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Promotion Exams

See Page 12

CSEA Pres. Charges State Position On Career Ladder Is 'Against Incumbent Aides'

ALBANY—The Civil Service Employees Assn. has initiated a fourth-stage grievance against the State on the matter of a patient care career ladder for Mental Hygiene employees, accompanying the announcement of same with a blistering attack on the State's refusal to consider on-the-job experience as a valid criterion for promotion.

In filing the grievance, CSEA is asking for a formal hearing as is the procedure in a contract grievance. CSEA contends that the State has refused to "participate bilaterally" in the development of the career ladder for 26,000 employees in ward service in Mental Hygiene institutions.

Detailing the charges, CSEA president Theodore C. Wenzl says that the contract for Institutions (Continued on Page 16)

Although no agreements had been reached at presstime concerning the controversial assignment of highway maintenance employees involved in snow and ice removal to shift work, CSEA officials expressed hope that a breakthrough in the talks might come this week.

MARATHON TALKS BRIGHTEN HOPES FOR BREAKTHROUGH IN D OF T JOB FREEZE CRISIS

ALBANY—As The Leader was going to press, high-ranking officials of the Civil Service Employees Assn., including president Theodore C. Wenzl, were continuing to meet with representatives of the State Office of Employee Relations in an attempt to resolve the crisis in the State Department of Transportation caused by the State's recent budget austerity order.

In earlier talks, the State had proposed to eliminate all work on Saturday and Sunday, and return most of the employees on week-end work to day shifts during the week. Employees would be called in on overtime if a snow emergency developed on the week end. CSEA rejected this proposal as "unsatisfactory" stating it was not the answer to the overall problem.

Also meeting with OER officials were Joseph D. Lochner, CSEA's executive director; Richard Cleary, Department of Transportation representative on CSEA's Board of Directors, and top-level staff members who have been working on the problem since the shift arrangement was implemented in late December.

More than 7,000 highway maintenance employees working on snow and ice removal in the

63 counties across the State have been affected by the shift arrangement, which assigns employees, all of whom worked a day schedule, to four shifts covering (Continued on Page 14)

Education & Training Plan Won By CSEA Is Now In Operation

ALBANY — The Civil Service Employees Assn. has announced that the first four phases of its Education and Training Program, negotiated in the 1970-72 CSEA-State contract, are now in operation.

The first four phases, which constitute the major portion of the Education and Training Program, are the "In-Service Training Program," the "Agency Experimental Program," the "Tuition Refund Program" and the "High School Equivalency Program." The first three are

effective for all four bargaining units, while the "High School (Continued on Page 14)

Staff cutbacks, a new shift system, the cancelling of overtime and working out-of-title ranked high in a long list of grievances set forth by the employees. (Continued on Page 14)

Long Island DOT Aides Threaten Job Action Over Work Conditions

WEST BABYLON — In a heated meeting held last week in West Babylon, more than 350 employees of the State Transportation Dept. threatened a job action in the face of Governor Rockefeller's recent budget freeze.

The move was narrowly averted through the intervention of the Civil Service Employees Assn. and its first vice-president, Irving Flaumenbaum, who sought and received a one-week grace period on the Association's promise to bring the matter to a head with the Governor's Office.

Staff cutbacks, a new shift system, the cancelling of overtime and working out-of-title ranked high in a long list of grievances set forth by the employees. (Continued on Page 14)

L.I. Conference Sets Jan. 30 For Solons Luncheon

All 27 members of the State Legislature representing Long Island have been invited to attend the seventh annual luncheon for legislators being sponsored by the Long Island Conference of the Civil Service Employees Assn.

George Koch, conference president, announced the affair would be held Jan. 30, starting at noon, in the Huntington Town House, Huntington. Leading CSEA figures have also been invited to the meeting, which traditionally allows for an exchange (Continued on Page 16)

Correction

In last week's Leader article on recent health insurance determinations by the Health Insurance Section of the Civil Service Dept., an error occurred that changed the meaning of the section on "Change In Application (Continued on Page 16)

Fieldmen Brouse And Frank Rescue 3 People From Fire

SYRACUSE—Two Civil Service Employees Assn. field representatives, driving home from a chapter ratification meeting late one night last week, were heroes by the time they got to bed that night.

Lee Frank, a native of Meridien, and Donald Brouse, of Ogdensburg, who have both been with CSEA for less than a year, were driving on the outskirts of Syracuse Tuesday night, Jan. 12, at about 11 p.m. when they saw something burning in the distance. They drove up to the blaze and discovered a house in flames, and no one else

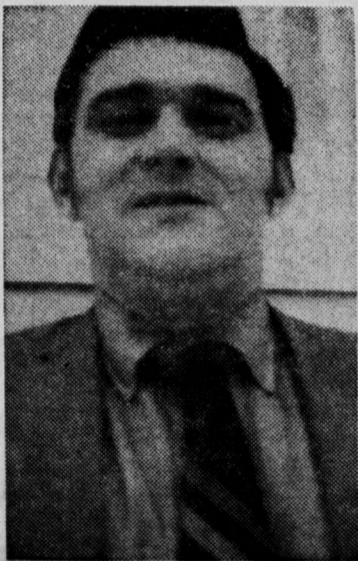
anywhere in the vicinity.

The two men jumped from their car and pulled an elderly man, badly burned, off the porch of the house, where he was sitting, stunned. They pulled his wife, also severely burned, from the doorway of the burning house.

The couple told Frank and Brouse that their 17-year-old son was somewhere inside the house.

Frank then ran into the burning building, knocking down a door, found the boy, and brought him out.

The two then flagged a passing car and bundled up the elderly couple, sending them off to (Continued on Page 16)



LEE FRANK



DONALD BROUSE

Inside The Leader

Membership Drive — See Page 16

Dangerous Roads, Injury Caused By Job Freeze — See Page 14

Tompkins Victory — See Page 3

Meeting Notices — See Page 3

Don't Repeat This!

