

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXXVII, No. 33

Tuesday, April 13, 1971

Price 15 Cents

ALBANY
33 ELK ST
PR CSEA
000003-COMP-0EMP-

o Probe Mental Hygiene Dept.

See Page 8

CSEA Demands That State:

Cut Consultants And Other Frills Before Firing Aides



WHAT IT'S ALL ABOUT —
A representative to the recent special delegates meeting of the Civil Service Employees Assn. is seen reading one of the 75,000 copies of a special

edition of *The Leader*, which explained the various actions CSEA can take in its battle to save the jobs of State workers faced with dismissal. Delegates took bundles of the paper back home with them for distribution to members.

Koch Pledges L. I. Conf. To Hard Fight To Protect Jobs, Employees' Future

LINDENHURST—"We will demand an accounting of the activities of our elected State officials on their actions.

"We will not tolerate job loss, overworked staff or salary cuts.

"We will fight for Taylor Law revisions to give us teeth to use against the employer."

L. I. Conference Political Action Already Under Way

As *The Leader* was going to press, it was learned that George Koch, president of the Long Island Conference, had already implemented political action programs outlined at the recent Conference meeting at Lindenhurst.

In a telegram to Republican members of the State Legislature, Koch said:

"On Saturday, April 3, 1971, severe criticism leveled
(Continued on Page 8)

"We will not condone any further studies on pension."

These were among the many pledges made by George Koch, president of the Long Island Conference, Civil Service Employees Assn., last week during the Conference's regular meeting at the Knights of Columbus Hall here.

The visibly angry Conference president drew shouts of support from the nearly 100 delegates from the various CSEA units from Nassau and Suffolk Counties. But perhaps the loudest came when he announced one of the group's most important goals—the removal of State Mental Hygiene Commissioner Alan D. Miller.
"The money that is being spent

to pay Miller and his countless deputies, assistants, assistant deputies and deputy assistants could more properly be paid for three or four times as many patient-care employees who must do the day-to-day nursing care for our mentally ill," Koch pointed out.

"Civil Service employees have been taken for granted for too long," he added, "but no longer will this take place.

"We are, once again, coping with the antics of a bunch of
(Continued on Page 9)

Scura Renamed

Angelo F. Scura, of Mount Morris, has been renominated as a member of the Board of Visitors to Craig Colony School

ALBANY—The Civil Service Employees Assn. last week began initiating several moves to block State plans to fire thousands of workers as an economy measure. One of the moves is a polling of the entire membership to authorize the CSEA Board of Directors to call a Statewide job action if the State violates its contract with the Employees Association.

In another action, CSEA officials met with Abe Lavine, Director of Employee Relations, and demanded a full list of State consultant contracts and the number of millions of dollars being paid out on these contracts.

"We still insist the State can find money to save the jobs of all persons presently employed," Dr. Theodore C. Wenzl, CSEA

(Continued on Page 14)

— Bulletin — Thruway Layoffs A Possibility

ALBANY — The Civil Service Employees Assn., now battling to prevent the layoff of thousands of State Employees, said last week that reports have come in that Thruway Authority employees, repre-

(Continued on Page 3)

Save Jobs Through Attrition, City Chapter Urges Governor

Governor Rockefeller last week was urged by the New York City chapter of the Civil Service Employees Assn. to save the jobs of thousands of State workers by eliminating their positions through attrition instead of by the immediate dismissal with which they are now faced.

The City chapter is composed of units representing many State departments such as banking, tax, insurance, etc. Delegates to the meeting reported that job turnover in various agencies per year from retirements, deaths and other reasons averaged about five percent minimum.

Solomon Bendet, chapter president, declared that "by just not filling these jobs in the coming fiscal year, the State will have done the equivalent of closing even more than the job firing

figure that is being banded about.

"There is no real need to fire anybody," he declared.

Bendet also levied some heavy
(Continued on Page 8)

Don't Repeat This!

Conservative Victory On Budget May Sound Death Knell Of Party

CONSERVATIVE members of the State Legislature and the Conservative Party itself have good reason to be jubilant this year. They elected a United States Senator and exercised unbelievable power in Albany in mangling Governor Rockefeller's proposed budget for this new fiscal year.

(Continued on Page 2)

Buy U.S. Bonds

Inside The Leader

Nassau CSEA Wins 4-Day Week Trial — See Page 3

Safety Officers Denounce Council 82 Failures — See Page 8

What To Do When Going Off Payroll — See Page 3

DON'T REPEAT THIS!

(Continued from Page 1)

In so doing, however, they may have sounded the death knell for minor party politics in New

York on the State and local level.

The success of both the Conservative and the Liberal Parties

lies with their tie-in on the two major parties, the Republicans and the Democrats, and through secondary endorsements on the ballot they have, without doubt, become very important "swing" votes in elections ranging from mayoralty contests to the Governor's office and the Legislature.

Tail Wags The Dog

However, the tail has now begun to wag the dog, particularly in the Assembly where the Republican rank-and-file membership cannot exercise its role as the majority party without the blessing and votes of the Conservatives.

To a large degree, the Liberal Party in New York City plays the same role.

What may have happened now is that Governor Rockefeller and his fellow Republicans may have had it with the Conservative Party after the meat ax job done on the budget, and both the GOP and the Democratic rank and file are probably deeply disturbed that the new U.S. Senator—James Buckley—took away the seat in Washington from the major parties, despite the fact that Buckley now calls himself, basically, a Republican.

You can be sure that the same annoyance is felt about the major role that another minor party, the Liberals, plays in New York.

The Answer?

This irksome situation may very well be resolved when the Legislature reconvenes next week and takes up a measure that may forbid candidates from receiving cross endorsements. Insiders say the bill has a very, very strong chance of approval, including that of the Governor.

This is not to say that either the Conservative or the Liberal Party would be entirely wiped out should such legislation come into effect. But make no doubt about it—their power would be reduced to a minimum.

Essentially, most voters in the State are either Republican or Democrats. The leaders of both parties, according to most evidence, are apparently willing now to take their chance on their own party labels alone and stop being controlled by political minority groups.

View Obscured

Some 12 candidates were termed not qualified to take Exam No. 7050. The test was for the title of window cleaner.

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CIVIL SERVICE LEADER
America's Leading Weekly
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Published Each Tuesday
669 Atlantic Street
Stamford, Conn.

Business and Editorial Office:
11 Warren St., N.Y., N.Y. 10007
Entered as Second-class matter and
second-class postage paid, October
3, 1939, at the post office at Stamford,
Conn., under the Act of March
3, 1879. Member of Audit Bureau
of Circulations.
Subscription Price \$7.00 Per Year
Individual Copies, 15c

Your Public Relations IQ

By LEO J. MARGOLIN



Mr. Margolin is Professor of Business Administration at the Borough of Manhattan Community College and Adjunct Professor of Public Administration in New York University's Graduate School of Public Administration.

Consumer Rights Revolution

MORE THAN THREE years ago we told our civil service readers that 1968 would be the year for the consumer.

WELL, IT LOOKS like 1971 will be the year when every elective official is doing backflips on behalf of the consumer.

THAT IS ALL to the good for civil servants, who have been doing their utmost to help the consumer—even though neither all the laws and regulations needed were available to give you a helping hand in behalf of the consumer.

NOW, FROM THE White House down through all levels of government, the consumer is receiving more attention than he knows what to do with.

THIS SHOULD MAKE the job of every civil servant, dealing directly or indirectly with consumer matters, a lot easier.

STATE ATTORNEY GENERAL Louis Lefkowitz has always been protector of the consumer and an advocate of consumer rights.

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(Continued on Page 6)

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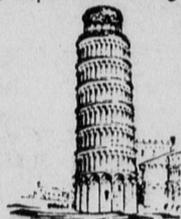
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CSEA Continuing To Recruit Binghamton Hospital Aides

(From Leader Correspondent)

BINGHAMTON—Broome County Civil Service Employees Assn. field representative Richard Sroka says efforts aimed at organizing the some 800 non-supervisory personnel at Binghamton General Hospital under the CSEA banner are continuing on a stepped-up basis.

