

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXXIII, No. 7 Tuesday, October 12, 1971 Price 15 Cents

Central Conference Report

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CSEA Makes 11 Demands Of Correctional Services Dept.

ALBANY—Seeking to dig below the surface into the root causes of the uprising at Attica Prison and to change the basic conditions facing employees and inmates at State correctional facilities, the Civil Service Employees Assn. was scheduled to meet with Corrections Commissioner Russell G. Oswald in Albany Tuesday, Oct. 12.

CSEA represents the civilian employees at State prisons—four of whom died as hostages in the Attica riot.

A union spokesman said that CSEA chapter presidents from the State's correctional institutions met in emergency session earlier this week at CSEA Headquarters here to formulate demands they will present to Oswald next week.

"Although a few concessions were won by Council 82, AFSCME, which represents the correction officers, after they threatened an inmate lock-in," the spokesman said, "CSEA

feels, and we are sure that the public feels, that farther reaching reforms must be made in the correctional system from the ground up if we are to turn the tide in this intolerable situation. Surface improvements will help a little, but they will not prevent future incidents, riots or bloodshed. The problems go deeper."

Increased Security

CSEA demands emphasized training in rehabilitation and increased security for the prison employees, plus improved living conditions for inmates,

and a strict watchdog role for the union to insure that these changes are maintained.

The demands are:

- That all new programs of the Department of Correctional Services be formulated bilaterally between the Department and CSEA.

- That an immediate plan be formulated for each facility for riot control and evacuation, as well as immediate training for all civilians in this area. Said plan shall be approved by CSEA.

- That an immediate policy statement be made by the Governor of the State of New York that in the future, in accordance with long-established practice, no negotiations will be carried out with inmates for the release of hostages and that correction officers and all other available law-enforcement personnel will be sent in immediately to quell any rebellion.

- That two deputy commissioners be appointed immediately from individuals who have come up through the ranks of the Department of Correctional Services, and that their term in office be continued.

- That security be increased at all correctional facilities to

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CSEA Successful For Correction Officers As Council 82 Refuses Aid

AUBURN—The Civil Service Employees Assn. has won grievances initiated by two correction officers at the Auburn Correctional Facility after the officers' requests for help were turned down by Council 82, AFSCME, AFL-CIO, their legal union representative.

Roger Kane, CSEA field representative for the area, said both grievances concerned seniority for the correction officers.

In one case, a correction officer quit his job and was reinstated to the same title within four months. He asked Council 82 to help him gain back the seniority he formerly had. Council 82 told him he did not have a grievance and refused to help. The officer then went to CSEA. Kane took the grievance through the third stage, and the man

received his former seniority status as the result of a memorandum issued by then-Deputy Commissioner of Correction Harold Butler.

In the other case, a correction officer at Auburn was transferred to Albany under a provisional title. The officer then did not pass the examination to become permanent in the title, and returned to Auburn as a correction officer. Council 82 refused to help him regain the seniority he had held as correction officer at Auburn. Again, CSEA's Roger Kane took the case and carried it to the third grievance step. The man now has the seniority he had before the transfer to Albany.

Kane commented on the two cases: "There are ominous similarities in these two cases. One of them is that the department is not going to be fair and equitable about seniority unless it is pushed by a union. The other is that Council 82 obviously does not want to be bothered with seniority cases."

"I know from talking to the c.o.'s that seniority is a very important issue with them. They need it and deserve it and it is in their contract. Although CSEA does not now represent these employees, we are still going to fight for their rights."

Don't Repeat This!

The Other Shoe Dropped Hard On Civil Service

FROM the point of view of civil service employees, whether at Federal, State or local government levels, the disclosure Thursday night by President Richard M. Nixon of Phase Two of his economic program may amount to

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CSEA Studying Impact Of Nixon's Phase Two On Civil Service Aides

ALBANY — Officials of the Civil Service Employees Assn., at Leader presstime, were giving sharp attention to newly-disclosed plans for Phase Two of the Federal economic stabilization program for possible effects on State and local government employees.

While saying that no official reaction could be expected from his organization until more details were available, CSEA president Theodore C. Wenzl revealed that he had already appealed earlier to U.S. Secretary of the Treasury John B. Connally to exempt all State and local government workers from the longer-range wage control program.

Wenzl also reported that he and his aides had previously met with representatives of the Federal Office of Emergency Preparedness to discuss impact of the existing wage-price freeze, due to expire on November 15, on CSEA's membership of 200,000 plus public employees.

One of the accomplishments of this meeting, according to Wenzl, was to "open a line of communication directly to the Office of Emergency Preparedness." This will permit all questions on the freeze brought to CSEA headquarters by various member groups to be "expeditiously passed on to O.E.P.," he said, adding that inquiries on the subject should be directed to Harold B. Beyer, Jr., CSEA assistant counsel.

In a related matter, Wenzl also viewed in a letter to CSEA Statewide officials and heads of local chapters, the possible impact of the Emergency Employment Act of 1971 on the Employees Association and the civil service system in general.

Under this new legislation,

Federal funds are to be made available to provide emergency employment in State and local government jobs for thousands of unemployed workers. Eligible States and local jurisdictions apply for the financial assistance

(Continued on Page 3)

Islip Aide's Job Saved By CSEA

ISLIP — The Civil Service Employees Assn. has come to the aid of a Town of Islip employee who was threatened with loss of her job as clerk because of administrative error by the Town.

The employee, a clerk in the Town's Purchase Dept., was appointed to the job from what had appeared to be a proper eligible list, and served out the eight-week probation period.

The County Civil Service Dept. then refused to certify her appointment since she was the fourth person on the eligible list, claiming she was thus not eligible for appointment under the one-out-of-three rule.

"The Supreme Court ruled

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CSEA Protests NACC Dress Code

ALBANY — At Leader presstime, the Civil Service Employees Assn. has slated a meeting of officials of the State Narcotic Addiction Control Commission to examine and discuss the NACC's recently implemented dress code for its employees.

The dress code, a seven-page typed document, seeks to strictly regulate the dress, grooming and hair-styles of men and women employed at all facilities where the Commission provides care, treatment or services for narcotics addicts.

"We ask for this meeting," said Thomas J. Linden, CSEA collective negotiating specialist, "because CSEA feels that this new dress code is discriminatory and repressive for the employees who are being asked to conform to it." CSEA represents the civilian employees of the commis-

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SUPPORT THE ATTICA FAMILY MEMORIAL FUND ATTICA, N.Y. 14011

Western Conference Sets Oct. 23 Meeting

NEWARK — The Western Conference of the Civil Service Employees Assn. will meet Oct. 23 at the Old World Inn here, overlooking the former Jackson & Perkins rose gardens.

The Newark State School chapter will host the Conference session, which will begin at 10 a.m. with a County Workshop. The Conference meeting is scheduled for 1:30 p.m., cocktails at 6:30, dinner at 7:30 and dancing at 9:30.

Tickets are \$6 per person, tax and gratuity included, and are available from Mrs. Sarah Beckens, 407 Hoffman St., Newark 14513 (phone 315-331-3150). Motel reservations may be made directly via the Old World Inn, located at 1114 So. Main St., near the Thruway's Manchester exit.

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C.S.E. & R.A.

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K-2181A NASSAU (9 Days/8 Nights)

Leaving December 24; Returning January 1 via TIA. Featuring the Holiday Inn, no meals, rum swizzle party, hospitality desk. **\$279.00**
Taxes & gratuities 24.00

K-2220 CANARY ISLANDS—LAS PALMAS (8 Days/7 Nights)

Leaving December 24; Returning January 1. Featuring twin-bedded room with private bath, continental breakfast and dinner daily, from **\$299.00**
Taxes & gratuities 10.00

K-2163 ROME/FLORENCE (9 Days/8 Nights)

Leaving December 23; Returning January 1. Featuring twin-bedded room with private bath, continental breakfast daily, sightseeing, service charges and taxes, fully escorted. from **\$329.00**

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Leaving December 24; Returning December 31 via Universal Airlines. Featuring Halcyon Days Hotel, breakfast and gourmet dinner daily, cocktail party, sightseeing. **\$299.00**
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INDEX TO TOUR MANAGERS

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DON'T REPEAT THIS!

(Continued from Page 1)

more than that the President has dropped the other shoe. Stripped of all its redundant verbiage, Phase Two indicates that the public employee will be forced to bear an unfair and inequitable burden in the national effort against rampant inflation and high unemployment.

As a practical matter it means that public employees will be obliged to bargain with executives and budget officers, with legislative bodies who have in the past shown little sympathy for the plight of the civil service worker, and then get the approval of a wage control board to be appointed by the President, and finally the action of such a wage control board would remain subject to veto by the Cost of Living Council. The result of all of this is to create an administrative monstrosity that can only make a mockery out of collective bargaining in the public sector.

The degree to which the wage freeze regulations discriminate against public employees was dramatized last week by votes taken in the House of Representatives and in the Senate on a resolution to veto the Executive Order of the President to defer legislated salary increases for Federal employees from January to July 1972. On Monday, the veto resolution was defeated in the House; on Thursday the veto resolution was defeated in the Senate. Both New York State Senators, Jacob K. Javits and James L. Buckley voted against the resolution, which means that they supported the program under which Federal employees are being called upon to sacrifice more than any other group of workers in the Nation.

In retrospect, it may have been too much to expect that Congress would reject the Executive Order deferring Federal employee salary increases. Through its action, Congress in effect declared it a matter of public policy that Federal employees are second class citizens. Congressman Frank Brasco aptly described the action as an "undeclared war against Federal employees."

The cause of the Federal employees may not be irretrievably lost. As an amendment to the military procurement bill, the Senate did vote to provide that Federal employees are second-comparable to those that may be permitted to private employees under Phase Two of the President's economic program. A similar bill is pending in the House, sponsored by Congressman Thaddeus Dulski, of Buffalo, chairman of the House Committee on Post Office and Civil Service. If the House goes along on the Dulski proposal, the President will be confronted with a veto-proof piece of legis-

lation, since the military procurement bill is a vital Administration bill.

What is ironic about the discriminatory action taken against Federal employees is that the amount of their scheduled increase falls squarely within the guidelines proposed to be followed by the Cost of Living Council. These guidelines provide in a general way for holding price increases to two or three percent. Most economists calculate that the targeted price increases could be achieved if wage increases could be contained within five or six percent increases. The Federal sal-

ary increases scheduled originally to take effect on January 1 would amount to 5.5 percent.

The proposed cuts in individual taxes will do little to help the civil service employee tide over past increases in living costs and the projected increases in living costs next year of two or three percent. The proposed individual tax cuts as approved by the House of Representatives would reduce taxes by \$67 for a family of four earning \$10,000 a year. This tax reduction is equivalent to about 16 cents a day, or not enough to buy for each member of the family an additional bag of peanuts.

Service Aide Traineeships Show Widespread Appeal; Few Requirements Involved

Service worker vacancies that pay in the general area of \$110 weekly have become one of the increasingly popular categories of hiring under the recently reopened U.S. Trainee Program.

The spotlight here is on meeting basic physical, age and citizenship provisions. But the candidate need not produce prior experience. And no minimum level of education is called for, either.