Sen. Brydges Hope—Thar's Gold In Them Thar Gambling Dens

EARL W. Brydges of Niagara, who plays with rare grace his dual role as Temporary President of the Senate and as its Majority Leader, is the most recent convert to the proposition that govern- (Continued on Page 2)

DON'T REPEAT THIS!

(Continued from Page 1)

ment should resort to the gambling enterprise to help finance government costs.

A subsidiary benefit from such government enterprise, it is claimed, is that gambling under government auspices would deprive racketeers and criminal syndicates of an estimated \$20 billion in an annual revenue.

Senator Brydges is not especially known as an advocate of gambling as a source of government revenue, so that his proposal to amend the State Constitution to permit the operation of gambling casinos came as a surprise to those familiar with the Albany scene.

In view of the Senator's coolness in the past to government participation in gambling for revenue purposes and his unquestioned prestige among his colleagues in the State Legislature, it is likely that the Legislature will act favorably on the Brydges proposal and submit it for approval of the voters on Election Day 1973, the earliest date on which such a proposal can be submitted to the voters according to the procedure prescribed for amending the Constitution.

Hard Questions

Under the circumstances, it will not be until the Legislature meets in January 1974 that the members will be faced with the hard questions: whether gambling casinos should be operated by the State or licensed to private individuals; the character of the gambling that will be permitted; whether to permit installation of slot machines, commonly known as one-armed bandits, and a host of other problems that will have to be resolved.

Under the circumstances, there is no need for you to rush to warm up your favorite pair of dice, to brush up on the rules of baccarat, or to place a bet

on the spin of the roulette wheel. Nor is there any need for haste to enroll in a school that will train you to be an expert croupier. Typically it's a long road between legislative enactment and administrative implementation, and the road to the first New York gambling casino may turn out to be a difficult one.

It is now more than six months since the City of New York was authorized to get into the off-track betting business and no one has yet placed a bet in one of Howard J. Samuels' horse parlors.

Moreover, it is highly unlikely that the casinos will provide the revenues estimated by enthusiastic supporters. Two Councilmen in New York City, Matthew Troy, Jr., and Monroe Cohen proposed converting North Brothers Island, in the East River, into a Las Vegas East and estimated a cool one billion revenue annually to the City of New York. When the bill setting up the State lottery was before the State Legislature, its advocates estimated an annual State revenue of \$200 million. The lottery has been producing less than 20 percent of that estimate.

Last year, when the off-track betting plan was approved by the Legislature, the City Administration estimated that the plan would produce \$50 million annually. As of this moment, with the City more than half way through its fiscal year, off-track betting hasn't yielded a penny in revenue, but has produced only City expenditures and headaches. In short, while gambling can be used as a source of public revenue, the evidence is persuasive that gambling is not a panacea for public budgets.

Parimutuel racing has long served as a revenue generator in New York and in other states. Lotteries were first started in New Hampshire, have since spread to New York and to New Jersey and are likely to move into other states like a contagion. The casinos in Las Vegas are, of course, a major source of revenue for Nevada. If successful in New York, other states are likely to follow suit.

It seems more likely than ever that in the decade of the seventies, State officials may supplant the Forty-Niners as the most persistent prospectors in American history, searching for gold in them thar gambling hills.

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.)

After The Elections Are Over

THE SKIES are steel-gray. The winds whip around the streets with a chilling bite. The temperature hovers around the zero mark.

DOESN'T SOUND like a very inviting place to go to in January, does it?

HUDDLED against the cold, the men and women make their way into imposing buildings, hustle through corridors, offices and marbled chambers—all with a definite and important purpose.

FOR MOST, the days spent in Albany during the legislative sessions are a time to get their work done and return to home cities and towns . . . return to report on the status of bills and legislation which may have an all-important impact on the lives of our citizens.

IT IS UNFORTUNATE that for many of our citizens the activity in Albany—and in other lawmaking bodies—is of little or no interest.

TOO MANY feel that their civic duty begins and ends in November with their vote. For a disgraceful number, the privileged right to vote for the man of their choice is completely ignored.

I AM PROUD to say, however, that more than any other segment of our population, the civil service worker is aware of the importance of exercising his vote, he also knows that being a good citizen does not end in the ballot booth.

THE CIVIL SERVICE worker knows that the men he elects to office carry the mantle and burden of a tremendous responsibility—to guard and maintain the welfare and best interests of the citizens.

THIS IS PART of the reason for those people who spend their time in Albany, in Washington and in other legislative hubs.

FOR, IT IS the moment of truth when those elected officials take their seats to administer the positions of trust they have been selected for. Like they say at the gambling tables,—it is time to put "your money where your mouth is."

IT IS the time when the glib promises made during heady campaigns come home to roost, and performance—not promises—are measured.

THIS EXPLAINS the presence of those men and women in Albany who are carefully guiding, nurturing and observing the legislation which is so important to the working man.

THIS IS the reason that the PBA sends representatives to Albany during the critical periods when our legislators must know the extent of bills before them. Any organization worth its salt as a voice for its members can do no less.

ESPECIALLY DURING this time of the year, Albany is not the most comfortable place in the State—but it can be exciting—and to the working man—the most important single place where he can insure that his best interests are protected and advanced.

Your Public Relations IQ

By LEO J. MARGOLIN



For People, By People

WILLIAM SAFIRE, one of President Nixon's special assistants and a White House speech writer, is an old friend and former professional colleague.

BILL WROTE a gem of an article in a recent issue of "The New York Times," titled, "Government Ain't Machinery."

HIS POINT was that government does not consist of pieces of heartless, mindless machinery.

"**GOVERNMENT** may be an art, a continuing conflict of ideas and personalities or a process of compromise and advance," Bill wrote, "but impersonal machinery it surely is not, and its appearance as such only adds to a sense of personal powerlessness."