The hospital is not considered a part of the City of Binghamton, despite the fact that the facility's board of managers is appointed by the Mayor.

CSEA attorney William Night of Binghamton says the hospital is considered a corporation separate from the City and is similar to boards governing Lourdes Hospital in Binghamton and Wilson Memorial Hospital in Johnson City, both private institutions.

Sroka said that, based on that determination, organization efforts will be centered on the New York State Labor Law rather than the Taylor Law governing municipal employees.

Hospital administrator Dr. Gerhardt Krembs, however, said the question of the hospital's connection with the City is "a legal one," but added, "I am sure our attorney feels we are a City hospital." Krembs says the hospital pays the City to process the salary checks as a matter of course.

Krembs also noted that General Hospital employees are covered by the New York State retirement plan reserved for public employees.

Sroka, meanwhile, pointed out that the advantage of utilizing the labor law provisions include the availability of third-party binding arbitration, which the Taylor Law lacks.

Sroka said that between 60 and 65 General Hospital employ-

ees have already signed CSEA pledge cards. Under the labor law, only one-eighth of the total membership potential is needed to win a representation election. Taylor Law provisions require a 50 percent quota before a petition can be filed with the Public Employees Relations Board.

Sroka said the situation at Ideal Hospital in the Village of Endicott is another matter entirely. "There is no question," he said, "that Ideal employees are employees of the Village of Endicott." Efforts to organize Ideal Hospital employees in non-supervisory positions are continuing as well.

Broome County unit, CSEA, president Joseph Gabor, meanwhile, has accused General Hospital's administrator with "running a campaign of intimidation against employees" because of CSEA's activities there.

Gabor said hospital administrators have threatened employees with loss of overtime, layoffs

and changes in work loads or job preferences that would be detrimental to the employees if they chose to join the CSEA. Gabor added that a letter to employees written by Krembs was read by supervisory personnel at the start of each shift recently. Gabor also pointed out that the hospital's vacation plan had been revised recently to allow four weeks' paid vacation time for employees with 20 or more years of service in an effort to woo the employees to its side. Employees previously must have recorded 25 years or more of service to qualify for four weeks' paid vacation.

Krembs said the vacation schedule changes and the CSEA activity were merely coincidental. "One," he said, "has absolutely nothing to do with the other."

Several meetings with employees of General Hospital have already been held and others are planned for the future.

Thruway Layoffs Possible

(Continued from Page 1)

sented by CSEA, may also be threatened by the State's budget cuts.

CSEA president Theodore C. Wenzl told The Leader at press-time that a so-called supervisory reorganization plan for the Authority, being submitted to the State Division of Classification and Compensation, contained provisions for the probable lay-off of at least 50 permanent toll personnel.

George Bastedo, CSEA chapter president of the Syracuse Thruway Division, said that although traffic on the superhighway has increased considerably in the past year, the number of toll collectors has remained the same. "This overload of work has resulted in the hiring of part-time toll collectors," Bastedo said. "Now, if the Authority fires permanent toll collectors, as we

suspect they mean to do, and keeps the part-time workers on the job, CSEA will not stand for it."

Bastedo has already sent a letter to the Division protesting any layoffs of permanent, full-time toll personnel and urging the Division to reject any such proposals in the supervisory reorganization report.

"It is unbelievable to CSEA," he said, "that the Authority would lay off permanent, full-time toll personnel for economic reasons and keep on the part-time people. We need more, not less, people. I can only say in comparison that at least the State, in effecting its personnel layoffs, had the decency to uphold the rights of permanent workers over those of temporary and provisional people."

Safety Officers Ask CSEA To Take Up Their Cause; Say Neglect By Own Union

The following letter was brought to the attention of The Leader by the Safety Officers Benevolent Assn., with the request that it be brought to the attention of all members of the Civil Service Employees Assn.

"We as the president and vice-president of the Safety Officers Benevolent Assn. would like the Civil Service Employees Assn. to look into the uniform force.

"The contract between the State of New York and Council 82 states that we were to be furnished as of Oct. 1, 1970, and no later than Dec. 1, 1970, a complete uniform. (This commitment has never been fulfilled.) What happened to this violation

of contract? Before Council 82 was elected to represent the Security Unit, they made promises, promises and more promises. And that is all we got—promises!

"Before anyone ever heard of Council 82, we were given an allowance which was dependable though not sufficient. Council 82 has done nothing in this matter; either we should have received the money or the uniforms. We feel that this is a violation of our contract and nothing has been done by the Council to correct this "injustice."

"We the safety Officers feel the reason that nothing has been done is because we are in the minority of all the members of Council 82. It is our feeling that compensatory measures should be taken at once to reimburse us for the period from April 1, 1970, to April 1, 1971; which reimbursement we should have received if we had never heard of Council 82. We also understand that this money was sent to the various institutions and consequently frozen. We therefore ask: What happened to this money or what is going to happen? "

"We are asking the CSEA to look into this forbidding matter for us and see what can be done. We feel that they will give us more support than Council 82 has demonstrated, as they fight for their members on an individual or group basis as necessity dictates.

Respectfully yours,
Leo Moore, President
Anthony J. Giardino,
Vice-President
Safety Officers Benevolent Association"

EDITOR'S NOTE: Since the Civil Service Employees Assn. is not the certified bargaining agent for the Security Unit, it cannot officially represent employees in this matter or any similar problem. A CSEA spokesman has informed The Leader, however, that a special committee of the Employees Association is currently working with a group from the Safety Officers Benevolent Association to press jointly for a reallocation for institution safety officers. Thus, the spokesman pointed out, even though CSEA is not in a position to get the long-overdue free uniform supposedly won in Security Unit negotiations, it will do all in its power to win additional compensation for the officers, which will help cover their out-of-pocket uniform costs in the interim period.

Pick Rybarczyk For Cayuga Ct.

Governor Rockefeller is seeking the appointment of Joseph J. Rybarczyk as County Court Judge of Cayuga County for a term expiring Dec. 31, 1971. He was named to succeed Judge Gerald S. Hewitt, who retired last Jan. 1.

Wenzl Demands Delay In Closing Ray Brook Hosp.

ALBANY—A telegram demanding a delay of the announced closing of Ray Brook State Hospital was sent last week to Governor Rockefeller by Theodore C. Wenzl, president of the Civil Service Employees Assn., representing some 120 employees of the State Department of Health unit at Ray Brook.

The closing of the nearly 70-year-old State Tuberculosis Hospital, scheduled for the end of April, came in the wake of the recent State budget cuts.

In his telegram, Wenzl strongly objected to the relatively short notice of the closing: "In spite of our knowledge with respect to budget cuts, I am deeply shocked to learn of the announced closing of Ray Brook Hospital April 30. We demand that you delay such closing until there has been an opportunity for us to confer in order to fully assure ourselves that the interests of the 120 CSEA members employed at Ray Brook are fully protected.

"We also must know," the telegram continued, "that there

(Continued on Page 14)

Nassau CSEA Wins Trial On Four-Day Week

MINEOLA — A small test group of nurses in Nassau County will participate in an experimental four-day work week, it was announced by Nassau Civil Service Employees Assn. chapter president Irving Flaumenbaum.

"There has been talk about the four-day week," said Flaumenbaum, "but to my knowledge this is the first time it has been tried in public employment in New York. The first thing is to determine whether it can contribute to efficiency and employee morale."

Flaumenbaum and the County government, by agreement, launched the test for a unit of registered nurses and licensed practical nurses at the Nassau County Medical Center. The nurses will work four 10-hour days per week instead of five eight-hour days.

The affected employees agreed to the experiment, and the test will be run for a minimum of three months.

A spokesman for County Executive Ralph G. Caso said the County was seeking ways to attract former nurses who had left the profession for homemaking. More flexibility in work hours, Caso believes, may help.