Training is supplied following appointment. This is true, also, for all the worker trainee titles. Clerical and officer worker traineeships, for instance, also waive schooling and job history requirements. The clerical posts customarily pay \$83, plus the usual fringe package.

Promotion opportunities are regular, according to the U.S. Civil Service Commission. That body strongly urges every interested person to immediately obtain the pertinent announcement: Notice No. NY-1-08.

The sort of choices you have occupationally are many: from clerical to elevator operator jobs. Food service worker and house-keeping aide are among the most prevalent, as are custodial laborer, general laborer, and grounds maintenance worker. For a full listing of opportunities, seek out the announcement.

Among other helpful hints listed are that certain positions may require the ability to read and write English. A few may ask that applicants be able to type or operate office machines. Veterans preference will be observed in the placement.

Candidates must be at least 18 unless high school grads or successful enrollees in job-training programs.

Eligibility is based on a numerical rating resulting from an evaluation of your job application. No written test is in the offing. The application contains

17 questions, mainly dealing with job training and attitudes.

Selecting Location

At the end of your application, you are given about 20 different locations—seven of them in New York City—on which to state a preference. While your choice is not guaranteed, an effort to place you there will be pursued.

The announcement mentioned earlier is written in both English and Spanish, since New York is considered basically bilingual. You may pick up your copy any weekday or early Saturday at the Federal Job Information Center.

Go to the first floor of the Federal Building at Lafayette and Duane Sts. in lower Manhattan, and ask the Information Center clerk any additional questions.

Nassau Lists Trio Of Positions Now Open Continuously

Applications are being accepted continuously by the Nassau County Civil Service Commission for positions in the following titles:

CR-1 Stenographer — High school seniors may apply within three months of graduation; CR-2 Custodian, School District; CR-4371 Clerk-Typist I—typist-clerk all jurisdictions.

Persons wishing to take such exams are advised to obtain announcements and applications at the Civil Service Commission, 140 Old Country Road, Mineola, 11501, or by forwarding a stamped self-addressed legal size envelope.

Requests for additional examination information may be made by calling (516) 535-2511.

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CSEA Studying Effects Of Nixon's Phase Two

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to the U.S. Secretary of Labor. "The status of these employees in relation to the existing civil service is completely up in the air," Wenzl commented. "There are as yet no apparent ground rules as to what an employee would be paid for doing a certain job. This could be very

hard to live with in a given jurisdiction where the other public employees are subject to carefully-administered civil service regulations prescribing a definite pay scale for that same job.

"Under the Act, however, organizations representing public employees have a right to be notified of and to comment on applications for the Federal money before appropriations are granted. In order to safeguard the interests of all civil service workers in this State, CSEA intends to take all steps to exercise that right."

Wenzl said he had already notified U.S. Secretary of Labor James D. Hodgson of CSEA concern, requesting that the Labor Department notify CSEA of all applications from our State government and its political subdivisions for assistance under the program.

"I have also reported our concern to Governor Rockefeller," Wenzl said, "pointing out to him our communications with Secretary Hodgson, and requesting close cooperation of the State in working out this potentially beneficial program while at the same time preserving the integrity of our civil service system."

Overall handling of CSEA's position on the Emergency Employment Act is under the direction of William L. Blom, staff director of research. Questions from CSEA members on the subject should be directed to his attention.

Appointed

Richard H. Bolten, of Staten Island, has been appointed a member of the State Board of Standards and Appeals at an annual salary of \$31,325. His term runs to January 1972.

Sullivan Co. Chapter Elects Nemerson As New President

MONTICELLO — The Sullivan County chapter of the Civil Service Employees Assn. has announced the results of its recent election of officers, and its intention to poll all candidates for political office in the upcoming election on their positions on issues of importance to Sullivan County employees and taxpayers.

The new chapter president is Jack Nemerson; Maurice Gilbert is first vice-president, county division; Mrs. Nettie Levine, second vice-president, township division; Lynn Loughrey, third vice-president, school district division; Carol Behrens, secretary; George Schork, treasurer, and Arthur Bolton, representative to the State board of directors. Newly elected members of the chapter board of directors are James Creegan, Roy Sattinger and Pauline Hawley.

A motion was passed unanimously that the new president be directed to contact all candidates for political office in the next election to ascertain their positions on matters of interest to the employees and taxpayers of Sullivan County.

Assembly Committee Hears Wenzl Blast State's Layoff Procedures, Outline More Equitable Program

ALBANY — Theodore C. Wenzl, president of the Civil Service Employees Assn., was one of the principal speakers last week at a public hearing on civil service layoff procedures conducted by the State Assembly Committee on Governmental Employees.

S. William Rosenberg, chairman of the committee, said the purpose of the hearing was to obtain information regarding the equity of the laws covering the layoff of civil service employees throughout the State.

The text of Wenzl's statement follows:

One of the most devastating setbacks any union in the public or private sector must cope with is the layoff of personnel which that union represents. Unlike other terms and conditions of employment which require the bilateral agreement of the employer and the certified representative, layoffs are unique, in that they are controlled exclusively by the employer. Because of this one-sided aspect of the policies governing work force reductions, it behooves any union, and especially one that represents public employees, to assure their members that the layoff

procedure which is used by the employer is fair and equitable.

The massive layoffs which occurred last Spring only serve to illustrate that the present procedure used by New York State for the reduction of its work force is totally inadequate and is in dire need of a complete and comprehensive revision. In light of this, I have directed our research department and our legal staff at CSEA Headquarters to prepare legislation for submission to the Legislature in January which we feel will update the essential provisions of law to more adequately protect the

Morrow Promoted

James J. Morrow, director of the Woodbourne Rehabilitation Center, will become Deputy Commissioner for Correctional Facilities in the Department of Correctional Services Oct. 14, at an annual salary of \$31,500.

CSEA Forces Eden Schools To Cancel Contract Providing Outside Custodial Services

(From Leader Correspondent)

EDEN — The Civil Service Employees Assn. unit at the Eden Central School system has forced the Board of Education to cancel a proposed outside services contract that meant the loss of half the unit's 80 jobs.

The money for a contract for outside custodial services from a Buffalo company had been appropriated in the Board's budget while the unit was in negotiations.

When the unit learned of the appropriation, members met and agreed to accept less in salary increases if the Board gave up the idea of hiring outside help to clean the schools.

Pact Effective Nov. 12

The Board agreed and the contract was negotiated to provide across-the-board five percent raises in each of the contract's three years, effective Nov. 12.

The contract further stipulates that no member in the bargaining unit can be replaced by outside contracting services during the life of the pact.

Other points in the contract were:

- Additional day of bereavement leave.
- Increase in amount of accumulated sick leave allowed, to 150 days for full-time employees and to 130 days for part-time workers.
- One additional paid holiday.
- Free entrance to district-sponsored activities and sporting events for members of bargaining unit and their families.
- Shift in work hours during summertime and at Christmas and Easter vacations.

tions.

- Creation of a labor-management committee.
- A requirement that overtime be given on a rotating basis.

Reclassification Study

Following the successful negotiation of the contract, the CSEA unit asked the Erie County Personnel Dept. to survey clerk and stenographer jobs in the district for possible inequities.

ties that could lead to future upgradings.

Lowell Henry is unit president and was chairman of the negotiating team. The members were Tom Messina, Mrs. Kathleen Myers, Mrs. Adelle Sikes, Ted Mroz, Mrs. Dorothy Loretto, Mrs. Katherine Law and David Hadley.

Robert A. Milling, CSEA field representative, was chief negotiator.

Metro Conference Sets Annual Dinner-Dance

The second annual dinner-dance sponsored by the Metropolitan New York Conference of the Civil Service Employees Assn., will be held on Friday, Oct. 29 at the Glen Chateau, Flatlands Ave. and East 56 St., Brooklyn.

Cocktail hour and complete smorgasbord table will start at 8 p.m. and dinner, consisting of roast prime ribs of beef, will begin at 9 p.m. The price is \$15 per person.

Phil Wexler, chairman of the social committee, revealed that there will be many prizes, including two baskets of cheer. Other members of the social committee include: Sam Emmett, who will be toastmaster for the evening, Helen Murphy, Miriam Levy, Cleo P. Ransom, Irene Hills and Mary Warner.

Tickets and raffles are available from the following chapter representatives: Brooklyn State Hospital—Joe Davis; Bronx State Hospital—Jim Barge; Creedmoor State Hospital—Dorothy King; Division of Housing and Urban Renewal—Christian George; Gouverneur State Hospital—Ernest Randalls; Institute for Basic Research—Dr. A. Lewis Hill; Metropolitan Armories—Pete Monahan; Division of Employment—Joy Gottesfeld and Connie Minardi, New York City Chapter—Solomon Bendet; New York Parole District—John Eversley; Psychiatric Institute—Sal Butero; Metropolitan Public Service—Ed Hofmann; State Insurance Fund—Mary Warner; Wards Island Psychiatric—Cleo

P. Ransom, and Willowbrook State School—Edna Percoco.

Randolph V. Jacobs, president of the Conference, stated that the guest of honor will be Ersa H. Poston, president of the New York State Civil Service Commission.

Dress Code

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ston.

Meanwhile, Linden reported, the union which represents the narcotic correction officers and similar titles in the Commission — Council 82 AFSCME, AFL-CIO — has made no move to protest or even discuss the unilaterally issued dress code.

"I guess Council 82 isn't going to bother with the problems of employees of the NACC," Linden said, "and that's true to their usual form. Council 82 has consistently ignored more than 50 percent of the employees it represents in the Security Unit. Even though CSEA legally represents only the civilian employees of the Commission, we need to get this ridiculous dress code modified and improved so that the employees can live with it."

Keefe, Cross Get New DCS Spots

John M. Keefe, of Troy, has been named assistant administrative director of the State Department of Civil Service to succeed John J. Rooney, who was promoted last week to administrative director.

To succeed Rooney in his second post as department counsel, Mrs. Ersa Poston, Civil Service Commission president, has designated John B. Cross, of Menands, as acting counsel.

For Your Leader
To A Non-Member

Islip Aides

(Continued from Page 1)

that the employee should stay in her job," said CSEA regional attorney Lester B. Lipkind, who handled the case, "because through an error of the Town, one of the other employees who was in the first three on the list had declined the job but had never been asked by the Town to sign an official declination. Thus it was the fault of the Town. It was simply a case of poor record-keeping on the Town's part."

CSEA paid the legal expenses for the case under its Legal Assistance Program.

SUPPORT THE ATTICA
FAMILY MEMORIAL FUND
ATTICA, N.Y. 14011

Creedmoor Chapter Honors Sullivans

Mr. and Mrs. Thomas Sullivan were honored Sept. 30 by the Creedmoor State Hospital in Queens Village, at a testimonial dinner given upon their retirement from the hospital staff.

Sullivan, retiring after 51 years in State service, was motor vehicle foreman at the hospital. His wife, Wanda, retiring after 33 years, served as operating room nurse, head nurse of Building 40, and at the time of her retirement was working in the hospital's patient rehabilitation program. Many of her former patients are now employed as nurses aides in various hospitals in the New York Area.

Mrs. Terry Dawson, president of the chapter of the Civil Service Employees Assn., extended best wishes to Mr. and Mrs. Sullivan, and reminded them that retirement did not mean they had to leave CSEA.