THE EMPHASIS is that government is people — particularly civil service people, inside government — and the cash customers (the taxpayers) outside government and yet an integral part of government.

THESE ARE realities, with which our civil service readers are quite familiar. They are people who deal with people every day, seven days a week, 365 days a year.

THEREIN LIES the key to all success in civil service — knowing how to deal with people as

(Continued on Page 5)

Vacation Bonanzas!

ROME AND FLORENCE — At Easter, April 8 to 18, only \$371 complete. Five days in Rome, three in Florence. Meals, flight, rooms, sightseeing throughout. A CSE&RA favorite. Write Samuel Emmett, 1060 East 28th St., Brooklyn, N.Y., 11210. After 5 p.m. telephone (212) 253-4848.

AIR/SEA CARIBBEAN CRUISE — SS REGINA — Via KLM Royal Dutch Airlines New York/Curacao and sailing from Curacao — leaving Feb. 20 and returning Feb. 27, \$296.00 up. Price Includes: Cruise with all meals at minimum cabin value of \$129.00 and transfers. PORTS VISITED: Curacao, Trinidad, Barbados, Martinique, St. Vincent, LaGuaira (Caracas, Venezuela). Write to Mrs. Blanche Rueth, 96 Whaley St., Freeport, N.Y. 11520. Tel.: Home (516) 546-8888 after 6:00 P.M. Office: (516) 542-2858.

Air/Sea Caribbean Cruise — SS REGINA — Via KLM Royal Dutch Airlines New York/Curacao and sailing from Curacao — leaving March 13 and returning March 20, \$296.00 up. Price Includes: Cruise with all meals at minimum cabin value of \$129.00; Transfers. PORTS VISITED: Curacao, Antigua, Guadeloupe, St. Lucia, Grenada, La Guaira (Caracas, Venezuela), Curacao. Write to Miss Emily Riordan, 1501 Broadway, Suite 709, New York, New York 10036. Tel: (212) 868-3700.

ISRAEL — March 2 to 11. Via KLM and with beautiful weather. Only \$515, plus \$20 gratuities. Visiting Tel Aviv, Jaffa, Haifa, Jerusalem, Bethlehem, Negev, Gaililee, Caesarea. Hotel rooms, breakfast, dinner and sightseeing included. Write Mr. Flaumenbaum (see Portugal trip).

ARUBA — April 24 to May 1. Only \$326 complete, with flight, hotel rooms, deluxe meals, glorious beach and sun. Write Mrs. Grace Smith, R.D. Box 1195, Waterford, N.Y. Phone (518) 371-6729.

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Audit And Control, Motor Vehicle Dept. Negotiators To Meet

ALBANY — The Civil Service Employees Assn. negotiating teams for the Department of Motor Vehicles and the Department of Audit and Control will meet here in the near future.

The Audit and Control negotiating team will convene at 9 a.m., Jan. 20, at CSEA Headquarters and will face department officials at 2 p.m. at the Ambassador Restaurant following a luncheon caucus there.

Members of the team are Ray Alger, Edna Cloughsey, Griffith W. Edwards, Grace Fitzmaurice, Larry Jimpson, Pauline McDonough, Harold Ryan, Marilee Scherry, Madelon Viale, Ernest Wagner and Max Worschel. Thomas J. Linden, CSEA collective bargaining specialist, is assisting the team in its bargain-

ing talks.

The Motor Vehicles negotiating committee will caucus at the Slo Restaurant in Albany at 1 p.m., Feb. 3, in preparation for a negotiating session with department officials at 9:30 a.m., Feb. 4 at the department's 504 Central Ave. office.

Thomas McDonough is chairman of the Motor Vehicles team. Other team members are Donald Hinkley, Shirley Brown, Carolyn McCarthy, Barry Lodge, Ida Rice, Mary Mirabile, Max Lieberman and Alan Smyth.

CSEA To Bargain For Tompkins County Aides

ITHACA — Tompkins County employees have voted to be represented in collective bargaining by the Civil Service Employees Assn.

CSEA regional field supervisor John D. Corcoran Jr. reported that 175 employees had voted in favor and eight had voted against separating themselves from the Tompkins County Employees Assn. (TCEA) in order to be represented at the negotiating table by CSEA.

Corcoran said, "The employees thought they would be stronger and they would have a much better chance of getting the kind of work contract they want if they went into negotiations under the CSEA banner.

"We intend to do everything possible to show these employees that they made a good choice," he continued.

Corcoran also said that he would be meeting soon with County employees to reorganize their chapter and to talk with TCEA leaders to effect a "working relationship" between the two employee groups.

The employees' vote, which was conducted by secret ballot, was also hailed by CSEA director of local government affairs Joseph J. Dolan Jr., who said: "We are glad for the vote of confidence given CSEA by Tompkins County employees. CSEA has the experience and the skill to represent them fully and excellently. I am sure that the employees will be pleased with their choice."

New Postal Box For GHDI Claims

Group Health Dental Insurance, Inc. (GHDI), a leading dental insurance carrier, has alerted its subscribing groups and members of the adoption of a post office box for receiving claims for dental services. GHDI's new address for claims is: Group Health Dental Insurance, Inc., P.O. Box 577, Midtown Station, New York, 10018.

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Suffolk Chapter Wins Job Rights For College Aide

SMITHTOWN — The Suffolk chapter of the Civil Service Employees Assn. has strengthened employees' rights to career advancement opportunities by defeating an attempt to hire an outsider over a qualified employee at the Suffolk Community College.

The ruling, gained after a hearing before an arbitrator appointed by the Suffolk County mini-PERB, puts teeth in a CSEA contract provision guaranteeing advancement to qualified employees on the basis of seniority.

As a result, CSEA member Frank J. Merolla will be promoted from laborer to the newly created position of head groundsman.