COUNTY DISCUSSIONS — Presiding at one of the meetings of County Division members of the Civil Service Employees Assn. which took place during the annual meeting of CSEA at the Concord Hotel recently, are, from left: Joseph Dolan, director of local government affairs for the Employees Assn.; Irving Flaumen-

baum, first vice-president of CSEA and the president of its Nassau County chapter and S. Samuel Borelly of Oneida County, chairman of the County executive committee. Among the topics discussed by the local government employees were personnel practices and new methods of payment by social welfare bureaus.

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Buffalo Unit Fights City Move To Slash New CSEA Membership

(From Leader Correspondent)

BUFFALO—The Buffalo Competitive Unit of the Civil Service Employees Assn., flushed with the success of a four-day blitz for new members, turned around to find City officials trying to take members off the unit's rolls.

The unit represents more than 1,100 City Hall employees in municipal government and the Board of Education, and the membership drive netted 142 members, bringing the total CSEA membership to 98 percent of eligible employees.

But, William L. Holcomb, City personnel director, notified the CSEA members on grounds the members belong in a supervisory echelon separate from the CSEA. Joseph Maiore, unit president,

charged "if the City succeeds in obtaining decertification it would only be the beginning of an effort to fragmentize the entire downtown Buffalo Competitive Unit."

He put in a hasty call for help from CSEA Headquarters in Albany and Joseph Dolan, director of governmental affairs for CSEA, Charles Sandler, CSEA regional attorney, and Robert A. Milling, field representa-

tive for Erie and Niagara Counties, came to his aid at a pre-PERB hearing conducted for two hours with Holcomb.

John Leader, president of the Board of Education portion of the unit, and James Paine, advisor to Maiore, also took part.

Dolan spearheaded the CSEA arguments during the hearing, claiming the City was seeking the decertification at an untimely period.

"How can the City in good conscience ask to decertify a group of individuals that the CSEA within the past few months has just concluded negotiations for?" Dolan asked.

The meeting ended with the

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City and the CSEA agreeing to a one-month adjournment in the decertification proceedings. The CSEA also requested that

Holcomb delay the decertification petition until January 1972, but Holcomb did not furnish an immediate answer to the request.

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Published every Tuesday by

LEADER PUBLICATIONS, INC.

Publishing Office: 669 Atlantic Street, Stamford, Conn. 06902

Business & Editorial Office: 11 Warren Street, New York, N.Y. 10007
212-BEeckman 3-6010

Bronx Office: 406 East 49th Street, Bronx, N.Y. 10455

Jerry Finkelstein, Publisher

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Joe Deasy, Jr., City Editor

Marvin Baxley, Associate Editor

Barry Lee Coyne, Assistant Editor

N. H. Mager, Business Manager

Advertising Representatives:

ALBANY — Joseph T. Bellew — 303 So. Manning Blvd., IV 2-5474

KINGSTON, N.Y.—Charles Andrews—239 Wall St., FEderal 8-8350

15c per copy. Subscription Price \$3.00 to members of the Civil Service Employees Association. \$7.00 to non-members.

TUESDAY, APRIL 13, 1971

A Call to Responsibility

FIRINGS should be the last economy New York State takes, because the basic services needed by the public simply cannot function without the minimum work force—and that's just about what the State has now.

How can the State really give the unfortunates in Mental Hygiene Dept. institutions less care than they are now receiving? How can urgently needed tax revenues be collected without sufficient personnel? How can highways and transportation facilities be maintained with lack of proper help?

The proof that there isn't sufficient staffing is that, right now, every single State agency and department has hundreds to thousands of positions open that it could not fill and this has been true long before any budget cuts or layoffs were in the picture.

As the New York City chapter of the Civil Service Employees Assn. pointed out, the irony of the situation is that New York City—with all its fiscal woes—has just announced increased benefits for thousands of employees, while New York State, which controls the bigger purse strings, claims it has to fire workers by the thousands.

Should the State persist in its folly of trying to save money by firing employees when the people who will suffer most in the long run will be the taxpayers themselves. Not even the most conservative taxpayer wants to see a breakdown in State services that could bring chaos to everyday living. But that's what is being proposed.

There is still time to correct this deplorable, shotgun approach to economy, and it is the duty of the Governor and the leaders of the Legislature to get sensible and responsible before the damage is done.

Your Public Relations I. Q.

(Continued from Page 2)

ranty and guarantee terms and prohibit offering deceptive warranties.

★ **CREATE A** "small claims" system to arbitrate disputes that arise between consumers and retailers or manufacturers.

★ **SET UP A** "consumer fraud clearinghouse," so Federal, State and local law officials can quickly exchange information on complaints.

★ **SET UP A** Federal consumer office to hear buyers' arguments before regulatory agencies.

★ **EMPOWER THE** Federal Trade Commission to get court injunctions that would immediately halt allegedly deceptive practices.

THESE ARE THE things civil servants have been trying to do for years. Perhaps now they will really have the muscle and the clout.

CIVIL SERVICE TELEVISION

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

Tuesday, April 13

9:30 a.m. (color) — Around the Clock — "Gambling Enforcement." NYC Police Dept. training series.

11:30 a.m.—Community Action: "Social Services."

1:00 p.m. — American Govt. — "The Buck Stops Here."

1:30 p.m. (color) — Around the Clock — "Physical Fitness & You." NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 6, "Medications." Refresher course for nurse.

7:00 p.m. (color) — Around the Clock — "Physical Fitness & You." NYC Police Dept. training series.

Wednesday, April 14

9:30 a.m. (color) — Around the Clock — "Gambling Enforcement." NYC Police Dept. training series.

1:30 p.m. (color) — Around the Clock — "Physical Fitness & You." NYC Police Dept. training Series.

2:30 p.m.—Police Commissioner Reports—NYC Police Dept.

3:00 p.m.—Return to Nursing—No. 7, "Intramuscular Injections." Refresher course for nurses.

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

Thursday, April 15

9:30 a.m. (color)—Around the Clock — "Gambling Enforcement." NYC Police Dept. training series.

1:30 p.m. (color) — Around the Clock — "Physical Fitness & You." NYC Police Dept. training series.

2:30 p.m.—Police Commissioner Reports—NYC Police Dept.

3:00 p.m.—Return to Nursing—No. 7, "Intramuscular Injections." Refresher course for nurses.

7:00 p.m. (color) — Around the Clock — "Gambling Enforcement." NYC Police Dept. training series.

Friday, April 16

9:30 a.m. (color) — Around the Clock — "Gambling Enforcement." NYC Police Dept. training series.

12:00 noon—Advocates—"Should Congress Enact the President's Revenue - Sharing Proposal?" Guests debate the issue.

8:30 p.m.—American Government—"The Civil Servants."

Saturday, April 17

1:00 p.m.—Community Action: "Social Services."

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

Monday, April 19

9:30 a.m. (color) — Around the Clock — "Gambling Enforcement Review." NYC Police Dept. training series.

2:30 p.m.—Police Commissioner Reports — NYC Police Dept. series.

3:00 p.m.—Return to Nursing—Refresher course for nurses.

7:00 p.m. (color)—On the Job—"Apparatus Incidents." NYC Fire Dept. training series.

Marshall To UDC

Governor Rockefeller has appointed Alton G. Marshall, his former secretary and now president of Rockefeller Center, Inc., as a director and chairman of the State Urban Development Corporation.

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.

Support For 'Bumping' Theory

WHERE POSITIONS in the competitive class are abolished because of economy, consolidation or abolition of functions, curtailment of activities or otherwise, layoffs among incumbents holding the same or similar positions must be made in the inverse order of original appointment on a permanent basis in the competitive class in the service of the governmental jurisdiction in which such abolition occurs. Probationary employees must be placed on layoff before any permanent incumbents are suspended. (Sec. 80, Civil Service Law.)

IN A CIVIL division of the State as well as in State service, the layoffs are determined on a departmental or agency basis. In the State, or in a city having more than one million population, layoffs may be made within a particular hospital or institution, or in some cases, within divisions of departments or agencies.

THE COURT decisions are universally to the effect that a government has the right and, in fact, the duty to abolish positions for reasons of economy. The cases are also universal in saying that the decision to abolish a position in government service must be made in "good faith" . . . that ever-elusive quality of "good faith." The courts place the burden of proving bad faith upon the individual who sues to retain his job . . . a burden that in most cases cannot be met in accordance with standards of legal proof.