The Board of Visitors has awarded certificates to the Sullivans in appreciation for their many years of outstanding service. Letters of congratulation were also received from Governor Rockefeller and Commissioner Alan Miller.



Participating in the Creedmoor State Hospital testimonial dinner were, left to right: John F. Magoolaghan, business officer; Philip Weimer, institution food administrator; Henry Kufahl, president of the Board of Visitors; Terry Dawson, president of the Creedmoor chapter, and the honored couple, Thomas Sullivan, motor equipment maintenance foreman, and Mrs. Wanda Sullivan, supervising nurse.

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The Transit Beat

By JOHN MAYE

President, Transit Police
Patrolmen's Benevolent Assn.



(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.)

Re-Ordering Our Sympathies

MID-DAY . . . and the elderly slowly shuffle from the security of their homes into the sunlit streets to grasp the last rays of warmth before the Winter months sweep in and force them to hibernate until the City thaws out again.

THESE ARE our elder citizens who have contributed so much to the building and fabric of our City — many of them residents from the day of their birth — now realizing that time has taken its toll and that the Winter snow has now become an enemy.

BY FAR THIS is not the only enemy the elderly and unprotected face in this tremendous city of eight million people. Age, illness and disease are expected acts of nature to which we can offer sympathy and perhaps a helping hand or even financial help. Nothing has been discovered to combat nature or its awesome terrors and extremes.

THERE ARE, however, other enemies not only for the aging but for all decent and upstanding people throughout this City. Enemies that have necessarily caused society to devise methods of combat — methods which some say are not the best, but until something better comes along, the only tried and true proven methods.

THAT ENEMY is the person who takes advantage of the young, the middle-aged and the elderly, robbing them of their most precious possession of life itself — with drugs, mugging, robberies, thefts and homicides daily increasing. It then becomes the job of the long arm of the law to reach out and pluck from the garden of humanity that which is bent on destroying all of the best around it. When the facts are sustained, society is better off without these culprits — to be removed to a place of confinement and hopefully to be nurtured back to a lawful place in the sun.

INEVITABLY, MAN is his own worst enemy. It is when he becomes the enemy of others that society must step in with all the prevention and safeguards possible to protect the innocent from the ravages of the guilty.

WHAT THE CITY needs is more police officers, more courts and more detention facilities, until such time comes when a better method is brought about and a lasting cure is found.

IF THIS ARTICLE seems harsh, one has never had the misfortune to come face to face with a criminal intent on destruction, or interviewed a victim of a crime.

LET OUT sympathies rest with the oppressed and the victims of crime and oppression.

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Map Nov. Exam To Be Transport Fin. Director

The State Department of Civil Service will hold an exam during November for director of transportation finance with the Department of Transportation. A vacancy exists in Albany.

The salary range for this position is \$25,221 to \$28,509. Applications will be accepted until

Oct. 25.

To qualify for this examination a candidate must:

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management position which involved the development or operation of automated accounting and control systems, and

- Have five years' managerial experience in a large organization in one or more of the following areas: budgeting, accounting, auditing, financial or managerial reporting.

Candidates meeting the requirements will be evaluated on the basis of their training and experience and will be required to take an oral test.

Applications and further information may be obtained by writing to the State Department of Civil Service, R-1114, State Office Building Campus, Albany 12226.



BUY U.S. BONDS



BOARD MEMBERS — Two newly elected members of the executive board of the Uniformed Fire Officers Association are Captain Frank A. Lomuscio, left, of Hollis, and Lt. Joseph G. Phelan, Jr., of Franklin Square, right. There are nine members on the UFOA's executive board.

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TUESDAY, OCTOBER 12, 1971

Some Sound Suggestions

CONTINUING on his theme that the Civil Service Merit System is the best available pool of manpower to support the various governmental units of the Nation, New York City Council President Sanford D. Garelik has called for political action against those politicians who would subvert the system.

He also called for (1) an investigation of all public corporations that are legally allowed to hire from outside civil service, and (2) legislation to force hiring of those on civil service preferred lists by those corporations on a priority basis.

A product himself of the civil service merit system before he entered political life, Garelik has started a one-man attack on detractors of the system.

Such recent statements by high figures in City government as "... Anyone they (the Governor, the Mayor and the political leaders) recommend gets the courtesy of an interview, and if we have a job available within their skills they get hired" and "We don't live in a political vacuum—my relationship with the Mayor, Governor and political leaders are all important to our corporation," have brought fast response from the civil service community.

Garelik seems to have taken over the leadership of the pro-Merit System faction. And this is good. Civil service needs a figure in public life who understands both sides and who not only speaks out but is listened to.

His proposals to hire first from civil service preferred lists will probably will reach deaf ears on the part of the public corporations until the various legislatures mandate them, but it is a step in the right direction.

When the investigations are over and the public hearings held, we feel sure that the necessary legislation will be passed and the tax-paying public will, once more, be guaranteed that ALL public jobs will be held by highly qualified Civil Service Merit System employees and not by political party hangers-on.

Merit System Champion

SPEAKING of the Career Merit System, we note with regret the retirement after 40 years, of Frederic Q. Wendt from New York City government service. Wendt is another product of the system who rose, competitively, through the ranks to a key position on the Emergency Control Board.

This little known bureau is composed of employees who know the intimate workings of the various City departments and who have the authority—in cases of emergency such as power failures, strikes affecting public safety or natural disaster—to call upon the resources of all City departments.

Wendt, a product of the Police Department's civilian ranks, early realized the need for civil service protection. He was active in forming the Civil Service Forum, which was a champion of the Merit System.

He has also worked untiringly within the New York City Personnel Council, insisting on full utilization of the Merit System.

Although leaving City service, we doubt he will end his efforts in behalf of civil service appointments to all public jobs.

Civil Service Television

Television programs of interest to civil service employees are broadcast daily over WNYC-TV, Channel 31. This week's programs are listed below. For more details, phone the station at 566-3122.

Tuesday, Oct. 12

12:00 Noon—The Police Commissioner. Report on ongoing Police Dept. activities.

12:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.

2:30 p.m.—Around the Clock—Reorganization of the Detective Bureau." P.D. training series.

6:30 p.m.—Return to Nursing—"Care of the Aging Patient." Refresher course for nurses.

7:00 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.

9:00 p.m.—The Police Commissioner. Report on ongoing Police Dept. activities.

Wednesday, Oct. 13

12:00 Noon—The Police Commissioner. Report on ongoing Police Dept. activities.

12:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.

2:30 p.m.—Around the Clock—"Reorganization of the Detective Bureau." Police Dept. training series.

6:00 p.m.—Return to Nursing—"Legal Aspects of Nursing." Refresher course for nurses.

6:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.

7:00 p.m.—On the Job—"Apparatus Accidents." Fire Dept. training series.

9:00 p.m.—The Police Commissioner. Report on ongoing Police Dept. activities.

Thursday, Oct. 14

12:00 Noon—The Police Commissioner. Report on ongoing Police Dept. activities.

1:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.

2:30 p.m.—Around the Clock—Reorganization of the Detective Bureau." Police Dept. training series.

6:30 p.m.—Return to Nursing—"The Nurse and New Equipment." Refresher course for nurses.

7:00 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.

9:00 p.m.—The Police Commissioner—A report on ongoing Police Dept. activities.

Friday, Oct. 15

12:00 Noon—The Police Commissioner. Report on ongoing Police Dept. activities.

1:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.

2:30 p.m.—Around the Clock—"Reorganization of the Detective Bureau." Police Dept. training series.

6:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.

7:00 p.m.—On the Job—"Apparatus Accidents." Fire Dept. training series.

Saturday, Oct. 16

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

Sunday, Oct. 17

10:30 p.m.—Mayor Lindsay: Discussion with guests, newsmen

(Continued on Page 11)

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Civil Service Law & You

By RICHARD GABA



Mr. Gaba is a member of the New York State Bar and chairman of the Labor Law Committee of the Nassau County Bar Assn.

Management/Confidential

(Third of Four-Part Article)

PERB DECISIONS have defined management employees as persons having a "close relationship to executives." PERB has also said, "Essentially, managerial exclusions would include those job titles whose duties encompass policy development, or the direction of major programs, divisions, bureaus, installations or institutions," or personnel who are utilized by the employer as "indispensable resource personnel" or "the eyes and ears, so to speak, of the employer."

THESE DEFINITIONS of management will only survive under the new law if the employees are deemed individuals "who formulate policy." It should be noted that in the one case where PERB certified "a management unit" containing school principals but not teachers, the new law will reverse this decision because it was based upon the employer's contention that "it is necessary for it to have access to the principals in the course of negotiations with the teachers."

THE NEW LAW makes no distinction as being involved with collective negotiations for one unit but not another. Once involved with any unit, the exclusion is automatic for all units. This is a major change. Those employees who were defined as having "an affinity with management" since they could "authorize overtime, schedule vacations and grant emergency leave," or have "the power to discipline, to initiate discharge procedures, and to evaluate the work performances of subordinates" would not be managerial under the new law, but rather be deemed supervisory personnel entitled to representation under the Taylor Law.

IT IS UNLIKELY that PERB will find such an exclusion because it has defined as "supervisory functions" such duties as "the imposition of discipline, effective initiation of disciplinary procedures, or the evaluation of a subordinate's performance..." "Middle management" personnel were defined as individuals "responsible for the efficient administration of the business affairs of the employer; they all work closely together to fulfill their common mission; most of them have supervisory responsibilities of 'rank-and-file employees.'"

IT WOULD, therefore, appear that these definitions of management formerly used by PERB are no longer valid, and that such persons would be entitled to be in a negotiating unit, unless PERB greatly expands the concept of individuals "who formulate policy," so as to include not only what was "executive" personnel, but also what was formerly all types of "management" personnel.

PERB ALSO excluded certain personnel on the grounds of confidentiality. "The criteria used by this Board in such exclusions were to exclude those staff positions intimately related to public employment labor relations, such as the budget function and personnel function of each agency, and in addition, those individual positions who would, in the course of their performance of their duties, be regularly exposed to confidential information pertaining to labor-management relations of public employment." These employees would clearly now be excluded as being managerial and no longer on the basis of being confidential employees.

THE NEW LAW defines confidential employees as "persons who assist and act in a confidential capacity to managerial employees" as now defined. Decisions under the prior law define confidential employees as persons having "access to information regarding labor relations policy that ordinarily would not be available to representatives of employees organizations," but excluded employees who only acted in a confidential capacity "occasionally." Employees whom the employer used as "indispensable resource personnel" with regard to "personnel matters" were also deemed confidential.

NEVERTHELESS, the new law does conform to the most recent PERB decision which states, "The term confidential employees means only those employees who assist and act in a confidential capacity to persons who formulate, determine, and effectuate management policies in the field

(Continued on Page 11)

Inside Fire Lines



by Michael J. Mays

President, Uniformed Firefighters Assn.

(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.)

Urgent Need For Common Sense

WHEN THE PRESIDENT of the United States invoked the Wage-Price Freeze, not all wished to accept it, but all awaited with guarded optimism for the second shoe to fall.

WHAT HAPPENS after the 90-day period? The word "productivity" was little touched upon on Aug. 15, but with each passing day it becomes increasingly the battle-cry of management. The possibility of getting more work with less workers brightens the day of every employer.