CSEA regional attorney Lester B. Lipkind handled the grievance.

Suffolk chapter president Frank Imholz noted that the chapter had received word on a Thursday that the college would hire an outsider for the post on the following Monday. The hiring was blocked when CSEA secured a court stay within 24 hours.

The college administration maintained that it had the right to make a determination that the outside man was better qualified. However, hearing arbitrator J. Ozias Kaufman of Lindenhurst upheld the CSEA's reliance on paragraph 15 of the CSEA contract providing promotion for employees on the basis of qualifications, ability to do the job and seniority. Merolla was the only County employee to apply for the job and both fellow employees and his super-

In Nassau County

CSEA Going To Court To Protect War Veteran Fired In Change-over

MINEOLA—Reacting to the spectre of patronage raiding of the civil service, the Nassau chapter of the Civil Service Employees Assn. last week ordered a lawsuit to protect a WAC veteran who had been fired from a job with the County Board of Elections.

Chapter president Irving Flaumenbaum charged that the firing was part of a campaign to open up patronage jobs for Democratic politicians as a result of the change-over of the County administration to Republican hands.

At stake is the clerk's position, held until last Wednesday by Mrs. Phyllis Jones, a 53-year-old veteran of World War II service in the Women's Army Corps and the mother of two youngsters in college. Mrs. Jones had held a post in the unclassified civil service for eight years.

Board of Elections jobs have, in the past, been distributed on a patronage basis, half to Democrats and half to Republicans.

However, Flaumenbaum said the employees' union must be "very concerned when an employee who has served her country in time of war and has been known to be an excellent worker is just thrown out into the street."

He said other employees have also been ousted, evidently to make way for politicians who lost their appointive posts with the termination of the administration of former Democratic County Executive Eugene H. Nickerson. Mrs. Jones was the first to appeal to CSEA and her grievance will serve as a test case that will affect boards of elections throughout the State.

Democratic Elections Commissioner Marvin D. Cristenfeld claimed the firing was part of "a restructuring in order to get a more effective working force." However, Mrs. Jones said that her work had been commended by Board officials.

Flaumenbaum said Cristenfeld's action violates a principle of career civil service established by the State Constitution, job protection clauses of the CSEA contract and the Civil Service Law's protection of veterans.

CSEA regional attorney Richard Gaba was directed to prepare a Supreme Court suit for Mrs. Jones' reinstatement.

Pair Of Trustees Named At Guy Park

Two board of trustee members have been designated by the Governor for the Guy Park House board. Katherine Strobeck of Amsterdam, a reappointee, will serve through March 1975, while Charles N. White, also of Amsterdam, was named to serve until March 1974.

visor testified that he had proven qualifications. Merolla had been on the job more than six years.

Imholz said it was one of a series of arbitration awards won by the CSEA chapter in the last few months.



Nassau chapter, Civil Service Employees Assn. president Irving Flaumenbaum, left, announces the preparation of a Supreme Court suit against Nassau County in an effort to return a job to Mrs. Phyllis Jones, seated, who was fired from her Elections Board post recently. Flaumenbaum, also the first vice-president of the Statewide CSEA, noted that Mrs. Jones, the mother of two college students, is a veteran of World War II and is further protected by the CSEA-County contract. At right is Richard Gaba, CSEA regional attorney for the Nassau chapter.

Meeting Notices

N.Y.C. Chapter

Solomon Bendet, president of the New York City chapter of the Civil Service Employees Assn., called attention to the date of Thursday, Jan. 21, when the chapter will hold its next regular meeting. Site of the affair is Gasner's Restaurant, 76 Duane St., Manhattan. For further information, you may call chapter offices at 732-4534.

Retirees Unit

ALBANY—Members of the Capital District Retirees chapter of the Civil Service Employees Assn. will meet Wednesday, Jan. 20, at CSEA Headquarters, 33 Elk St., Albany, at 1 p.m. A guest speaker will address the group.

Dr. David M. Schneider, president of the chapter, is urging retirees to attend to "learn what CSEA is doing for you."

Nassau Chapter

MINEOLA—A full explanation of benefits available under the new fully paid dental plan will be offered at a general membership meeting of the Nassau chapter, Civil Service Employees Assn., tomorrow, Wednesday, Jan. 20. The meeting will be opened by chapter president Irving Flaumenbaum in the Nas-

sau County Police Auditorium in Mineola at 8 p.m.

County Division

Joseph Lazarony, chairman of the special committee on county division problems, has announced the next meeting for Jan. 27 at 5 p.m. The committee, under the aegis of the Civil Service Employees Assn., will meet at the Ramada Inn, Syracuse. Other members of the panel are: Vincent Alessi, Hilda Young, Thomas Stapleton, Edward Valder, Arthur Gozmalan and Frank Festa.

Capital Conf.

ALBANY—A large turnout is anticipated when the third regular meeting of the Capital District Conference, Civil Service Employees Assn., takes place Jan. 25 starting at 5:30 p.m. The event will begin with a dinner at Valle's Steak House on Central Ave., followed by a business meeting during which accomplishments of 1970 will be reviewed.

Non-Teaching Comm.

The special ad hoc committee on non-teaching school employees organizational problems will meet at the East Junior High School (cafeteria), 160 Robinson St., Binghamton, on Friday, Feb. 5, at 7:30 p.m.

Map Feb. 27 Tests For Eye Health & Blind Svces. Jobs

Two consultant posts pertaining to eye health are slated to close Jan. 25, both of them tagged for exams on Feb. 27. The State titles involved: consultant on eye health, \$11,471, and consultant on community services for the blind, \$11,471.

The eye health vacancy requires a baccalaureate; also, a year of graduate work with relevant courses in public health education, public health nursing, nursing education, social work or similar subject areas. Job Bulletin No. 23-391 outlines duties to anticipate.