BUT ALL IS not lost! If you are a veteran in the competitive class whose position is abolished, you have certain seniority rights—in fact, you have the right to be transferred to the same or a similar position where a vacancy exists. In any event, the laid-off employee has the right to be placed on a preferred list. (Sec. 81, C.S.L.)

IT IS MOST interesting to note the use in Section 80 of the words, "same or similar positions." Does the Civil Service Law thereby contemplate what is known in the private sector of "bumping"? Are positions in a line of promotion "similar" positions within the meaning of Section 80? May a Clerk III whose position is abolished elect to replace a Clerk II with less seniority? At least, the courts have said that the issue of job similarity is a factual issue and is properly the subject of a trial. *Thacher v. Catherwood*, 263 App. Div. 484.

THE LIKELIHOOD of proving similarity of positions would appear to be greater than proving bad faith. At the very least, the kind of proof is different. The subjective thought process in "good faith" versus "bad faith" does not exist in the comparison of civil service titles.

IT SEEMS to this writer that an employee who has moved up in the competitive class through several related titles, and who finds his job is being abolished, should have the right to move downward or laterally in grade if he has seniority and is qualified to perform the required work.

THERE IS SUPPORT for the "bumping" theory in sections 80 and 81 of the Civil Service Law. Those sections speak of reductions in "rank or salary grade" as well as in terms of outright abolition of positions, and placement on preferred lists for the same or similar positions. This indicates that the appointing authority has a choice of either abolishing positions or reducing them in salary grade. It would follow logically from that premise that an employee whose position is abolished would have the right to elect placement on a preferred list or to replace a lower-ranked employee if he cannot exercise his seniority within the same title in his department. Following this rationale would tend to keep the civil service system viable and responsive to the needs of the career public employee.



Who are we?

- *7 really* Most physicians in New York State participate in our plan.
- 729,452 New York State and public employees and their dependents participate in our plan.
- We paid \$11,762,306.53 in benefits in New York State for our subscribers last year.
- We're the most experienced medical care plan in the world. Our I.D. card is recognized by doctors in 50 states, Canada and three foreign countries.
- Who are we?

Write answer here _____

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1215 Western Avenue
Albany, New York 12203



Binghamton State Hospital chapter, Civil Service Employees Assn. negotiators lay the groundwork for meeting with Hospital negotiating team. Standing, left to right, are: chapter president Leo Weingartner and William Lacey, deputy director for institutional administration. Seated, from left: Bertha Tarbox; Howard Marks; Morris Sokolinsky; David Durr; Dr. Claude Young, education director; Albain Gasmorowski, R.N., nursing services chief; Russell Jordan, personnel officer, and Raymond Howell, business officer.

Binghamton Hospital Chapter Ends Pact Talks

The Binghamton State Hospital chapter, Civil Service Employees Assn., has concluded negotiations with hospital administrators for a new work contract.

Chapter president Leo Weingartner and deputy director for institutional administration William Lacey, chief negotiators for both sides, issued a joint statement in which they lauded the negotiating teams for their diligence and devotion to duty.

"The negotiations," they said, "progressed throughout in the best interests of labor and management despite occasional differences. We are," they added, "in agreement on many issues in areas of concern to both factions."

The negotiating teams included for CSEA, Weingartner, first vice-president David Durr; secretary Morris Sokolinsky; Howard Marks, and Bertha Tarbox. Hospital negotiators included Lacey, Dr. Claude Young, Albin Gasmorowski, Russell Jordan and Raymond Howell.

Weingartner, meanwhile, reminded chap-

ter members that the election of officers will begin next month. Ballots are to be mailed out by April 3 and are to be returned by April 17.

Nominees include: president — Leo Weingartner, David Furrow and Calisi; first vice-president — Andy Lebwohl and Dewitt Brundage; second vice-president — Ralph Hutta and Ernie Leal; third vice-president — Clifford Warner and Leon Wilmot; secretary — Ann Pooley and Janet Stevens; executive secretary — Morris Sokolinsky and treasurer — Betty Begeal. Delegates nominated are: professional, scientific and technical services unit — Doris Campion, Paul Doane and Leon Wilmot; institutional services unit — Stella Wood, Clair Pruitt, Rachael Elmore and Phyllis Brundage; operational services unit — Cy Soules and Ed Goff, and administrative services unit — Beth Stover. Alternate delegate nominees include: Marvin Seigel, Minerva Kelly, Danny Cullen, Ray Wellman and Bertha Tarbox.

WARNING — What To Do When Going Off Payroll

ALBANY — The Civil Service Employees Assn. has cautioned CSEA members who pay dues and/or CSEA insurance of any type by payroll deduction that if they go off the payroll for any length of time, they must send payments of dues and insurance premiums during the time they will be off the payroll, directly to CSEA Headquarters.

"In order to retain their membership and to make sure their insurances are in effect while they are off the payroll," said a CSEA spokesman, "members should continue to send their dues to CSEA at 33 Elk St., Albany, N. Y., along with this information: their name, where they are employed, social security number and payroll identification number."

Employees should also indicate to CSEA the exact payroll period or periods they have been or will be off the payroll.

Payments for group life insurance should likewise be sent to CSEA Headquarters with the same identifying information, the spokesman said.

Payments for supplemental life insurance or for accident and sickness insurance should be sent to Ter Bush & Powell, Inc., in care of Anita Hill, 148 Clinton St., Schenectady, N. Y. with the same identification information.

If an employee is uncertain as to the exact deductions for each kind of insurance, he should send the total amount, giving total deductions for CSEA dues and insurances, to CSEA Headquarters and indicate the kind of insurances he has. CSEA will then arrange for forwarding the proper premium payments to Ter Bush & Powell for any parts of the deduction that cover accident-health insurance and supplemental life insurance that the employee is covered by.

GOP Chief Picked For Pub. Health Job

Republican State chairman Charles T. Lanigan, of Glenmont, has received an appointment from Governor Rockefeller to a six-year term on the State Public Health Council at an annual salary of \$1,881. Lanigan is a former Mayor of Rome and Oneida County Executive, where he had overall responsibility for both City and County public health programs.

Binghamton Chapter Slate Is Unopposed

BINGHAMTON — The Binghamton State chapter, Civil Service Employees Assn., has nominated a new slate of officers for the coming term.

The nominations were announced during the chapter's annual dinner-dance at Fountain's Pavillion in Johnson City recently.

More than 250 chapter members were in attendance as the slate of candidates was revealed and the floor opened for additional nominations.

The slate includes: president, Stanley Yaney; first vice-president, Eleanor Korchak; second vice-president, Mrs. Alice Dundon; third vice-president, Boyd Van Tassell; secretary, Mrs. Florence Drew, and treasurer Hazel Van Tassell.

All of the officers are running unopposed. Ballots are to be sent out to all chapter members in the near future. The results are to be officially announced April 24 during the Central Conference meeting in the near future. The results are to be officially announced April 24 during the Central Conference meeting in Binghamton

Assembly Unit To Probe Mental Hygiene; CSEA Offers Full Cooperation

ALBANY — Civil Service Employees Assn., which represents more than 45,000 employees of the State Mental Hygiene Dept., has pledged its full cooperation with the newly appointed State Assembly subcommittee to investigate that Department.

The new committee, a subcommittee of the Assembly health committee, is chaired by freshman Assemblyman Robert Wertz (Suffolk), a former Department employee, and includes Republicans William Steinfeldt (Monroe) and Martin Ginsberg (Nassau). It is charged with probing practices in the Department and is expected to concentrate on financial practices.

CSEA president Theodore C. Wenzl said today: "CSEA intends to cooperate with this committee in any way we can to help expose the inequitable spending conditions and practices that exist in this Department. Right now, many patient-care employees—the ones who do the real work of the Department and who receive the least compensation—may be laid off because of budget cutbacks. Meanwhile, there are scores of bureaucrats in the top tiers of the Department

whose responsibilities overlap, who enjoy extensive privileges such as private State limousines, and who receive exorbitant salaries. This is where the cuts should be made."