ALTHOUGH I believe a man deserves an honest day's work for an honest day's pay (and in that sense I would be opposed to feather-bedding), still the worker who gives 20 or 30 years of his life building fortunes for others deserves to look forward to the future with dignity, pride and a buck in his pocket. So until that day when labor can cure the inadequacies of all, there can only be guarded concern for the future. As for the New York City Fire Dept., as long as they serve, they produce.

NOW THE CITY tells us their position in all negotiations henceforth will be based on productivity and dollars, enough to satisfy the City's needs and the Federal Government's guidelines, which will be the final deciding factor.

HOW DO YOU get more productivity out of men whose work has increased 300 percent over 15 years, or how do you get blood out of a stone?

AT THE SAME time, however, we are told nobody really expects increased productivity out of the already overworked firefighter — or even an increase in efficiency, for even polishing a diamond becomes non-productive after a time.

BUT (the City's wishful thinking continues), if the firefighter could just think of something so that when they ask other departments for greater productivity, it would not look as if the firefighter is getting special treatment.

FROM A MANAGEMENT position, this request might make sense but as a firefighter I suggest that somebody in City Hall should direct his chauffeur-driven Cadillac to Harlem, Bedford-Stuyvesant and the South Bronx.

TAKE A LOOK at the more than 6,000 abandoned buildings, the stark reminders of records of an all-time high in fires and deaths by fire, false alarms and emergencies.

THEN GREASE UP all those dials and ask that question of a Rand computer — because somebody is going to have to face up to it before the public takes the initiative.

THERE IS a desperate need for additional firefighters . . . there is a desperate need for greater fire protection . . . and there is a desperate need for common sense when you deal with the lives of men, women and children.

Garelick Urges Political Action Against Civil Service Detractors; Seeks Public Corporation Study

BY STEPHANIE DOBA

New York City Council President Sanford Garelick last week called on civil service employees to "vote out of office those seeking to destroy the civil service system."

Further, Garelick is asking the City Council to institute a study of all jobs in public corporations in New York City.

Results of this study will make up a recommendation to the State Legislature and the City Civil Service Commission in an effort to bring all but the top management under the Civil Service Merit System.

Among the possibilities here are the Off Track Betting Corp., and Health and Hospital Corp., and the Manhattan and Bronx Surface Transit Operating Authority.

Garelick continued his attack on City administrators who favor the hiring of consultants and other non-civil service personnel. He charged that this deprived qualified civil service employees of their incentive to work for higher positions. "If you're going to deny them the better jobs, you start to attack the whole system."

Speaking from his office in City Hall, Garelick urged civil service employees to "wake up to what's happening and to apply their votes." Civil service organizations, he chided, "have been asleep at the switch" on the issue of non-civil service usurpation of City posts. "I recognize that there is a lot of inertia to overcome, but voters and civil service employees must decide to call anti-civil service City officials to terms."

Garelick blamed administrators for the inadequacies and inefficiencies of traditional City de-

partments. He denied that the public corporations, such as the Health and Hospital Corp., insured greater efficiency in City management. "The advantages they set out to achieve in reorganization could be achieved by good management in the first place. Really, it's up to the good leader, the good administrator. Don't blame the whole system."

"The civil service system is responsive to good management," Garelick continued. "Where it doesn't work it's the fault of the managers." He criticized some City "managers" as being guilty of unjust criticism of the civil service system and its employees.

"Corporations and consultants are not responsible to the voters," Garelick asserted. He also stressed that the current movement away from hiring exclusively civil service personnel is opening the door for appointments to be made on a political rather than a merit basis.

Garelick has also called for "responsible people in these public corporations" to use the civil service preferred eligible lists in making appointments "wherever possible."

These lists—in Federal, State, City and local government jurisdictions—contain the names of civil service employees who have lost their jobs in the budget-tightening reduction in force.

"These are good employees who have shown their ability not only by passing competitive examinations, but also by their continued service to government. We cannot forget them when doing our hiring."

Garelick concluded by recommending that voters "learn a lesson from the old spoils system and stop this trend toward government divesting itself of responsibility."



MATERNITY CARE

Q. What does an OBSTETRICIAN charge for his services?

A. We don't know exactly because fees vary considerably but it can be expensive.

If you are a member of H.I.P. your H.I.P. Obstetrician will provide all necessary maternity services and you never worry about extra charges.

Most other health insurance programs place strict limitations on maternity care. This often comes as a surprise to families who forget to read their health insurance policies.

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Black Armbands Worn To Show Concern Over Sampson Shutting

By MARVIN O. BAXLEY

UTICA — Many of the delegates to the Central Conference meeting of the Civil Service Employees Assn. at the Horizon House here Oct. 1-3 wore black armbands in a show of sympathy and solidarity with the workers and "residents" at Sampson State Hospital, which is in the process of being shut down by the State.

In was with this situation in mind that Tanya Cook's report on the ad hoc political

action committee took on particular significance. In her report, she called for continuing the efforts of the committee in supporting those political figures who support civil service and defeating those who live in ivory towers. On a motion by Phil Caruso, Utica chapter president, the Conference agreed to a three-cent assessment per member to go toward political action.

(Continued on Page 16)



After being surprised with a cake for their 31st wedding anniversary, Conference second vice-president Art Tennis and his wife, Edna, raise their glasses in a toast.



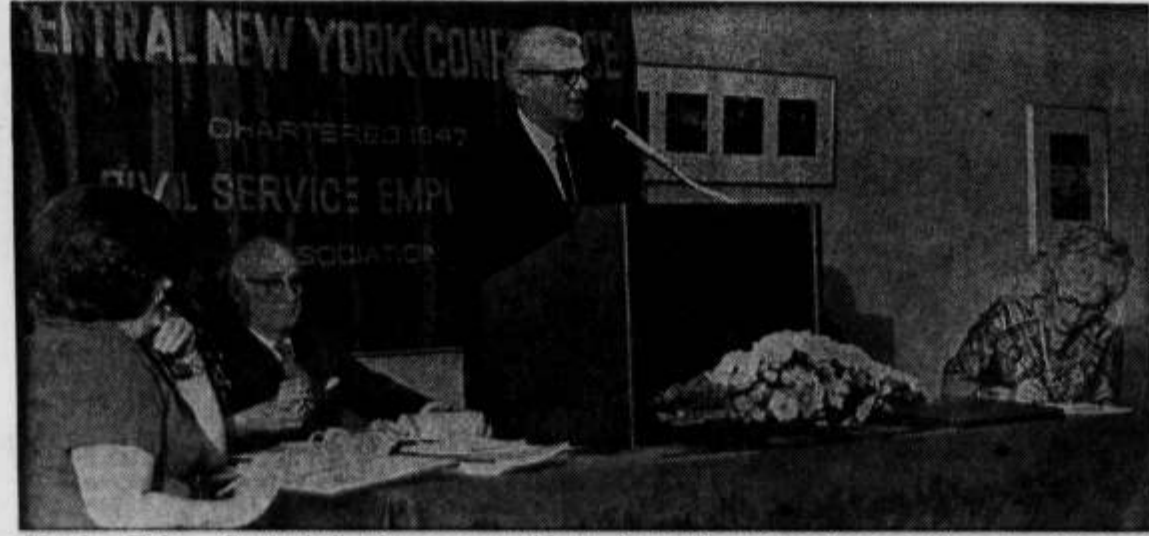
Host chapter for the Conference meeting was Utica State Hospital. Among those attending were, from left, Art Tennis, chapter president; Esther Dynam, co-chairman of the meeting committee; Roger Piersall, publicity chairman; Wanda Piersall, publicity co-chairman; Joyce Jewell, social committee chairman and past president of the chapter; Darlene Skinner, chapter treasurer and social chairman, and John Dynam, chapter vice-president and meeting co-chairman.



Many of the delegates wore black armbands to protest the closing of Samson State Hospital. Here, from left, are Dorothy Moses of Willard State Hospital, CSEA president Theodore C. Wenzl, Thomas Elhage of Oswego County, CSEA third vice-president Richard Tarmey and CSEA first vice-president Thomas McDonough.



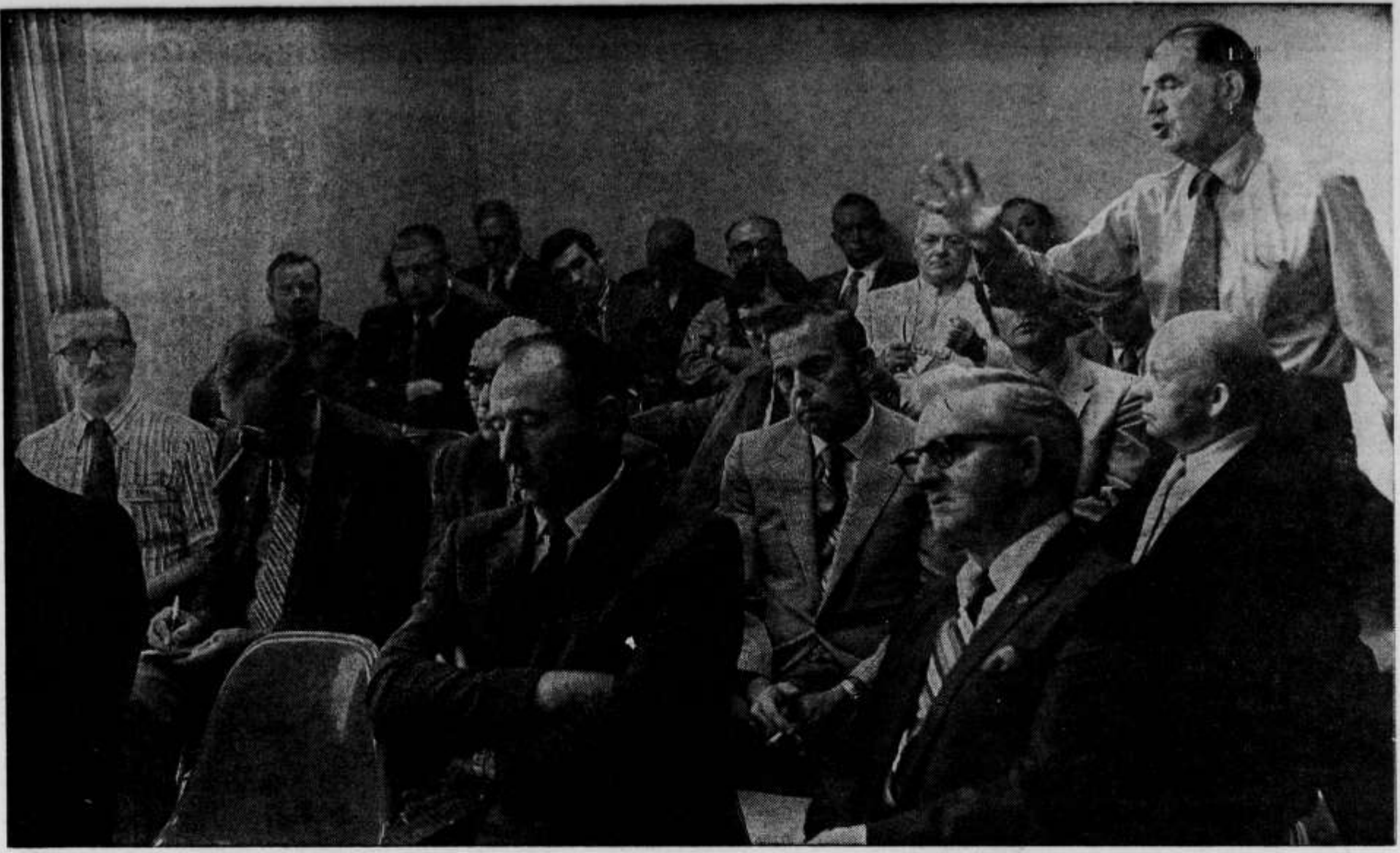
Helene Callahan, Conference treasurer, makes her report, while Joanne Weed, corresponding secretary, seated, listens attentively.