The community services title also asks a bachelor's plus graduate study and actual social work experience—three years at minimum. One year, however, must have demonstrated supervisory skills. The job bulletin to request is No. 23-392.

Contact your nearest Department of Civil Service office in applying and getting the pertinent bulletin. These notices offer a preview of subjects to be included on the exam.

Close Canal Maint. Foreman Jobs With State On Jan. 25

Canal maintenance foreman candidates can dig in for the Feb. 27 State exam provided they meet one of two alternatives by the Jan. 25 deadline. One calls for 18 months in engineering, construction or maintenance work, including half a year in the role of foreman.

Also eligible for the \$8,170 title are persons who have served an apprenticeship in carpentry or masonry or have four years of similar experience under the supervision of a skilled journeyman. Job Bulletin No. 22-171 gives specific details.

Qualified candidates will be tested on areas which include general construction, pile driving, repair and maintenance of canals. While openings are with the State Transportation Dept., applicants must file through the Department of Civil Service, State Office Campus, Albany.

Wanted - Original Plays

NEW YORK theatre producer seeks original play for off-Broadway presentation. Do NOT send script but forward brief resume. Box 100, C.S.L., 11 Warren St., NY City, N.Y. 10007.

Bldg. Engineer Jobs Ask Heavy Bkground; College Degree Helps

One year dealing with the supervision or inspection of building construction will meet the minimum experience standard to become an assistant building construction engineer, whereas two years of this job history will qualify you (along with a professional license) for the senior engineer title.

So declares the State Civil Service Dept. in pointing out that assistant engineers also need a bachelor's or associate's in civil engineering or architecture plus one or three years more of the experience described above. Consult Job Bulletin No. 23-380 for additional data, available at the regional offices of the State Department of Civil Service. Filing closes Jan. 25.

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Suffolk Specifies Exam Schedule For Office Series

Suffolk County has spelled out its series of testing dates for six open-competitive titles through June. The included jobs are clerk - typist, steno, Spanish-speaking steno, key punch operator, switchboard operator and motor vehicle license examiner I.

Test Dates

Written and performance tests will be conducted on these dates: Feb. 1; Mar. 1, 15; Apr. 5, 19; May 3, 17; June 7, 21; the times are 9 a.m. and 1 p.m. Written tests only are set for: Feb. 8; Mar. 8; Apr. 12; May 10 and June 14. Performance tests have been scheduled for: Jan. 25; Feb. 22; Mar. 22; Apr. 26; May 24; June 28.

For further information, get in touch with the Suffolk County Civil Service Dept., County Center, Riverhead.

Park Engineer Filing Deadline On Jan. 25; Two Titles On Horizon

Set your sights on Jan. 25, the closing date for park engineer and senior park engineer, offering \$12,103 and \$14,915 respectively. The former requires one year and the latter two years in terms of relevant experience.

In addition, park engineers must produce a bachelor's or master's degree within a related curriculum or five years of additional work history. Senior engineer applicants will need the professional engineer's license, as provided in Exam Notice No. 23-376. To acquire that notice and to apply, contact the nearest office of the State Civil Service Dept.

Chances Doused

The City Personnel Dept. noted that among housing fireman entrants who took the recent comprehensive, 203 of them failed that test.

GOURMET'S GUIDE

JAMAICA QUEENS AMERICAN

JIM'S STEAK HOUSE 147-12 HILLSIDE AVE, JAMAICA — SUTPHIN BLVD. IND SUBWAY STA. — SIRLOIN STEAK with BAKED POTATO — CUCUMBERS — COLE SLAW — ONION RINGS — BREAD & BUTTER — \$5.50 — 526-9187

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NASSAU

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A HEALTHY CONCERN

What is the state of health of your health insurance policy?

When did you last look at your health insurance policy?

Over 160 million Americans have some form of health insurance.

It sounds great.

But.

Why not set aside a night this week to read your health insurance policy? Put the benefits listed in your policy under the hot white light of today's soaring medical costs, today's demand for medical services, today's complex medical procedures,

However.

If you belong to H.I.P.'s prepaid group practice health care plan you do not have to worry about where you'll get your medical care or how you'll pay for it. It's all under one "roof", prepaid.

At H.I.P. we urge you to use your health insurance plan coverage.

We urge you to seek preventive health care.

We urge you to bring your children to see their pediatrician.

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Note Qualification Options For Camp Sanitary Aides

Summer employment as a camp sanitary aide now pays \$3.12 per hour, says the State Civil Service Dept. These jobs can start as early as last May or June and often last through the first weeks of September.

Qualified persons are urged to file before Jan. 25 and prepare for written exam Feb. 27, on which these subject areas will be included: environmental health and sanitation, inspection techniques and preparing written reports. Openings are with the

district offices.

Several choices exist insofar as qualifications. Completion of one year toward an associate's or bachelor's degree will be okay, provided your courses contain six credits in general science, biology, chemistry or physics. Also acceptable is one year of college-level study with a specialty in engineering, sanitary science or State Health Dept. in various agriculture.

A third alternative permits eligibility based on having a high school diploma or equivalency plus six months of on-the-job experience as a sanitary inspector or investigator. Without the high school degree, however, applicants must have had a full year of such experience. A satisfactory equivalent of any of these options may prove acceptable, states the job bulletin—No. 23-339.

The sanitary aide, once hired, will inspect sanitary facilities of camps, hotels, bathing beaches and other public facilities to assure compliance with the Sanitary Code. Accordingly, a driver's permit will be necessary.

Building Rehabilitation Jobs Waiting In Wings Set To Close Jan. 26

To build your career as a building rehabilitation specialist, you will first need five years in the construction trades—as a construction superintendent; journeyman-level mason, carpenter, plasterer, iron worker or plumber; contractor; architect; engineer; housing inspector; construction inspector, or in financial analysis of construction.

Substitutes include having a college degree in civil engineering, architecture or a related field, credited on a year-for-year basis up to four years. Requirements must be met by Jan. 26, the stipulated deadline date.