Wenzl said he had written to Assemblyman Wertz offering CSEA's assistance to the committee in its planned open hearings on the Department.

Chautauqua Chapter Elects Mrs. Jackson

(From Leader Correspondent)

OLEAN — Mrs. Josephine Jackson has been re-elected president of the Chautauqua County chapter of the Civil Service Employees Assn.

Mrs. Jackson, who won her second two-year term, uncontested, will be installed with other officers at a 7:30 p.m. dinner April 20 in the Castle Restaurant here. James Powers, CSEA supervisor of field representatives, will be the installing officer and Joseph Dolan, head of CSEA governmental affairs, will be principal speaker.

Others Elected

Other officers elected include: Mrs. Phyllis Felton, uncontested for first vice-president; Clair Chamberlain, 146 votes for second vice-president, compared to 60 votes for James Giambrone; Arthur Haley, uncontested for treasurer; Mrs. Jean Freeman, uncontested for recording secretary; Mrs. Georgia Myers, uncontested for corresponding secretary, and Mrs. Geraldine McGraw, 156 votes for state representative, compared to 117 votes for Mrs. Margieann Kinney.

Koch Letter

(Continued from Page 1)

at all Republican Legislators in the Nassau and Suffolk area by delegates from the Long Island Conference, Civil Service Employees Assn., for budget vote against the known wishes of your constituents. Delegates have mandated that I direct political action committee of 45,000 Long Island Conference members to meet and recommend direct political action against Republican representatives for this action."

"We want the Long Island legislators to realize that we are the largest unified labor block on the Island.

"The meeting will be held this week," Koch said, "and I am calling upon the committee to notify their counterparts in the other CSEA conferences Statewide to take similar action. Further, I will request that personal donations to a campaign fund for future action be started and will request our Statewide Association delegates to take similar action."

City Chapter

(Continued from Page 1)

criticism at the way the leaders of the Legislature and the Rockefeller Administration have handled the whole matter of cutting down on jobs.

Scare Tactics Hit

"First of all," he said, "it is cruel to put fear in the hearts of dedicated workers by issuing only general statements on firings, making everybody apprehensive of just where the ax will fall.

"Second, both the Governor and the Legislature have proudly declared how the Taylor Law made us all equals at the bargaining table. Why then as partners, wasn't the CSEA called in to discuss this matter and why wasn't CSEA asked to help and see if there were other ways to effectuate savings without firing people?"

"After all," said Bendet, "if anyone knows what is needed and what is not in order to run government, it's the rank-and-file civil servant."

With evident irony, Bendet said "It's very strange that New York City and Mayor Lindsay, who supposedly have the worst financial problems of all, can give their employees greatly increased benefits while New York State, which holds the purse strings, has to fire workers?"

Chapter delegates were vehement about the attack on State jobs and urged fellow CSEA members to vote "Yes" on a ballot, now going to membership throughout the State, which would give the CSEA Board of Directors the authorization to call a strike if serious violations of State contracts are found.

Member Of Herkimer House Unit Renamed

The Governor's Office has announced the reappointment of E. J. Cooney, a Little Falls resident, to the board of Herkimer House.

L.I. Conference Pledges Fight To Save Jobs

(Continued from Page 1)

politicians," Koch said, "and they will soon know that we will not tolerate their failure to respond to our communications. He called for a report from the Conference's political action committee to be presented to delegates at the next meeting for action for or against legislators, depending upon their vote on the severely trimmed State budget.

Koch was strongly supported



GEORGE KOCH
Discussion Leader

by Irving Flaumenbaum, president of the Nassau CSEA chapter and first vice-president of the Statewide Employees Association.

Flaumenbaum: "We'll Help"

Flaumenbaum explained the actions of State delegates in calling for a strike authorization vote from the CSEA members within the State Division.

"While we in the County Division are not directly affected, we are 100 percent behind our brothers and sisters in the employ of New York State. We will help man the picket lines, buy newspaper advertisements in support of any action taken by State employees and will notify our legislators who voted contrary to the wishes of State employees that we are one in thought and action. They didn't vote for us and we will not vote for them. He noted that he had verbal agreement from a large bloc of county chapters on the move to support the State employees.

The Conference delegates also heard Flaumenbaum, whom they had earlier endorsed for the presidency of the State Association, describe his views on duties of CSEA officers and their role in Association policy.

In other action, the Conference:

- Called for the establishment of a special committee of school district employees, three members of which will be from Nassau and three from Suffolk.

- Announced continuing plans for the Tri-Conference Workshops to be held at Kutsher's Country Club, April 18 through 20.

- Requested regional attorney Lester Lipkind of Suffolk County to seek a ruling from Association Headquarters on the eligibility of members of "opposing groups" to become officers of CSEA chapters. Specifically mentioned was the eligibility of members of the State Nurse Association, which had joined with another union last year in col-



Lawrence Doyle, president of the Central Islip State Hospital chapter, requests ruling on eligibility for CSEA office for chapter member Ginna Begel, left.



Lester Lipkind, regional attorney, gives preliminary interpretation of eligibility rule pending official ruling from CSEA headquarters.

L.I. Conf. Delegates In Action



Gus Menzel of Suffolk State School presents plan for letter-writing campaign to Hanoi to gain information of U.S. servicemen listed as missing in action.

lective bargaining elections against CSEA.

- Heard Gus Menzel of Suffolk State School report on a projected program for a letter-writing campaign to Hanoi in an attempt to learn the status of the son of one of his chapter members as well as other Viet Nam combatants listed as missing.

- Approved a resolution by Mrs. Julia Duffy to send telegrams to legislators who voted for the budget that they have acted in opposition to the wishes of their CSEA-member constituents.



Irving Flaumenbaum, second vice-president of the CSEA, right, discusses County employees support in possible job action by State employees with, left to right, Albert Veracchi, president of the

Stony Brook chapter; Joseph Gambino, president of the Pilgrim State Hospital chapter, and Thomas Kennedy, executive representative of the Suffolk chapter.



Vincent Ruggle of the State University at Stony Brook seeks the voting record of legislators while other University employees are seen with him at the table. From left are: Pat Lagrego of Old Westbury, Libby Lorio and Clarie Skolits, both of Stony Brook.



Jack Gehrig of the Long Island Inter-County Parks chapter acquaints delegates with a problem faced by his chapter members.

- Eligibles on State and County Lists -

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185 Cohen P Alexandria Va	76.6
186 Debyah G Dannemora	76.6
187 Ryan T Cheektowaga	75.7
188 Kennedy J Albany	75.5
189 Kradel J Helms	75.5
190 Szczesniak A Saratoga Spg	75.5
191 Zazycki F Buffalo	75.4
192 Armstrong T Cattaraugus	75.0
193 Solodow J Schenectady	74.9
195 Berry J Albany	74.9



UNITED WE STAND - Showing their support for the United Fund of Long Island, several members of the Civil Service Employees Assn. were recently given certificates of merit. Presenting the awards was Irving Flaumenbaum, front row center, second vice-president of the State CSEA and head of the Nassau chapter. From left in front row are: George Koch, president of the L.I. Conference; Julia Duffy, Pilgrim State

Hospital; Joseph Gambino, District No. 10; Flaumenbaum; Agnes Miller, Suffolk Psychiatric Institute, and Lawrence Doyle, Central Islip Hospital. In rear row are: Gus Menzel, Suffolk State Hospital; Walter Boehme, Inter-County State Parks; Albert Varacchi, president, Stony Brook chapter; William Kempey, L.I. Armory chapter and Joseph McKnight, State University at Farmingdale.

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Promotion? Pension? Follow The Leader

Buffalo Chapter Hears Reports On Convention

(From Leader Correspondent)

BUFFALO — Reports of the Statewide delegates meeting at the Concord Hotel in Kiamesha Lake were furnished at a recent meeting of the Buffalo chapter, Civil Service Employees Assn.