Charles Ecker, Central Conference president, is at the microphone during the business session Saturday afternoon. Other Conference officers at head table, are, from left, Joanne Weed, corresponding secretary; Helene Callahan, treasurer; Floyd Peashey, first vice-president; Fanny Smith, third vice-president (barely visible behind lecturn), and Irene Carr, recording secretary.

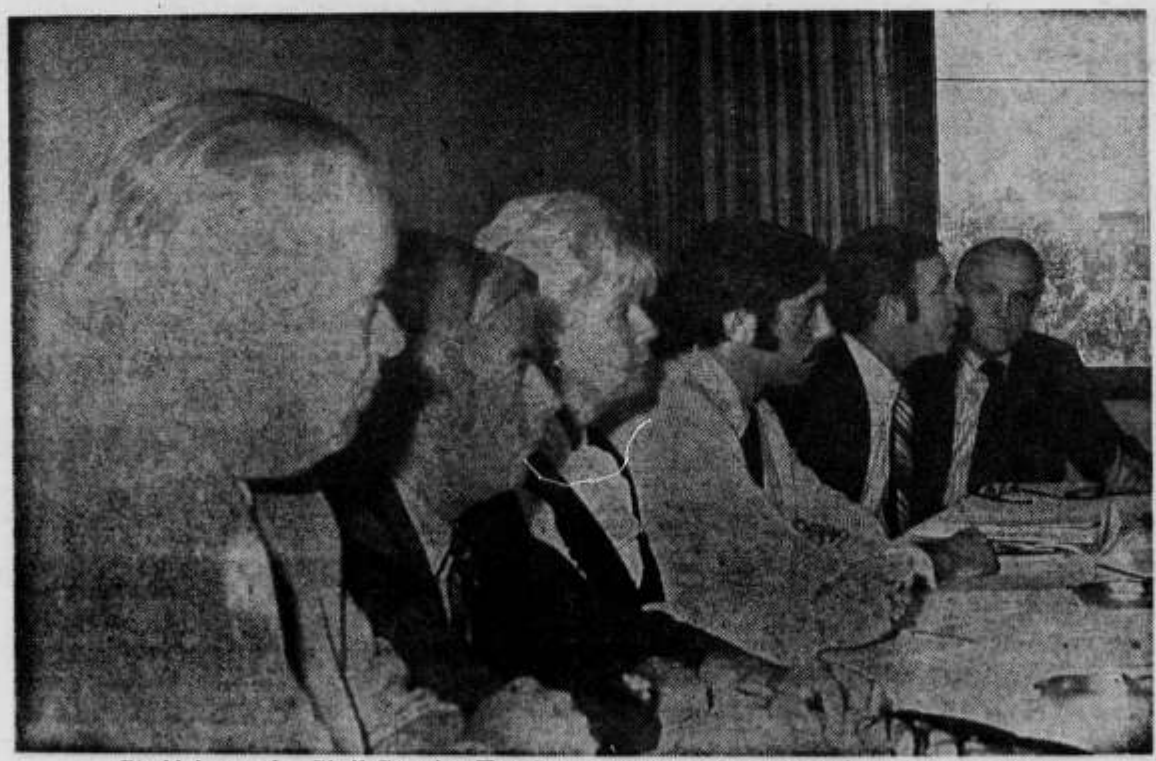


Francis Miller, Oswego County president, takes the floor to speak during one of the discussions.



Jack Weisz, standing, makes a point about the working conditions facing employees of the Security Unit, during special emergency meeting of Correction chapter presidents of the Civil Service Employees Assn. in Albany. Weisz is representative of the Correction Department on CSEA's Board of Directors. Other chapter presidents listen intently as problems of Security Unit employees are discussed and proposals made to improve conditions.

CSEA Moving Ahead In Security Unit



Staff from the Civil Service Employees Assn. who are assigned to Security Unit matters explain benefits that will be available to victims of the recent Attica uprising. Left to right are research director William Blom; regional field supervisor John Corcoran; presidential aide Mrs. Jeanne Lesuk; security unit election coordinator Thomas Linden; program specialist John Carey, and CSEA president Theodore C. Wenzl.



William Dugan, standing, president of the Civil Service Employees Assn. chapter at Attica State Correctional Facility, explains the problems facing both civilian and correctional employees at Attica since the recent prisoner uprising.

Correction Dept. Demands Made

(Continued from Page 1)
the satisfaction of CSEA, including: (a) an increase in the ratio of civilians and correction officers to inmates, (b) that an appropriate number of new items be created in all facilities, (c) that funding for all rehabilitation programs be drastically increased, (d) that all vacancies, both for civilian and for uniformed personnel, be filled immediately.

- That all titles in Correctional Services be immediately upgraded in compensation and that titles be changed by adding the qualifying designation "Correction" and that peace officer status be given to all civilian employees.
- That all security measures in all facilities be reviewed and changes made immediately, including the following areas: (a) that all facilities be provided with the same type of metal detectors for "frisking" that are

- to be provided at Auburn, (b) that the feasibility of utilizing closed circuit surveillance devices be investigated, (c) that warning devices in all areas be installed immediately.
- That labor-management meetings be held at all facilities between the superintendent and CSEA representatives in an effort to resolve specific security problems for each correctional facility.
- That academic and vocational courses be implemented immediately for all civilian personnel, especially in the areas of rehabilitation.
- That a new and impartial grievance procedure be immediately established in the Department.
- That CSEA representatives who give prior notice to the superintendents be permitted to examine all working areas in the correctional facilities and to interview employees at random.

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Work For West Point

The U.S. Military Academy at West Point has job openings for civilian personnel in many fields, from secretarial to medical.

The following positions are now open for application:

Clerk - typist (GS-2, \$4,987 p/a), clerk-typist (GS-3, \$5,524 p/a), clerk-stenographer (GS-3, \$5,524 p/a), clerk-stenographer (GS-4, \$6,202 p/a), medical examiner (GP) (GS-12, \$18,449 p/a), engineer equipment mechanic (WG-11, \$4.45 p/h), general equipment mechanic, ice skating rink (WG-9, \$4.12 p/h), food service worker (WG-2, \$2.93 p/h), barber (WG-7, \$3.52 p/h), and meatcutter (WG-8, \$3.68 p/h).

Additional information and necessary forms may be obtained from W.E. Finnigan, Chief, Recr. & Pl. Branch, U.S. Military Academy, Civilian Personnel Division, West Point, N.Y. 10966, or from the Interagency Board of U.S. Civil Service Examiners, Greater New York City Area, Federal Building, 26 Federal Plaza, New York City 10007.

Hispanics Meet

The Hispanic Society of the Department of Sanitation will meet on Oct. 27 at 7 p.m. at 262 Willis Ave (between 138 and 139 Sts.) in the Bronx.



TAXMAN BOWS OUT — New York's Fifth Avenue Hotel hosted the testimonial luncheon held recently to honor retiring State deputy tax commissioner Paul Newman, who completed 38 years of Taxation and Finance Dept. service. Paying honors at the event are, left to right: F. Robert Blair, former member of the State Tax

Commission; Benjamin B. Berinstein, regional supervisor; Milton Koerner, member of the Commission; George M. Bragalini, former Commission president; Mrs. Helen Newman and Paul Newman; Norman F. Gallman, Commission president; Joseph H. Murphy, former Commission president; John J. Garry, administrative director; Ira Palestin, former Commission member.

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Cutoff Around Bend

9,000 TA Eligibles Informed: Motorman Test's On The Way

The word has gone out to 9,000 eligibles: file now to become a Transit Authority motorman. Applicants began submitting entries Oct. 4. The end-of-the-line is on the horizon for Oct. 15.

Eligibility here is extended to persons with six months behind them in the titles of conductor, bus operator or towerman. That tenure must have been reached by the Dec. 4 date of examination.

The promotional exam for motorman aims at such areas as judgment and knowledge of operating rules; safety procedures; signals and car equipment.

A grade of 70 percent signals passing. While the written weighs 50, the other elements—performance and seniority—make up the other 50.

Upon appointment, motormen receive \$4.95 hourly, ascending in stages to the \$5.30 pay level. A full package of fringes similar to those given to eligible titles will be forthcoming here.

The road to further promotion provides three alternate destinations: yardmaster at \$12,623; train dispatcher at the same pay rate; motorman instructor at \$14,200.

A TA spokesman pointed out that the current operating quota is 3,408 for this title, and turnover usually averages somewhere near 600 a year. The last eligible list for motorman reported included about 600 persons.

Many eligibles will be getting

applications via the mails. Those who do not, may write or visit the TA application unit, 370 Jay St., Brooklyn. Completed applications submitted to this address by mail must be postmarked no later than the declared deadline.

Law Column

(Continued from Page 6)
of labor relations," with the exception that confidentiality now extends to those employees who assist managerial employees "who formulate policy" regardless of their relationship to labor relations.

ANOTHER MAJOR change in the new law is that managerial employees, except for those who formulate policy, must be persons who may "reasonably be required on behalf of the public employer" to act as management. This is in conflict with prior PERB tests, but will at least unify such tests that PERB had failed to do. The former tests were (1) administrative necessity, (2) primary role, (3) primary level not advisory, (4) intimate relationship, (5) degree of authority, (6) substantial allocation of duties, (7) eyes and ears, and (8) close relationship with management.

Four Named

James R. Houghton, of Corning, and Edward M. Kresky, of New York City, have been named to the State Council on the Arts for terms ending March 31, 1976, and March 31, 1974, respectively.

The Governor has reappointed Max L. Arons, of Queens, and Alwin Nikolais, of Manhattan, to the same Council for terms ending March 31, 1974.

Columbians Meet

The Columbia Association of the Department of Sanitation will hold a mass meeting, with refreshments, at 8 p.m., Oct. 28, at Columbia Hall, 543 Union Ave., Brooklyn.

Civil Service T.V.

(Continued from Page 6)

and audience about pressing issues of the day.

Monday, Oct. 18

12:00 Noon—The Police Commissioner. Report on ongoing Police Dept. activities.

12:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.

1:30 p.m.—Around the Clock—"Reorganization of the Detective Bureau." Police Dept. training series.

6:00 p.m.—Return to Nursing—"What's Ahead for Nursing." Refresher course for nurses.

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

When You Need To Know.

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2 H.I.P. provides fully prepaid doctor benefits for maternity. NO other health plan in New York fully insures you for all of the medical care that you require from a qualified Obstetrician in and out of the hospital during your pregnancy, delivery and following delivery.

3 H.I.P. provides you with complete specialist services both in your doctor's office and in the hospital for as long as the specialist services are medically needed.