Salaries offered are \$9,400 at the first step, going upward to \$11,500. Openings, situated with the Housing & Development Administration, number an estimated 55. Candidates will be weighted totally on training and experience, as well as being subject to the usual medical exam. For more information, visit the Personnel Dept. application unit at 49 Thomas St., New York 10013.

FOLLOW PENSION POLICIES

Be sure to keep abreast of the latest developments in the City's pension policies by following The Leader, your key to retirement planning.

P. R. Column

(Continued from Page 2)

human beings, not as part of the inanimate "machinery" of government or anything else.

BILL RECOUNTS the story told by President Nixon of a visit he made behind the Iron Curtain. He was taken on an escorted tour of a steel mill, where he shook hands with many workers who operated the plant's new machinery.

MR. NIXON'S official escort, a diplomat, told him:

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TUESDAY, JANUARY 19, 1971

Foolish Economizing

ONE of the more dangerous aspects of the State's hastily ordered job freeze is the turmoil in the State Department of Transportation in the area of snow removal and other Winter road work.

Even with the best of weather reports no one can predict when an emergency will occur. For this reason, it is absolutely necessary that DOT roadworkers be employed on regular shifts, traveling normal distances to do their work and receive overtime pay when necessary. Only under these conditions can our roads—those vital arteries of commerce and industry—be kept open and safely so.

Once again, we urge Governor Rockefeller himself to sit down at the table with representatives of the Civil Service Employees Assn. so he can learn from the people who do the job which economies are possible and which are foolish. Right now, foolishness seems to predominate.

Letters To The Editor

Sees O/T Irregularities

Editor, The Leader:

I am a foreman for the New York State Dept. of Transportation, working out of North Victory, which is situated in the northern part of Cayuga County, about seven miles from Lake Ontario, and about 15 miles west of Oswego. In other words, we are in the snow belt.

I have been following with much interest the articles in The Leader in regard to the recent cutback by the State in regards to promotions, etc., but especially in regards to overtime.

In the past we have been on call 24 hours a day to do sanding and salting on the roads in northern Cayuga County, and naturally have had a great deal of overtime.

We have six men and two trucks working out of our station, using the trailer-type spreaders which require a man on the back of the truck to feed the sand or salt. Due to the fact that it requires at least two men to operate a truck during the sanding operation, and we have only six men, we have not been able to use the shift schedule, such as has been put into operation in many places.

Instead, we have been asked to work only 40 hours a week, but, we are still expected to work during the night or on

Saturday and Sunday, then take time off during the week when the weather is good. In fact, we have been asked to work more than 40 hours a week, keep track of the time over 40 hours and take this time off sometime in the future.

This, we believe, is very irregular and not in accordance with our contract. I am writing this to you in the hope that it may be brought to the attention of our president, Mr. Wenzl, if he is already not aware of these conditions, so that he may bring pressure to bear on the State to correct them. Please do not use my name unless necessary, as I do not want to get into trouble with my superiors in this County.

However, I do feel that we are being asked to do more than is necessary, even if a cutback is necessary. If you feel that more information is required, I will be glad to cooperate.

NAME WITHHELD
Cato, New York

Rename Hans To State Board Of Mediation

The selection of John G. Hans for another term on the State Mediation Board was recently made by the Governor. His term in office extends to 1976.

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, Jan. 19

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

1:30 p.m. (color) — Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.

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

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

Wednesday, Jan. 20

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

1:30 p.m. (color)—Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 8, "Patient with Peptic Ulcer." Refresher course for nurses.

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

Thursday, Jan. 21

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

1:30 p.m. (color) — Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 8, "Patient with Peptic Ulcer." Refresher course for nurses.

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

Friday, Jan. 22

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

11:00 p.m. (color)—Frontline—NYC Social Services Dept. series.

1:30 p.m. (color)—Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.

6:30 p.m.—Continuing Education—Course for nurses and hospital personnel.

10:00 p.m.—Urban Challenge—Bronx Borough Pres. Robert Abrams is host.

Saturday, Jan. 23

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

Sunday, Jan. 24

1:30 p.m. (color)—Staten Island Today: Developments in the Boro of Richmond.

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

Monday, Jan. 25

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

3:00 p.m.—Return to Nursing—No. 9, "Peptic Ulcer & Nursing Care." Refresher course for nurses.

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

9:00 p.m.—New York Report—Lester Smith hosts interviews with City officials.

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.

Power To Negotiate Benefits

MANY PUBLIC employers take the position during collective negotiations that it is beyond their statutory powers to negotiate on or grant certain benefits in the collective agreement. An outstanding example of this is the so-called agency shop, which was discussed in this column on Nov. 17, 1970.

EMPLOYERS have made this argument as well in the case of granting pay for unused sick leave upon separation from employment. Negotiators for management have consistently espoused the position that such payments were violative of the constitutional provision against gifts of public funds, (Article VIII, section 1). They also take the position that the particular municipality does not have the statutory power to pay for unused sick leave. In support of that position they point to section 92 of the General Municipal Law and opinions of the State Comptroller.

A RECENT decision of the Appellate Division, Third Department, has gone a long way toward eliminating this management posture as an obstacle to negotiating for fringes benefits. (Teachers' Association CHSD No. 3, 34 A.D. 2d 351.)

THAT CASE arose when the Teachers' Association went to court to enforce an arbitration award that had been rendered in favor of a deceased teacher on the question of entitlements to unused sick leave provided for in the collective bargaining agreement. The lower court held the school district could not pay for the unused sick leave, and the Appellate Division reversed.

THE COURT pointed out that the State and its municipalities do not grant gifts to their employees when providing pensions, vacations and military leaves. These rewards are conditions of employment. They are a form of compensation withheld or deferred until the completion of continued and faithful service. The majority opinion stated, "In our opinion, sick leave as a condition of employment enjoys the same shelter from the constitutional bar. It offers an inducement to competent and efficient workers to enter public service; and the right to accumulate unused sick leave encourages the employee to stay in public service and at the same time deters absenteeism of trifling ailments."