Fred Huber, chapter president, chaired the meeting and announced that Mary Cannell, former chapter president, has been appointed chairman of a nominating committee to suggest members to run for chapter office.

Miss Cannell is also chairman of the Buffalo chapter-sponsored x-ray test to be held April 19 at the Gen. Donovan State Office Bldg. and April 23 at the Buffalo State University College Campus on Elmwood Ave.

During the meeting, Celeste Rosenkranz, chairman of the Statewide education committee, announced that the speaker for the chapter's next meeting, April 21, will be president Ersa Poston of the State Civil Service Commission.

Fredonia Aides Sign Contract

(From Leader Correspondent)

FREDONIA — Municipal workers in this Chautauqua County village have agreed to a two-year contract negotiated by the Civil Service Employees Assn.

The contract, affecting about 45 employees, calls for a \$750 raise the first year and a \$500 raise the second year.

The contract was negotiated over a three-month span after an impasse had been declared and a mediator called into the sessions.

Other benefits won in the pact include a two-step jump in retirement to the 25-year plan and improved health insurance.

Other non-economic issues such as seniority rights and vacations were also improved.

Post At Kings Park

Jack Frank, Brooklyn painting contractor, has been reappointed by Governor Rockefeller as a member of the Board of Visitors to Kings Park State Hospital for a term ending Dec. 31, 1977.

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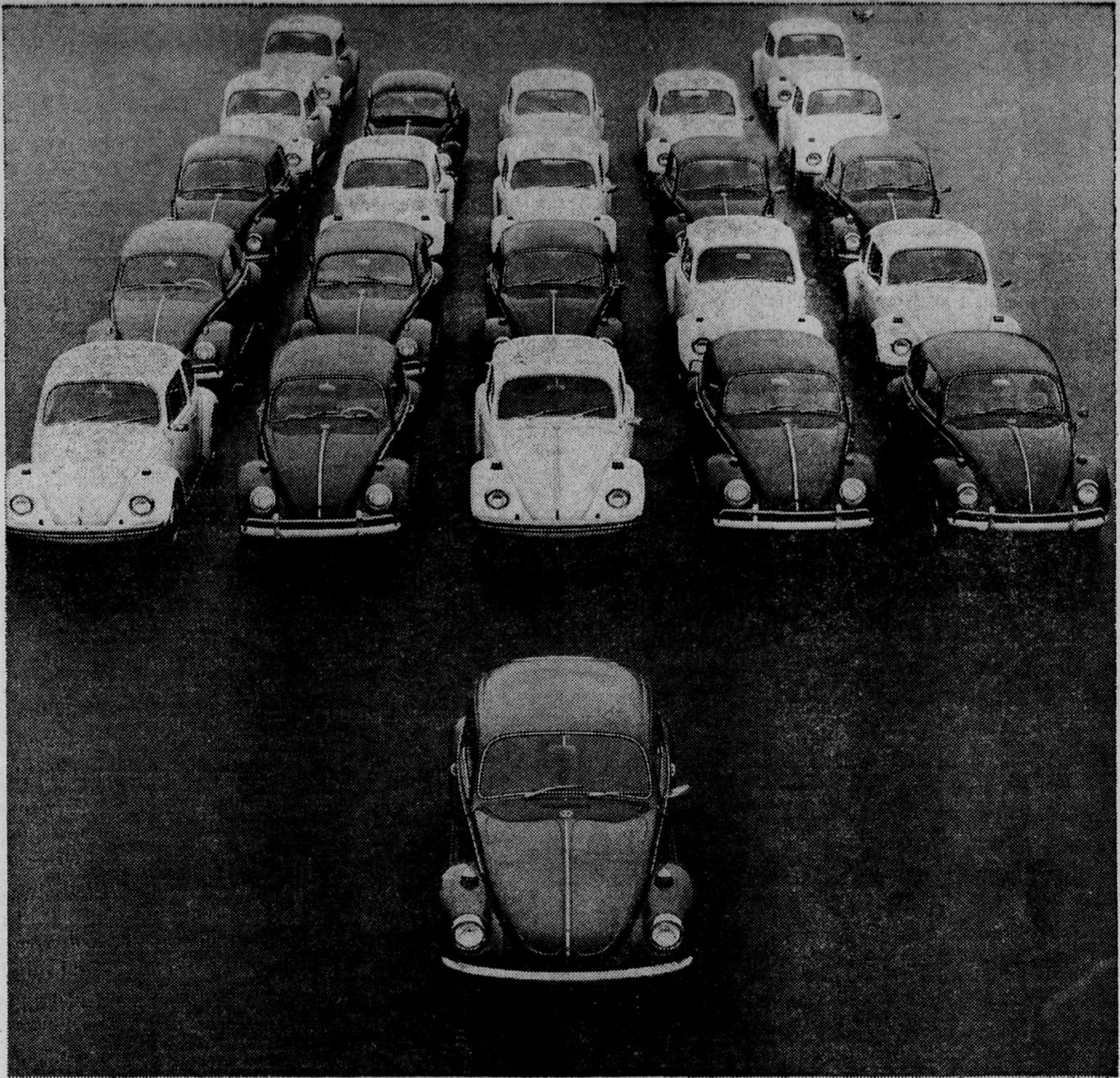
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In fact, according to the NADA Official Used Car Guide, the same Volkswagen Beetle that sold for about \$500 less than the average economy car three years ago, now sells for about \$200 more.

So today, as we look at all the new economy cars trying to learn in one year what it took Volkswagen 23 years to learn, we can muse on something somebody said almost 200 years ago.

"The best index of the future is the past."

Because if that's true, we have a beautiful past to look forward to.

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Construction Exp. Sought

Cutoff Point Comes Apr. 19 For Pair Of P'kway Titles

The road ends for applicants wishing to file for parkway foreman on April 19, discloses the State Civil Service Dept. in driving home the point that two distinct titles are available.

The parkway foreman job, paying \$6,890, asks for two years in the construction and maintenance operations of highways; a general park foreman title, paying \$9,167, requests supervisory

background—at last two years—in "building, mechanical, highway and parkway construction and maintenance."

The first title lists openings with the East Hudson Parkway Authority in New Rochelle, White Plains, Eastview and Millwood. Parkway foreman vacancies also exist with the Office of Parks and Recreation at these State park regions: Pinger Lakes, Alleghany, Long Island, Palisades, Thousand Islands, Taconic and Genesee. The general foreman post is located on Long Island.

Applicants should tool up for a May 22 written test. Its prospective contents: methods, ma-

State Axes Exam For Drafting Aide

A suspension of applications has been announced for drafting aide, Exam No. 20-119, a State title that had been on a continuous filing basis. No applications filed after April 5, 1971, will be considered, according to the State Civil Service Dept.

"If an examination is reinstated," said the statement, "regular retest procedures will be resumed and a new supply of announcements will be forwarded to you." It was noted that entrants who have filed before the above deadline will be taking a qualifying exam on April 24, the last test to be conducted in the foreseeable future for drafting aides.

terials, tools and terminology used in maintenance of parkways, parks and drain structures; also, seeding and related landscape work and general supervision.

Obtain Exam Notice No. 23-473 through the State Civil Service Dept. when asking an application. Regional offices now exist in Albany, Buffalo, Syracuse and New York City.

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Motor Vehicle Inspector Vacancies Face Apr. 19 Closing For Candidates

Persons to probe mechanical defects in buses and heavy duty trucks are in demand for the \$9,167 post of motor vehicle inspector. A State title subject to the April 19 closing date, it will require five years of general mechanical background plus a high school diploma.

Two of those years, moreover, must deal directly with "both controlled and preventive maintenance programs of fleet operations," as spelled out in Exam Notice No. 23-448. Inquiries should be made to the State Civil Service Dept. in Albany Buffalo, Syracuse or New York City.

These are the basic tasks: inspecting the mechanical conditions of buses, heavy duty trucks and other major vehicles engaged in the transportation of passengers and goods for hire. Investigation of illegal operations and checking adequacy of service can be anticipated, as will keeping records and submitting reports of relevant findings. MV inspector applicants are

urged to prepare for a written exam, set for May 22. Contents are to include: mechanical design, construction, maintenance and repair of such heavy duty vehicles; investigative techniques; diesel and gasoline engines; preventive maintenance programs, records and reports.