4 H.I.P.'s Special Service program arranges for fully prepaid medical care if a rare and costly illness should strike. Coverage under this outstanding benefit pays for brain surgery, open-heart surgery and other complex operations and procedures that often overwhelm a family with catastrophic medical bills, even when there is some kind of added coverage.

5 H.I.P.'s Automated Multiphasic Health Testing Center for the early detection of disease provides an extensive health test for all new adult members of H.I.P. Each of the many tests is processed by modern laboratory equipment, advanced computers and skilled health personnel. The tests provide your doctor with valuable medical information about you which he needs to help keep you in good health.

6 H.I.P. WANTS YOU TO KNOW THAT IT IS THE ONLY HEALTH PLAN THAT HAS NEVER REDUCED ITS BENEFITS TO CITY EMPLOYEES!

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The Job Market

By BARRY LEE COYNE

A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

In Manhattan, employers need Auto Mechanics, experienced on foreign and domestic cars at \$90 to \$200 per week . . . Also wanted are Metal Workers to repair auto bodies and fenders, straighten dents, weld and do panel work at \$100 to \$175 per week . . . Printers are in need of Offset Press Operators to set up and operate offset presses. Must be experienced on black and white, and color. The pay range is \$125 to \$200 per week . . . There are jobs for Jewelers experienced in 14 carat gold jewelry at \$2.50 to \$4 per hour and Stone Setters able to set colored stones on 14 carat gold jewelry by hand and prong method . . . Apply at the Manhattan Industrial Office, 255 West 54th St., Manhattan.

Young men aged 18 through 25 if you are interested in learning a trade—here is your chance to become a Sheet Metal Worker. A new apprenticeship training program is being set up to teach you how to fabricate, assemble and install sheet metal products and equipment used in ventilation and air conditioning. This four-year apprenticeship course is open to high school graduates or those with an equivalency diploma. Applicants must pass a physical examination to show ability to perform the work. Applications must be

filed no later than Oct. 15, 1971. The starting pay for the first six months of the apprenticeship course is \$3.92 per hour. Apply at the Manhattan Industrial Office, 255 West 54th St., Manhattan; Brooklyn Industrial Office, 250 Schermerhorn St., Brooklyn; and the Queens Industrial Office, 42-15 Crescent St., Long Island City.

There are various openings for Tool & Die Makers experienced in making tools, jigs, fixtures and molds. The pay range is \$3.50 to \$5 per hour. Silk Screen Printers are wanted for work on paper and textiles at

Cancel Recruiting Of EDP Trainees

The Suffolk County Civil Service Dept. has announced the removal of the data processing equipment operator trainee exam from its continuous recruitment schedule.

The current small demand for trainees, in combination with an excess of eligible candidates, has necessitated the cancellation of testing for this position after Sept. 3. Both the Riverhead and East Northport test centers are affected. There will be no test resumption until further notice from the department.

\$110 per week. Other industrial jobs in Brooklyn include Spray Painters to work on wood and metal, mix match of colors at \$2.10 to \$3.50 per hour . . . Welders to do arc and mig welding on stainless steel at \$2.25 to \$3.50 per hour and Wrapping Machine Operators experienced in paper boxes at \$94 per week . . . Apply at the Brooklyn Industrial Office, 250 Schermerhorn St., Brooklyn.

There are openings in the Apparel Industries Office in Manhattan, Sewing Machine Operators to work on single or multi-needle apparel machines. Any experience on garments, leather goods or shoes acceptable. The pay range is from \$70 to \$150 a week. Piece work and some week work . . . Also needed are Sample Stitchers to work with designers or patternmakers in the production of the original garment. Any experience acceptable. The pay rate is \$75 to \$140 a week . . . Merrow Machine Operators with factory experience on power machines used in making polo shirts or sweaters and other knitted garments can fill jobs paying from \$80 to \$95 a week . . . Apply at the Manhattan Industrial Office, 238 West 35th St., Manhattan.

BUY U. S. BONDS



RETIREES — Dorris Blust Pierrepont, center, is all aglow she greets some of the dignitaries who came from all areas of the State to attend a retirement party in her honor Oct. 2 in Utica. Shown with her are, from left, Dr. Newton Bigelow, director Marcy State Hospital; Barbara Chmielewski, chairman of the banquet committee; Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn., and Irene Hillis, president of the Mental Hygiene Employees Assn. Printed on the program was the tribute: "Dor was ever ready with assistance, advice and help. She had infinite patience with employees and patients and aided them whenever possible." She has been a participant in many activities at Marcy State Hospital and served as secretary-treasurer of MHEA.

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Where to Apply For Public Jobs

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

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

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

Application blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013. Telephone 566-8700.

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

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

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

STATE — Department of Civil Service has regional offices at: 1350 Ave. of Americas, N.Y. 10119, phone 765-3811; The State Office Campus, Albany 12226; Suite 750, 1 West Genesee St., Buffalo 14202; State Office Bldg. Syracuse 13202; 500 Midtower Tower, Rochester 14604 (Wednesdays only). Not open Saturdays.

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

Candidates may obtain applications only in person at the office of the New York State Employment Service.

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

Monday through Friday hours are 8:30 a.m. to 6 p.m., and offices stay open Saturdays, 9 a.m. to 1 p.m. The telephone is (212) 264-0422.

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

Nursing Aide Incentives Include Local Pay Bonus; Mention Night Differential

Suburban Metropolitan area counties are also entitled to the area pay differential for nurse assistants, according to the U.S. Civil Service Commission.

Supplementing the five New York City boroughs are the Counties of Nassau, Suffolk, Westchester and Rockland.

The differential, a Commission source noted, takes in only the NA positions in the GS-2 and 3 groupings, as explained below.

Three base wages, often supplemented by night pay, will mean \$5,223 for area nursing aides and \$4,897 for others—within GS-2. Starting pay of \$5,708 at GS-3 will go to area appointees in this title; others receive \$5,708.

No differential will affect either GS-5 or 6 appointees, however, who are set to earn \$6,202 and \$6,938 respectively.

Night Incentive
Night work generally brings bonus pay. Usual assignments run 7:30 a.m. to 4 p.m.; 3:30 p.m. to midnight; 12 midnight to 8 a.m. Inexperienced candidates may be appointed to the GS-2 level, where intensive training will be given in a variety of patient-related areas.

GS-3 candidates, however, need to have six months of related work history: in non-professional nursing care work or "in a medical environment in an occupation such as medical technician, laboratory, dental or pharmacy assistant."

Persons considering GS-4 appointment will need an additional year of experience; for GS-5, two more years "under professional nursing supervision." Specialized experience accounting for half that time is also required, either in psychiatry, medicine and surgery, or operating room duties. Substitution of relevant training above high school studies will receive credit, also.

Entrants Screened
A written exam, lasting nearly two hours, will be given to all nursing assistant applicants. To pass, 70 percent is required. As a follow-up, expect an oral interview. Tact, understanding, patience and emotional stability are the major characteristics sought from those interviewed.

In basics, the attendant will take and record temperatures, pulse and respiration as well as apply simple dressings and give

simple treatments to chronic and invalid patients. Other duties may include feeding, bathing, dressing and undressing the patient and distributing linens and clothing.

Mainly, Veterans Administration hospitals have the existing openings, although other Federal agencies sometimes use this eligibility list.

Sample Facilities
Within New York City, hiring facilities include: Brooklyn VA Hospital, 200 Poly Place; Bronx VA Hospital, 130 W. Kingsbridge Rd., and Manhattan VA Hospital, First Ave. and East 24th St. Castle Point VA Hospital, 50 miles north of the City, seeks attendants, as does the Northport VA Hospital in Suffolk. Over in St. Albans, Queens, the US Naval Hospital is hiring for this title.

High school graduates and those with six months of work history should apply immediately to the Manhattan and Bronx VA facilities, which require no written test if these standards are met. In this case, applicants should apply directly to the hospital's personnel office.

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NEW YORK, New York, Oct. 1—A fireman, a Real Estate salesman and a school teacher all made \$2,000 to \$5,000 in just three months of interesting and exciting part-time work.

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Other candidates should write or visit the Federal Job Information Center, 26 Federal Plaza, New York 10007, requesting a

copy of Announcement No. NY-749. Tests are generally conducted Saturdays in Room 2900 of the Federal Building.

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2-10 ACRES. Desirable. Nice location. Secluded. On private road. Foot hill of Catskills. 10 minutes thruway, Exit Kingston. 5 miles to Ashokan reservoir. Price reasonable. Box 176, Civil Service Leader, 11 Warren St., N.Y. 10007.

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Beautiful, fully detached home on 30x150 grounds consisting of kitchen, living room, dining room, 3 nicely proportioned bedrooms, bath, full basement, oil heat, garage. Low down payment for GI or FHA buyers. Ask for Mr. Rogers.

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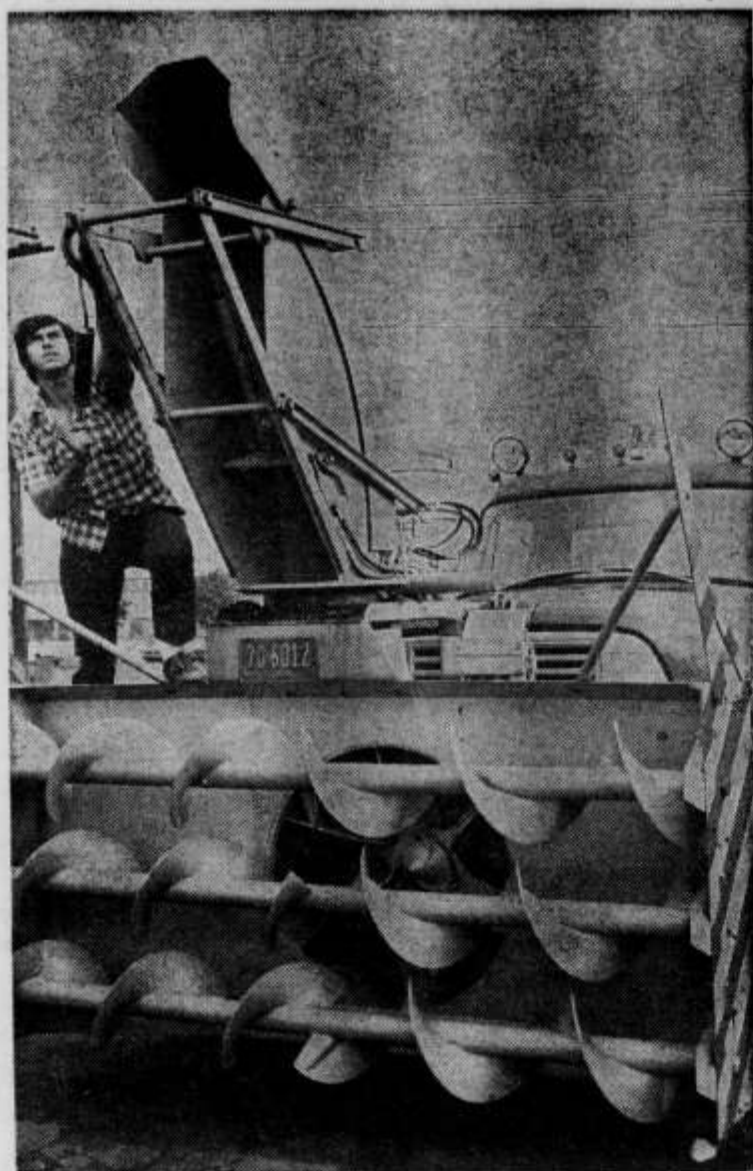
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Long Islanders Facing Trouble In Snowstorms, Gambino Says, Noting Heavy Reduction In Staff



Richard Pospisil readies grease fittings on the snow blower. This is the only truck of its kind operated by the Department of Transportation on Long Island.