THE CONSTITUTIONAL issue aside, the court went on to say that a Board of Education possesses broad authority to make contracts for the employment of teachers. This grant of power comes from the Education Law, which permits the Board of Education to adopt rules and regulations governing the excusing of absences of all teachers and other employees and for the granting of leaves of absence to such employees either with or without pay (sec. 1709, Education Law). That same section expands the Board's powers by giving the authority to exercise any power reasonably required to discharge the Board's duties under the mandate of the Education Law.

TAKING A REALISTIC view, any item raised in negotiations which contemplates the present or future payment of a sum of money should be negotiable. It is just another term or condition of employment, and to the extent it does not run afoul of a clear statutory prohibition, the municipality is probably within its powers to grant it. Municipalities and unions representing their employees are forever issuing press releases as to the total cost of negotiated wage and fringe benefit packages. From a practical standpoint, therefore, it makes little or no difference to the taxpayers whether money is spent in the form of wages or whether it is allocated to other fringe benefit areas such as pay for accumulated and unused sick leave, vacation time or compensatory time.

AS TIME passes, we are likely to witness a great expansion of the areas of terms and conditions of employment as to which public employers and employee organizations are required to negotiate.

Name New Comm.
of Environment Dept.

The name of Henry L. Diamond of Port Washington, acting commissioner of the Environmental Conservation Dept., has been submitted to the Legislature by the Governor.

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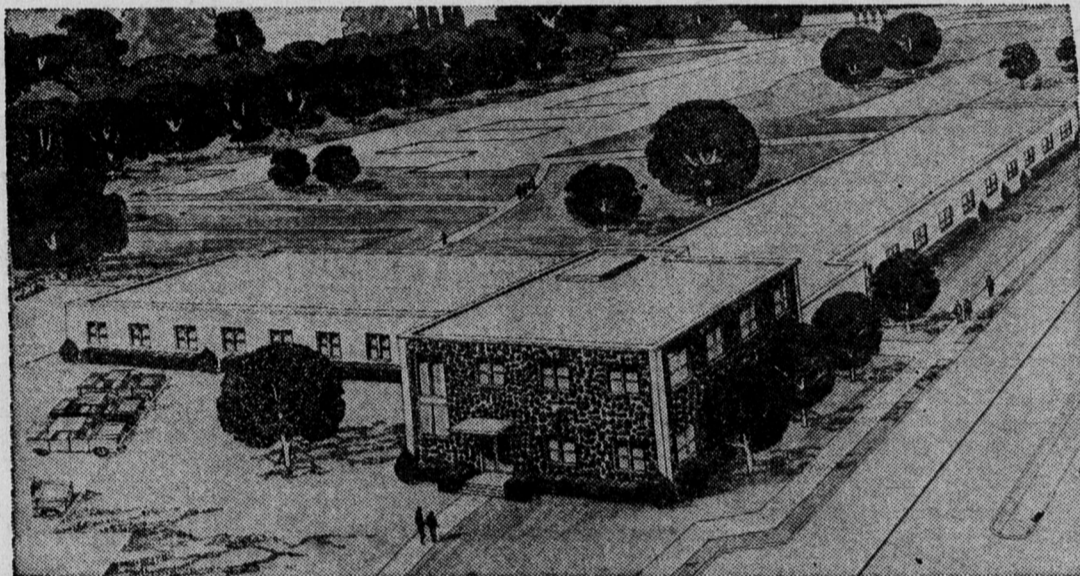
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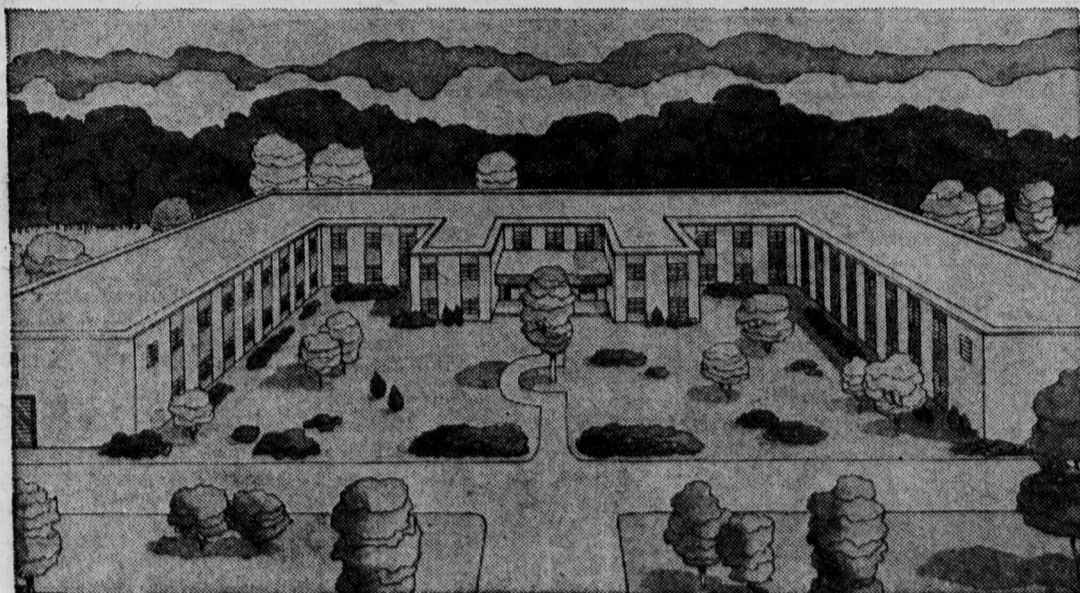


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Cutoff Comes Feb. 15

Many State Agencies Have Promotion Tests Pending

A far-ranging group of State promotional posts faces a Feb. 15 deadline, all of them subject to individual written tests Mar. 27. Only one is an interdepartmental title, while the others are situated with such departments as Banking, Commerce, Correctional Services, Education, Environmental Conservation, Executive, Labor and Transportation.

