williams, facilities and services.



STUDENTS CITED — Boyd Campbell, left, CSEA Education chapter president in Albany, cites children of chapter members slated for scholarship awards. Shown are Amy Rubin, Roslyn Jefferson, Andrea Paul, Duane Williams, Doug Kurtz, Martha Smith, Susan Finn and Linda Frane.

Ratings Meeting

(Continued from Page 9)

Members of the committee, besides Mr. Grossfield, are Harriet Casey, Willard State Hospital; Al Casaldi, SUNY at Stony Brook; Gregory Davis, Department of Civil Service (Albany); William Gagnon, St. Lawrence State Hospital; Carl Garrard, Wassaic State Hospital; Don Galleroni, Suffolk chapter, and Marjorie Reeves, Kew Gardens chapter.

Committee members invite all CSEA members to contact them with problems concerning written and oral examinations and work performance ratings. Mr. Grossfield said. He may be contacted at 540 E. Main St., Rochester, N.Y. 14604, care of the State Department of Labor.

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Not Receiving The Leader?

(Editor's note: Each member of the Civil Service Employees Assn., and CSEA retirees paying full dues, receives—subject to vagaries of the postal system—The Civil Service Leader weekly as a membership right. If you know of a member who does not receive The Leader, give the person the form at left. The completed form should be clipped, pasted to a postcard or put into an envelope, and mailed to: CSEA Headquarters, P.O. Drawer 125, Capital Station, Albany, N.Y. 12224. Allow up to six weeks for processing. This form is not to be used for change of address.)



After more than 28 years in state service, Anna Besette has a right to feel a little weepy as she embraces her husband, Armand, at the retirement dinner given for them recently by their fellow workers.



In a happy mood, Anna and Armand Besette receive congratulations from Julia Duffy, left, who has served with Ms. Besette for many years as Mental Hygiene representatives to the CSEA Board of Directors. Ms. Besette has served on the Board since 1961 when there were only four Mental Hygiene representatives instead of the 14 today.

Anna & Armand BESSETTE Honored At Joint Retirement Party



Hudson River State Hospital chapter president Tris Schwartz, left, and her predecessor as chapter president, Nellie Davis, were among the guests greeted by Ms. Besette.



Mr. and Ms. Besette receive gift from Dr. Harold Kapp, making presentation on behalf of Harlem Valley State Hospital where Anna serves as president of the CSEA chapter.



Here the Besettes are joined by CSEA vice-president James Lennon, right, who heads Southern Region 3. Anna Besette is also a former third vice-president of the Southern Conference, prior to its being restructured as Southern Region 3. Standing are her grandson, David Judson; daughter Pat Judson; Bruce Musochetti, friend of granddaughter, Mary Ann Judson, and son-in-law Warren Judson.

Statewide PAC Plans 6 Stops

ALBANY—The Civil Service Employees Assn.'s statewide legislative and political action committee will travel throughout the state during July and August to meet with each of the six regional legislative and political action committees, the regional presidents and chapter presidents from each of the regions.

John Clark is chairman.

The agenda for these meetings will include the following items:

- Report of the statewide committee regarding previous action in endorsing specific candidates.
- Statement of policies adopted by the statewide committee, Board of Directors and delegates regarding endorsements for candidates in the forthcoming election.
- Report regarding election procedures and legislative representation.
- Discussion of general policies and specific positions regarding candidates.
- Outline of procedures contemplated by the statewide committee in developing positions for political action.

Following is the schedule and locations for meetings in each region.

July 24, Syracuse Region, at 7:30 p.m. at the Regional Office, 700 East Water Street, Syracuse.

July 25, Western Region at 7:30 p.m. at the Sheraton Inn East (Cleveland Room), Buffalo.

Aug. 14, Long Island Region at 7:30 p.m. at the Region Office, 740 Broadway, North Amityville.

Aug. 15, New York City Region at 7:30 p.m. at the Waldorf-Astoria (Conrad Suite), New York City.

Aug. 26, Albany Region at 5:30 p.m. at the Silo Restaurant, 1228

NOW Sponsors Talk By Nelson

ALBANY—Anne Nelson, associate director of Trade Union Women's Studies at the State School of Industrial and Labor Relations, Cornell University, will speak on women's problems in labor unions at a meeting here July 24 sponsored by the Albany chapter of the National Organization for Women.

Ms. Nelson will also discuss the newly formed Coalition for Labor Union Women, a national group working for women's rights in unions. There will be a discussion following the meeting for people interested in forming a local chapter of CLUW.

Union and non-union people have been invited to attend the meeting to be held at the Emmanuel Baptist Church, 275 State St., beginning at 7 p.m.

Restore Titles To Hospital

ALBANY — State Mental Hygiene Commissioner Alan D. Miller has agreed to return to Queens Children's Hospital the position of research director and a lab technician position, previously transferred from the hospital to the Basic Research Institute on Staten Island.

The transfer had taken place, in what was an apparent retaliatory move against Dr. Gloria Faretra, director at Queens Children, after she refused a Mental

Western Ave., Albany.

Aug. 27, Southern Region at 8 p.m. at the Holiday Inn (Chartter Oak Room), Route 17-K, R.D. 2, Newburgh.

Free Speech

WEST SENECA — Robert Young, Western Region field representative and chief negotiator of the contract, was pleasantly surprised with a testimonial to the Civil Service Employees Assn.'s democratic procedures following a sometimes stormy 3½-hour ratification meeting of the West Seneca School District Unit, July 9.

With the contract finally approved by a 2½ to 1 margin, one of the more vociferous of the 175 members present approached Mr. Young, patted him on the shoulder, shook his hand and said, "You did a good job and it's a good contract."

Mr. Young, somewhat taken back because of some of the same member's earlier comments and questions, asked, "Why all the flack before?"

He was told: "Well, at CSEA meetings, members get a chance to speak, to question, and to criticize their officers and staff."

"Some of the things I said here at this CSEA meeting, would have had me thrown out at meetings of another union to which I belonged in my former job. I would have been gavelled out of order and escorted out if I persisted. I know because I tried, and it happened that way."

"But, here, tonight at this CSEA meeting both those who favored the leadership and staff, and those opposed were given full opportunity to be heard."

"When you've once been denied such an opportunity, you seize it when it's offered, like it was here tonight."

Mr. Young could only shake his head and comment, "Well, that's part of the satisfaction of being associated with CSEA."

William Robinson, unit president, who admitted being apprehensive about the outcome of the ratification vote, said the salary and fringe benefits contained in the package placed the West Seneca School District employees on a favorable comparison level with other districts.

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