Joseph Gambino, left, president of the Department of Transportation District 10, Civil Service Employees Assn. chapter which represents Department employees on Long Island, and William Underdown prepare snow plow blades for the coming Winter.



All motorists are beginning to prepare their cars for Winter. But before any Long Islander can brave the highways during and after severe snowstorms, these trucks and their snow removal equipment must be in top shape. Dominick Vancore, left and Robert Helms are doing just that.

IT takes a strong man to move 2,194 cubic yards of snow.

That's a rough estimate of the white stuff shoved aside by each man on the Long Island Expressway-Seaford to Oyster Bay Expressway maintenance crew in a one-foot snowfall last year.

This Winter, apparently, they'll have to do even better, because the crew has lost four of its 29-man complement during the State's hiring freeze.

Another crew operating out of the State Department of Transportation Syosset yard is down to 20 men from a peak of 30 last Winter, and other crews throughout the State have been weakened by attrition.

"These men can move it," said Joseph Gambino, the wire-tough president of the District 10, Department of Transportation chapter of the Civil Service Employees Assn.

"But Lord help us if there's a real big storm, because all the crews are understaffed and the truth is that the equipment isn't up to snuff. Work has been building up through neglect.

"All Summer, the orders were to do the most important emergencies. We've been going from one emergency job to the next with no time to really get ready for the Winter."

Meanwhile, Gambino said that grievances are sapping morale.

"There's a lot of out-of-title work: laborers are doing heavy equipment operator work, and they get nothing for it.

"The State ordered round-the-clock shifts, even though the truth is we haven't enough men to operate the equipment we have."

The expressway section at Syosset watches over 23.3 miles of the jam-packed six-lane Long Island Expressway and 10.6 miles of the six-lane Seaford-to-Oyster Bay Expressway with a crew now down to 25, Gambino said.

The other section headquartered at Syosset covers busy Hempstead Turnpike, Routes 106, 107 and 109, Jericho Turnpike through the eastern half of Nassau County and Hicksville and Newbridge Roads. These are the key arteries in eastern Nassau other than the limited-access highways. That big job is handled by 20 men, a crew reduced by one-third from last Winter.

The men, some of whom have decades of State service behind them, will work up to 16-hour

shifts with eight hours off in the event of snow emergency.

With roads among the most heavily traveled in the State, the crews know that they must hit the snow hard and fast. Otherwise, a rush-hour tie-up could see literally hundreds of thousands of motorists stranded.

"You have to anticipate snow. If you wait until it starts to call the men, it may be an hour before the trucks are out," Gambino said.

"By that time you'll have the

snow packed down by traffic and people up on the guard rails. People expect that pavement bare and they expect to keep moving at 60 MPH. And if they don't keep moving at a good clip, these roads are going to jam up."

He added: "Look, the men know it's a tough job and dangerous, too, but that they can handle it if they have the manpower and the equipment. Right now, the best thing we can do is hope that Old Man Winter takes it easy."

Eligibles on State and County Lists

CAMPUS SECURITY OFF

Johnson B Pawling	89.9
Johnson H West Seneca	89.7
Wiley R Plattsburgh	89.4
Wright J Holbrook	88.2
De B Buffalo	87.4
Via J Amsterdam	86.9
Wien C Homer	84.1
Zelberger D Conklin	82.9
Alsh R Ronkonkoma	81.9
Isell D Palatine Brg	80.8
Miller R Albany	79.5
Wray E Tonawanda	77.0
Van G Oswego	76.2
Hell W Lake Grove	74.9
Man R Brockport	74.7

ASSISTANT INDUSTRIAL SUPERINTENDENT

Walter J Cheektowa	86.5
--------------------	------

CAMPUS SECURITY OFFICER

Barberich N Rifton	93.1
Wojcicki J Amsterdam	91.9
Owen R Keeseville	91.7
Little J Akron	91.7
Northrup R Cobleskill	91.4
Yates N Syracuse	91.3
Tranese R Farmingville	90.9
Wagner C Conesus	90.3
Potter I Oneonta	90.3
Neuner J Buffalo	90.1
Landroff R Forestville	89.7
Wrisley R Plattsburgh	89.4
Schroeder E Hurley	89.2
Silver M Ogdensburg	89.0
Johnson J Schenectady	88.9
Scovel F Stockholm	88.5
Coleman J Albany	88.2
Bonta J Buffalo	88.2
Urbanski H West Seneca	87.7
Crowley J Tonawanda	87.7
Morgan R Apalachin	87.7
Graham T Watervliet	87.7
Omski E Cheektowaga	86.6
Franklin R Forestville	86.3
Hemighan J Mechanicville	86.2
Taber D Mt Morris	86.2
Sabin C Oswego	86.1
Wisen C Homer	86.1
Werner A Port Crane	86.0
Crites G Collins	85.9
Desjarlais J Binghamton	85.7
Lawlor F Tonawanda	85.7
Radel A Mt Morris	85.5
Balade E Norwood	85.4
Pipolo Smithtown	85.4
O'Donnell J Andes	85.4
Speer B Canastota	85.3
Reilly T Dunkirk	85.3
Cannarilli J Holbrook	85.2
Pierce R Albany	85.2
O'Connor G Troy	85.2
Outcher D Oswego	85.2
Wass T Walden	85.2
Marragnoli J Buffalo	85.1
Abula J Amsterdam	84.9
Wiel J Cobleskill	84.2
Logani V Akron	84.2
Paye C Potsdam	84.1
Warren T Saint James	83.8
Ruttenbur P Forestville	83.7
Woods J Pt Jefferson	83.2
Budney L Unadilla	83.2
Tanner L Cortland	83.1
Hadsell D Palatine Brg	82.8
Reynolds E Ogdensburg	82.8
Hubbard L Buffalo	82.6
Skrzeczowski R Buffalo	82.6
Valente M Buffalo	82.6
Boland J Buffalo	82.5
Herbst G Farmingville	82.4
Plizaka M Buffalo	82.4
Swanson G Mt Morris	82.2
Pepper W Cincinnatus	82.1
Neider A Roxbury	82.1
Bentley H Ogdensburg	82.1
Ashford W Buffalo	81.9
Sullivan D Albany	81.9
Kear A Whitesville	81.6
Roberts D Farmingdale	81.6
Basile J Grand Is	81.8
Bailey L Ovaquaga	80.7
Blanton T Davenport Cr	80.6
Benemann J Buffalo	80.6
Taylor E Bayville	80.6
Hawley R Oneonta	80.4
Storey R Schenectady	80.3
Crossland R Amherst	80.3
O'Brien T Lk Ronkonkoma	80.3

79 Farich J Lyon Mts	80.2
80 Berowski W Kenmore	80.2
81 Thomas R Buffalo	80.2
82 Eggert J Cheektowaga	80.1
83 Karpinko M Binghamton	80.0
84 Barnes W Potsdam	79.9
85 Weill L Laurens	79.7
86 Stevens D Troy	79.6
87 Blakeslee M Oswego	79.4
88 Cupolo H Bohemia	79.2
89 Piedigrossi R Cortland	79.1
90 Draskin J Pt Jffrs Sc	78.9
91 Thompson W Potsdam	78.9
92 Sastellano R Highland	78.9
93 Doorby T Austerlitz	78.6
94 Sonnleitner M Nunda	78.6
95 Soppola F Buffalo	78.4
96 Berkowitz A Bklyn	78.4
97 Bouchard G Ogdensburg	78.1
98 Thorhauer J Cortland	78.1
99 Hardman J Buffalo	77.6
100 Scripp C Cheektowaga	77.5
101 Rounds W Alfred	77.4
102 Ritchie R Ogdensburg	77.4
103 Carlson R Saint James	77.4
104 Malinowski R West Seneca	77.2
106 Rider N Kerhonkson	77.1
105 Wilkinson S Forestville	77.2
107 Lalla P Cortland	77.0
108 Bacon F Cortland	76.9
109 Chapman A Fredonia	76.7

110 Ruzmarek E Depew	76.7
111 Burdick C Belmont	76.7
112 Hinckley C Forestville	76.7
113 Fraser C Chazy	76.7
114 Suedden W Williamsvil	76.6
115 Sullivan R Ogdensburg	76.6
116 Domin J Aiden	76.6
117 Keyes R Centereach	76.2
118 Kear K Whitesville	76.2
119 Gough K Cortland	76.2
120 Garcia E Binghamton	76.2
121 Erase R Highland	75.9
122 Sura W West Seneca	75.9
123 Torrey A Cincinnati	75.8
124 Vecchione A Massapequa	75.7
125 Goshell W Lake Grove	75.6
126 Wallshauer H Eggerstville	75.6
128 Purcell J Saint James	75.2
127 Homa M Patchogue	75.5
129 Brown M Lockport	75.1
130 Balmer M Oneonta	74.6
131 Stone J Keeseville	74.2
132 Kaufman J Johnson City	74.2
133 Moss W Hornell	74.2
134 Hollie E Blandell	74.1
135 Denny G Buffalo	74.1
136 Jaeger D Cheektowaga	73.9
137 Walker R Dickinson Cr	73.9
138 Flog W Centereach	73.5
139 Hennessey W East Islip	73.2
140 Benware W Lyon Mt	73.1

Candidates For Bldg. Custodian Face A November Filing Period; Provide Subject Matter Preview

Advance planning for the Dec. 11 building custodian test can begin at once, as The Leader has learned that filing period for this post begins in little less than a month—on Nov. 3.

The title, which pays \$8,500 upon entrance, is open only to those who have graduated from elementary school and have four years of cleaning and maintenance experience, or the equivalent in education and experience. In any event, declares the Department of Personnel, "one year must have been in a supervisory capacity."

In general, good moral character and the ability to get along with others must be demonstrated. A satisfactory work record must also be indicated in filling out your Experience A Form, to be filed along with the application.

Typical tasks lay stress on supervision of custodial employees performing duties such as sweeping, dusting, mopping, polishing, waxing and disposing of refuse. Cleanliness and storage of tools provides another part of overall responsibilities.

Candidates can begin immediately to brush up for the written test's variety of subject matter.

In that test, the bulletin lists areas to include cleaning and maintenance of buildings and grounds; electrical systems; plumbing systems; building structure; supervision; inspec-

tion; public relations and staff development. The written test, weighing 50, will share the spotlight with a practical-oral on the duties of a building custodian, also weighted 50.

Next comes a physical test, consisting of two subtests. One entails lifting a dumbbell at the shoulder to a full-arm vertical position. In the other, entrants will be asked to jump a distance of four feet from a standing position, taking off with both feet simultaneously.