Jobs are situated in different parts of the State and come under the jurisdiction of the Department of Transportation regional areas.

State Tax Examiners Assn. Holds Dinner

Some 100 members of the New York State Tax Examiners Assn., Metropolitan Region, turned out for the organization's annual dinner-dance in Queens.

Although there were no formal speeches, brief talks of welcome were made by Irving Steiner, president of the association, Commissioner Milton Koerner and John Garry, administrative director of the State Tax Commission.

Other guests included district directors Arthur Fields, New York; Herbert Levin, Queens; Samuel Michelson, Mineola; Robert Lewiston, Westchester and association vice-president Gilbert Guzik.

Chairman of the event was Marvin Braham of the New York office.

Selected As Visitor To St. Lawrence SH

Governor Rockefeller has selected Mrs. Sam Villanti of Lowville as a member of the Board of Visitors to St. Lawrence State Hospital, for a term ending in 1976. Mrs. Villanti, a registered nurse, will succeed Mrs. Edgar French of Malone, whose term expired. Members of the board serve without salary.

Recipe In Error

Of the entrants desiring to take Exam No. 7070, some 26 were deemed not qualified. The test pertained to the post of home economist.

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Where to Apply for Public Jobs

The following directions 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 Street, New York, N.Y. 10013. It is three blocks north of City Hall, one block west of Broadway. Applications: Filing Period — Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 8:30 a.m. to 5:30 p.m., and Saturday from 9 a.m. to 12 noon.

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

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 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 Chamber Street, a short walk from the Personnel Department.

STATE — Department of Civil Service has regional offices at: 1350 Ave. of Americas, N.Y. 10019, phone 765-3811; The State Office Campus, Albany 12226; Suite 750, 1 West Genessee St., Buffalo 14202; State Office Bldg., Syracuse 13202; 500 Midtown 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 offices 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 at the particular installations offering the jobs also may be applied to for further information and application forms. No return envelopes are required with mailed requests for application forms.

State Correction Posts Taking Males 21 to 37

The constant challenge confronting State correction officers as they seek to fulfill their responsibility to aid in the rehabilitation of inmates, explains the State, necessitates certain criteria for hiring. Good character, as demonstrated in school and on previous jobs, is therefore important.

Sound physical strength is another major consideration, as the ability to command respect is essential to effectiveness. A rigorous physical exam awaits all candidates to prove they are "free from all physical and mental defects" that might otherwise impair their work. Alert hearing and vision are necessary. Age eligibility extends from 21 to 37 upon appointment.

Minimum weight and height criteria have been listed: you must measure at least 5 ft., 8 in., in bare feet and weigh no less than 145 lbs., with weight in proportion to height. Good moral character is emphasized, also, explaining that "conviction of a felony, misdemeanor or other violation of the law or a history of mental illness may bar examination and appointment."

Four locations have been designated as centers for periodic testing. They are Attica Prison in Attica; Auburn Prison in Auburn; Great Meadow Institution in Comstock, and Sing Sing in

Ossining.

Aside from the medical exam, a written test will be administered to gauge the skills and abilities of correction job candidates. The test will seek to learn whether you have: good judgment in the correction field; capacity to prepare written reports, and knowledge to interpret written material. The test is not considered very difficult for most high school graduates.

The salary range is \$7,375 to \$9,040; further, an additional boost is scheduled to take effect in April 1971, amounting to six percent over the current sum. The bulletin for this title indicates that three separate but closely associated titles are included: correction officer, correction hospital officer and correction youth camp officer.

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Dr. Collins Joining Hosp. Review Unit

The Governor has sent to the Senate for confirmation the nomination of Dr. Robert J. Collins of Syracuse as a member of the State Hospital Review and Planning Council.

Named for a term to expire Dec. 9, 1972, Dr. Collins is to succeed Dr. Norman S. Moore of Ithaca, who resigned last August. Dr. Collins, 55, attending physician for Syracuse University's Student Health Service, is a graduate of Syracuse University.

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Two Rochester State Hosp. Aides Cited For Heroism Several Moves Planned To Block Worker Cuts



Citation commending him for heroism is presented to Daniel O'Grady, a psychiatric attendant at Rochester State Hospital and member of the hospital's Civil Service Employees Assn. chapter, second from right, by Dr. Russell Barton, hospital director, second from left. Others are, from left, Ruth L. Lewis, the hospital's chief of nursing services and training; Dorothy Hall, president of the chapter; and Mrs. Ethel DiGregorio, supervising nurse of the unit where the fire occurred, who represented other citation recipient, Leslie Stratford.

ROCHESTER—Two members of the Civil Service Employees Assn. were honored recently for heroism and disregard of personal safety in the rescue of an incapacitated patient trapped by fire in a room at Rochester State Hospital.

Daniel O'Grady, a psychiatric attendant, and Leslie Stratford, a staff nurse, were cited for "risking their own lives" on Nov. 8, 1970, in a citation signed by Dr. Russell Barton, director of the hospital, and Dr. Alan J. Miller, State Commissioner of Mental Hygiene.

"Their prompt action, bravery and devotion to duty serve as an inspiration to us all," the citation reads.

Dr. Barton warmly praised the two members of the CSEA's chapter in ceremonies at the hospital. Robert J. Benedict, president of the hospital's board of visitors, presented the commendations.

Benedict was introduced by Ruth L. Lewis, chief of nursing services and training at the hospital. Dorothy Hall, chapter president, represented CSEA.

Both Stratford and Dr. John Cumming, deputy commissioner of the Mental Hygiene Dept., were prevented from attending the ceremonies by bad weather. Mrs. Ethel DiGregorio, supervising nurse of the unit where the fire occurred, represented Stratford.

(Continued from Page 1)
president, told The Leader at presstime.

"There are millions and millions of dollars being spent on consultant fees and other frills. I call them frills because the work force the State now has to provide minimum public services is more important to the citizens of this State than costly theorizing by specialists or the building of projects more monumental than the Egyptian pyramids," he declared.

Lavine promised to provide the cost of consultant fees for the Education, Mental Hygiene, OGS and Transportation Depts. early this week and the remainder soon after.

CSEA is also demanding to know what budget cuts various departments and agencies have submitted to the Office of the Budget. "We are partners with the State. We want to know about these cuts, not only to see if they are necessary, but if they involve the unnecessary firing of employees in order to become workable," Wenzl said.

Political Action

Also being planned is a recommendation to the CSEA Board of Directors, meeting here next week, to create a special political action fund to fight those legislators who championed the firing of State workers in order to cut the budget.

Another recommendation will be to launch a massive public

relations and advertising campaign to acquaint the general public with the falseness of the economy of dismissing workers now on the payroll.

In the meantime, the entire 220,000 membership of the Employees Association is being polled for approval of job action should the Board of Directors find the State engaging in serious violations of work contracts between CSEA and the State.

"This session of the Legislature is not over and neither is our battle to fight for the job of every single worker now on the State payroll. We're not through yet, not by any means," Wenzl declared.

Weenzl Demands

(Continued from Page 3)

will be continuing exploration of viable alternatives for continuing employment, which we believe cannot possibly be known for several weeks yet. To accomplish these ends, therefore, a meeting and mutual discussion are urgently needed."

Keter Selected

Appointment of Dr. Robert Lewis Keter, president of the State University at Buffalo, as a Board of Visitors member to Roswell Park Memorial Institute, has been announced by Governor Rockefeller.

Cleveland Hill Unit Scores On Agreement

(From Leader Correspondent)

CHEEKTOWAGA—The Civil Service Employees Assn. unit that represents 100 non-teaching workers in the Cleveland Hill School District in this suburb of Buffalo has become the first CSEA school unit in Western New York to reach contract agreement in 1971.

The workers include custodial, maintenance, office and cafeteria staffs and bus drivers. The CSEA-negotiated pact provides them with seven percent increases each year of the two-year agreement.