A full listing of medical qualifications is presented in the announcement—No. 1067—to be posted during Nov. 3-23 at the City Personnel Dept., 49 Thomas St., New York 10013. Entry forms will of course be on hand at that address, also.

The previous test for the custodian title, according to a City spokesman, was conducted May 24, 1969. Seven eligibles were given eligible status on the list which came out on Nov. 14 of that year.

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142 Moore D Plattsburgh	72.6
143 Morgan R Buffalo	72.6
144 Galarneau P Keeseville	72.2
145 Hammond R Rensselaer Pls	71.9
146 Crapser S Richmondvil	71.8
147 Treaby W Hornell	71.5
148 Sprague W Milford	71.2
149 Macedonio D E Northport	71.2
150 Cali C Brentwood	71.2
151 Forman J Johnson City	71.2
152 Dawley L Mt Morris	71.1
153 Vollmer A Amsterdam	70.9

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Wenzl Outlines Reforms In Layoff Procedure

(Continued from Page 3)

are segmented into various that the departments and agencies in the State of New York smaller groups for the purposes of work force reduction. We find that this type of layoff unit designation is, aside from the actual layoff itself, the most inequitable and repulsive aspect of the current layoff procedure. Let me give you some examples of only a few of the gross inequities which resulted from the enforcement of this procedure. The law and rules dictate that each Mental Hygiene facility shall be a layoff unit, separate and apart from all other Mental Hygiene facilities. This absurd rule resulted in the layoff of many long-time public employees from Mental Hygiene facilities which were closed due to budget cutbacks, while other Mental Hygiene facilities located only a few miles away continued to employ people with only a few months' service. Recognizing that such gross inequities should not be allowed to continue, we are recommending the repeal of Subdivision 4 of Section 80 together with the rules and regulations established pursuant thereto. It is our intention to include in our proposed Legislative package, a procedure which calls for each State department to be designated as a layoff unit.

Another problem which frequently arose during the recent cutbacks was that of the layoff of the supportive type staff such as clerks, stenographers and secretaries. It does not take much imagination to envision the feelings of a stenographer employed for 10 years by the Civil Service Dept. at the State Campus here in Albany who is notified that she is being removed from the payroll due to budget cutbacks while another employee holding the same position in the Department of Transportation also located at the State Campus with only two years of service is continued on the payroll. Consequently, we intend to include in our legislative package a provision for a geographic layoff unit where there is a concentration of State departments and agencies. We recognize that such a provision would be highly impractical in the more specialized professional ranks of State employees, but we feel that where common titles exist among State departments which have facilities located in the same geographical area, provisions must be made to protect the rights of long-term employees.

The aforementioned sections of law pertaining to the reduction of the work force for the State of New York are silent in regard to provisional and temporary employees. During the events which occurred last Spring, thousands of employees with no permanent status were retained on the payroll while thousands of competitive employees were laid off. We find this to be an unconscionable act on the part of the State administration, and we are therefore including among our suggested changes in the law a section which mandates the removal of all temporary employees and all provisional employees without permanent status in other job titles from the payroll before any permanent employee can be removed for budgetary or economic reasons.

To illustrate the ludicrous sit-

uation which developed under the current procedures, I would like to quote to you from a letter to Joseph D. Lochner, executive director of CSEA, from Abe Lavine, director of the Office of Employee Relations. This letter is in response to an inquiry by Mr. Lochner relative to the status of temporary and provisional employees:

"The State is terminating employees who hold positions on a provisional or temporary basis as soon as they can be replaced by qualified persons who are on the preferred list. To terminate them before a replacement is available would merely deprive them of employment, which I am sure you would not be in favor of."

This is a clear indication of how the State administration feels about the status of the permanent employees of New York State when they are removed from the payroll before provisional and temporary employees are.

To further amplify this deplorable situation, I would like to quote from a memorandum to all department and agency heads from Richard L. Dunham, Director of the Budget.

The subject of this memorandum is "Positions Held on a Non-Permanent Basis." The memorandum states:

"This is to advise you of a modification of the freeze on appointments set forth in the memorandum from the Director of State Operations and the Director of the Budget on March 31, 1971.

"Effective immediately, the freeze is lifted wherever necessary to permit the filling of positions that are now occupied by nonpermanent employees who must be terminated to facilitate the appointment of employees from preferred lists.

"Since the budget emergency which necessitated the freezing of such positions continues, any such appointments to these positions from preferred lists may be made only on a temporary basis until further notice."

This memorandum, together with the letter quoted from Abe Lavine, proves that the State of New York carelessly and ruthlessly removed permanent employees from the payroll before removing provisional and temporary employees. To reiterate for a moment, we feel that this was an unconscionable act on the part of the State and urge that strict statutory controls be placed upon the Administration, so that all provisional and temporary employees will be laid off prior to any reduction in the work force for permanent employees.

The Civil Service Law is presently totally inadequate with reference to the protection afforded permanent employees in the noncompetitive class and labor class. Section 75 of the Civil Service Law, which governs removal of employees for disciplinary reasons, provides that a State employee in the noncompetitive class with five years of service must be afforded a hearing before removal, yet they have no protection or rights in regard to layoffs.

A publication entitled "Rights and Benefits Available to Employees Separated from State Service," published by the De-

partment of Civil Service, sums up in one paragraph the protection currently afforded other than permanent employees. On Page 3 of this publication, the following is stated:

"There are no provisions requiring preference in retention or reinstatement on the basis of seniority, veteran status, or otherwise, upon the abolition of positions in the exempt, non-competitive or labor classes or in the unclassified service. When positions in these categories are abolished, the department head determines which incumbents will be terminated or later reinstated."

Again, we find it inexcusable and immoral that the State administration permitted each department and agency to lay off noncompetitive employees without regard to seniority rights. An illustration of the inequities that result from the lack of protection and security in this area will help amplify my point. An electrician employed right here in the Education Department with over 20 years of service in the noncompetitive class was removed from the payroll in favor of another man in the same position with fewer than five years of service. Injustices like this cannot be allowed to continue and we are, therefore, recommending that noncompetitive and labor class employees be given all the rights that competitive employees have, including the establishment of preferred lists for reinstatement.

Finally, we feel that every attempt must be made to implement a system which will permit employees who are in a clearly defined promotional series to replace employees with fewer years

of service in a lower step in that promotional series. This system is more commonly known as the "bumping system." Let me give you an example to illustrate how this system works.

The recent cutbacks forced the shutdown of the Office of Planning Coordination. However, a new Office was created to perform many of the functions that OPC had previously performed. This office is known as the Office of Planning Services. With an eye toward staffing this new office, many of the employees of the Office of Planning Coordination were kept on the payroll on temporary status pending transfer to the Office of Planning Services. The information available to us indicates that the people occupying the title of principal planner, Grade 27, and senior planner, Grade 18, were laid off while those occupying the titles of associate planner, Grade 23, and planner, Grade 14, remained on the payroll. This is a highly undesirable procedure since it has the effect of penalizing a person because of his position in a certain promotional series. We would propose that any one laid off from a position in a promotional series would have the opportunity to replace someone in a lower position in that series providing he had more seniority. To illustrate this principle, let us take the example of the principal planner at OPC. If any one of those principal planners had more continuous State service than one of the associate planners, the principal planner would be allowed to assume the associate planner's position. The associate planner would then have the opportunity to replace a planner at Grade 14 since the position of senior plan-

ner, Grade 18, was abolished. This system would have the effect of retaining those employees with the most seniority, so the net result would be the long-term employees would remain on the job while relatively new employees would be laid off. This system is what we describe as the "bumping system."

Although the focal point of my talk to you this afternoon has been our experiences with employees laid off by the State we are also deeply concerned about the lack of protection afforded those employees employed by the political subdivisions. A recent publication by the Department of Civil Service indicates that over 60 percent of the employees of political subdivisions are in other than the competitive class. As I noted earlier these employees have absolutely no protection or seniority rights under the current layoff procedures, and we firmly believe that this inequity must be changed. Several jurisdictions have negotiated certain seniority clauses in their work contracts, but because most of the employees of the 5,000 political subdivisions in the State of New York are not represented by a collective bargaining agent it is incumbent upon the Legislature to give them some minimum standard of protection.

In closing, let me take this opportunity to again thank you for allowing me to address you this afternoon. It is my sincere hope and belief that our organization in cooperation with your Committee can effectuate major changes in the law governing layoff procedures so that the rights of all public employees will be adequately protected.

Central Conference Meets

(Continued from Page 8)

Schools also figured prominently in the debates during the business session of the Conference on Saturday afternoon, Oct. 2.

In his report for the school affairs committee, chairman Thomas Elhage asked that the annual Fall delegates' meeting be changed so as not to conflict with the opening of school. He also asked that a special designation be placed on membership cards to indicate schools (as County and State are now).

Eleanor Korchak, first vice-president of the Binghamton chapter, requested and was granted permission for the universities to have a separate meeting with a State legislator or someone high in the central administration for the State University of New York. She had argued that their problems were often different than those of other chapters.

The Conference also went on record in favor of increasing representation on the CSEA State Board of Directors to one representative for each 5,000

members (as compared to the 10,000 figure now used). This recommendation is to be forwarded to the restructuring committee.

In a session Friday night, Robert Guild, CSEA collective negotiating specialist, and Jack Carey, program specialist, discussed negotiations for the new contract, which, they said, is expected to be ready to start in October.

Saturday morning workshops were also held separately for the County and for the State people.

The State meeting, chaired by Conference president Charles Ecker, featured as speakers Ed Cross from Blue Cross/Blue Shield and Arthur Rosecrans from GHI. The County meeting had scheduled Harmon Switz, collective bargaining specialist, to talk on the effects of the freeze.

At the Saturday night banquet, Oneida County Sheriff Joseph Piccola was the principal speaker. Father Robert E. Brennan, Utica State Hospital chaplain,

gave the invocation.

Statewide officers in attendance at the Conference sessions were president Theodore C. Wenzl, first vice-president Thomas McDonough, third vice-president Richard Tarmey, secretary Dorothy MacTavish and treasurer Jack Gallagher.

Attica Fund At \$20,700

ATTICA—A report on the Attica Family Memorial Fund, currently totalling \$20,700, lists 12 chapters of the Civil Service Employees Assn. as contributors. In addition to a \$1,000 donation from CSEA, the parent organization.

The report, issued by C. H. Watson, president of the Citizens Bank of Attica, administrator of the fund, includes a list of 22 groups of employees who have so far contributed to the fund set up to aid the families of the men who died at Attica.

The CSEA chapters included in the list are: Sonyea; Troop G State Police; Genesee State Park; Buffalo State Hospital; City of Schenectady; Albany Taxation and Finance; Public Service Motor Vehicle Inspectors; Gowanda State Hospital; Steuben County; Camp Pharsalia; Coxsack, and the Roswell P. Memorial Institute chapter.

Seeks Seneca Facts

Carr Magel will carry the fact-finder role for the Public Employment Relations Board in the dispute between the Seneca Falls School District and the Seneca Falls School unit. Civil Service Employees Assn. Spokesman for the SEA will be field representative Lee Frank.

Dresner Designated

Alfred Dresner is the Public Employment Relations Board designee as fact-finder in the Ellenville Central School District dispute. Representing the Civil Service Employees Assn. is collective negotiating specialist Emanuele Vitale.