For bus drivers, the contract provides an additional 50 cents per hour in the first year.

Despite often severe illness, Gil Lawrence, unit president, guided the negotiating team with Milton Repp, first vice-president, and representatives of various staffs involved. Robert A. Milling was the CSEA field representative who took part in the bargaining.

Besides the pay boosts, other benefits won by the CSEA were:

- Four hours minimum call-

back pay.

- Wage adjustment for one CSEA member when working as monitor in detention hall, a 10 percent pay differential.

- Increased longevity to include 5 cents more per hour for workers with 10 years service; 10 cents more per hour for workers with 15 years service and 15 cents more per hour for workers with 20 years service.

- Additional hospitalization and medical insurance, to include a prescription plan.

- Added accumulation of sick leave.

- Better retirement plan than in previous contract.

- Shift schedule change for custodians.

- Expansion of terms regarding personal leave.

Increased Pay To Appear On April 14 Check

ALBANY—State employees in the Administrative, Institutional, Professional - Technical - Scientific and Operational collective bargaining units represented by the Civil Service Employees Assn., will have received their six percent or \$525 minimum pay raises by Wednesday, April 14.

Those on the institutional payroll will see their first increased pay check April 14. Employees on the Administrative payroll received their fatter pay check last week, on April 7.

An article in next week's Civil Service Leader will describe in detail the various effects of this year's new State employee benefits negotiated by CSEA for the 133,000 State workers represented in the four units.

Onondaga Chapter Wins Reinstatement for Member

(From Leader Correspondent)

SYRACUSE — An Onondaga County employee has been reinstated in her job as a dental hygienist through the efforts of Onondaga chapter of the Civil Service Employees Assn.

Mrs. Joan Morse also received all retroactive pay for time she missed since her discharge, said chapter president Andrew H. Placito.

Mrs. Morse was one of two CSEA members reinstated after Onondaga chapter and the Association were called into the cases. The other was a Syracuse City employee—a file clerk.

Mrs. Morse was first discharged in November 1969, after a period during which her employer allegedly harassed her and denied her an increment she had coming, Placito explained.

After she was discharged, Mrs. Morse called on Onondaga chapter for aid. She was informed of her rights, including the fact that she could not be discharged without a hearing.

The CSEA regional attorney, Earl P. Boyle, also told her to return to her position in the dental health section of the County Health Department — which she did.

She reported later that when she returned, her employer became "furious" and "constantly harassed me," Placito said.

However, with CSEA behind her, Mrs. Morse continued on the job, Placito said.

The case went through two hearings before Mrs. Morse was ordered reinstated, Placito explained.

In the second case, Mrs. Josephine Kramer was let go by the City after her Purchasing Dept. job was declared "surplus."

Through the intervention of Onondaga chapter, Mrs. Kramer was reinstated in her job and has continued working, Placito said.



NEGOTIATING TEAM MEETS — Left to right are Region 3, Department of Transportation, negotiating team members Chester P. Pelga, team chairman; Roger F. Kane, Civil Service Employees Assn. field representative; Harry W. Bacon; Frank D. Hoffman; Leonard T. Prins; Anne M. Green; David Parrin, Region 3 regional highway maintenance engineer; John F. Greenfield, as-

sistant regional director, and chairman of the State DOT committee; M. Donald Hewitson, regional waterways engineer, and Ward C. Bury, DOT regional Personnel officer. Missing from photo is Larry Colelli, a member of the Region 3 CSEA team. The CSEA team will meet again with the DOT representatives in the near future to present demands for the joint departmental agreement.

Binghamton Regional Office To Be Led By Yancy and Gabor

(From Leader Correspondent)

BINGHAMTON — The regional office, Civil Service Employees Assn., here, has selected a slate of temporary officers to guide operations until a permanent corps can be selected by all chapter and unit presidents served by the facilities here at the April 23-24 meeting of the Central Conference, CSEA meeting at the Holiday Inn West.

Binghamton chapter president Stanley Yaney and Broome County unit president Joseph Gabor were elected as president and treasurer respectively during the March 13 meeting of state delegates at the Concord Hotel in Klamesha Lake.

Yaney and Gabor will oversee the administrative and financial operations pending the election of new officers, tentatively slated to serve a one-year term initially.

The Binghamton chapter, which had assumed financial responsibility for the office's operation was relieved of that responsibility with the receipt of operating revenue recently from CSEA headquarters in Albany.

Yaney was instrumental in the organization and establishment of the regional office in Room 606 of the Security Mutual Building on Exchange St. in Binghamton, adjacent to the Broome County Court House and within one block of Binghamton City Hall.

Yaney said plans are in the works to move the office to more spacious quarters when a suitable suite becomes available.

Yaney also announced the establishment of a 24-hour telephone answering service to go into effect April 1. CSEA members with problems are urged to

Clarence School Employees Win 6½% Pay Hike

(From Leader Correspondent)

CLARENCE — The Civil Service Employees Assn. has won a 6½-percent across-the-board pay raise for 130 non-teaching employees of the Clarence School District in Erie County.

The bargaining was based on the wage re-opener of a new segment and dealt only with salaries and health benefits.

The one-year pact includes added health benefits, and Joseph DePalmo, president of the unit and chief unit bargainer, said he was "pleased with the pay increase."

"In view of the stringent school aid cutbacks anticipated by the school system due to Governor Rockefeller's anticipated budget cutbacks, I was pleased at the pay considerations afforded the Clarence school employees," DePalmo said.

Newburgh Unit Nixes Separate Police Force

NEWBURGH — The City of Newburgh unit of the Orange County chapter, the Civil Service Employees Assn., has come out against the establishment of a County police force in Orange County.

William H. Mott, president of the unit, told County Execu-

utilize the number (607) 723-1341, to contact regional representatives at any time of the day or night for assistance.

The office is open on weekdays from 10 a.m. to 4 p.m.

tive Louis V. Mills in a recent letter that the unit has passed a resolution in opposition to a County police force and the use of County funds for studies towards such an end.

"It was the unanimous opinion of those present at the meeting that a County police force would result in higher costs for police protection without significantly improving law enforce-

ment, and that a local police force can be more responsive and flexible in taking care of the needs of the individual communities," the CSEA letter said.

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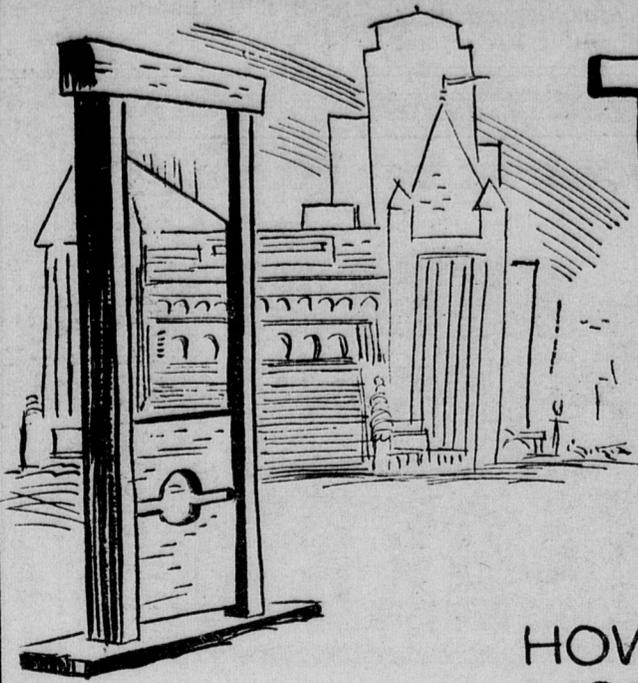
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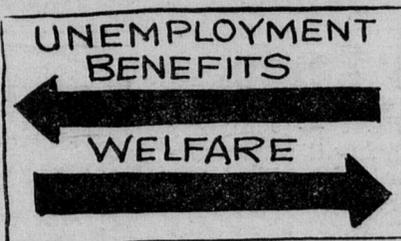
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SO LONG FELLAS... YOU'LL HAVE TO LOOK OUT FOR YOURSELVES.



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