The span of grade classifications, too, is quite vast. G-8 offerings include engineering technician / environmental quality, and engineering materials technician. The uppermost level is

represented by a G-30 position, director of vocational rehabilitation operations.

In all cases, applicants are urged to apply directly to the Department of Civil Service well before deadline. Regional offices are set up in four locations, namely Albany, Buffalo, Syracuse and New York City.

Note Personnel Title

The biggest item in the interdepartmental post of senior personnel examiner, G-18, open to incumbents at G-14 or higher who have "duties with substantial relationship to research, administration or departmental op-

erations." Public administration interns and administrative trainees will also be accepted as candidates.

The Banking Dept. cites vacancies for senior bank examiner, G-23, and principal bank examiner, G-27. Candidacy is open to incumbent bank examiners and senior bank examiners respectively.

Senior business consultants, at G-22, are needed at the Commerce Dept. Eligibility is confined to present business consultant and industrial consultant titleholders.

Over in Correction Services, openings exist for industrial superintendent, G-24, and assistant industrial superintendent, G-21. The former entails being an assistant superintendent; the latter, a general industrial foreman.

Environmental Conservation contains half a dozen promotion-

al titles. For example, senior conservation educators—at G-18—are being sought from among current conservation educators. Also available are jobs as engineering materials technician at G-8 and senior technician at G-11, open to incumbents with G-5 and G-6 engineering titles respectively. G-8 engineering and drafting titleholders may file for senior engineering technicians, G-11, with a specialty in soil conservation.

The areas of air and water pollution control each need candidates for senior engineering technician, G-11, and principal engineering technician, G-15. At the G-8 level, posts for engineering technician/environmental quality must be filled. Those now in drafting or engineering roles in the next lowest plateau may compete for these promotional jobs.

Positions in the Executive Dept. are within the Office of Civil Defense and the Housing & Renewal Div. The CD position is for electronic equipment mechanic, G-12, eligibility limited to electronic technicians. Housing & Community Renewal jobs include: senior architectural estimator, G-23, open to G-9 en-

gineering personnel; principal rent examiner, G-22, open to senior rent examiners; senior rent examiner, G-16, open to both rent examiners and rent inspector, and rent examiner, G-13; open to junior rent examiners and rent inspectors.

Under the Labor Dept., there are four administrative positions with the Workmen's Compensation Board: board review director, G-28; self-insurance director, G-28; disability benefits director, G-27, and assistant claims director, G-27. To be qualified, you are required to be either a principal compensation examiner or chief disability benefits examiner.

Transportation Dept. posts complete the roster. Openings exist for engineering materials technician at G-8, open to current G-5 engineers, and G-11 senior materials technician, open to G-8 titleholders. Eligibility here includes draftsmen as well as engineers in the aforementioned grades.

Generally, tenure of one year in the eligible posts is required to compete for promotion. For complete information, check the pertinent test bulletin, which also offers a detailed description of the typical job responsibilities. Contact your agency's personnel unit or the nearest State Civil Service Dept. office for making an application. A listing of State CSD units appears in the column, "Where to Apply for Public Jobs."

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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 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 Genesee St., Buffalo 14202; State Office Bldg., Syracuse 13202; 500 Midtown Tower, Rochester 14604 (Wednesdays only). Note pen 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 appli-offices in Albany, Buffalo and 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.

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

Ecology Facilities Corp. Chief Picked

Appointment to be president of the State Environmental Facilities Corp., George A. Dudley of New York City will serve at the pleasure of the Governor. His selection was made pursuant to Chapter 744 of the Laws of 1970.

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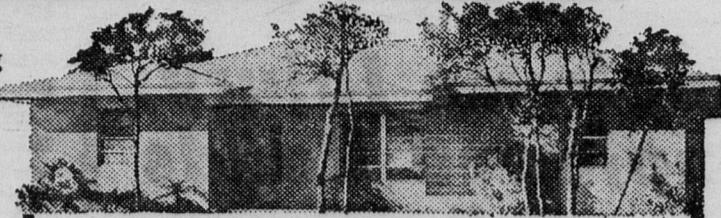
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RETIRING??? — John LoMonaco may be retiring from his job with the Metropolitan Division of Employment, but he certainly is not bashful with the ladies—nor is he giving up his post as president of the D of E chapter of the Civil Service Employees Assn. Who would when so much love and attention is showered on him while the Statewide CSEA president and first vice-president are left to look on. All this jollity took place recently at a testimonial dinner in New York City for LoMonaco upon the occasion of his retirement. From left, are Statewide first vice-president Irving Flaumenbaum; D of E fourth vice-president Joy Gottesfeld; LoMonaco; Connie Minardi, D of E financial secretary, and

Statewide president Theodore Wenzl. Among the honors and gifts bestowed upon the guest of honor were an engraved Longines Presidency model wrist watch; a framed copy of the testimonial dinner announcement, and a Certificate of Merit plaque that said in part: "In recognition of devoted and meritorious service to improve human relations and advance the merit system within the Division of Employment." Among the guests were one of LoMonaco's daughters-in-law, world-famous singing star Shirley Verrett, who entertained with three operatic arias. The ladies shown above kissing LoMonaco were also in charge of arrangements for the evening, and they said "it was a labor of love."

Long Island DOT Crisis Averted

(Continued from Page 1)
 ploees, who could tie up major arteries throughout the State unless their demands are met. Their services include snow removal and street paving.

At the meeting, Flaumenbaum directly charged the Governor with playing "financial politics"

at the expenses of employees who only average \$5,500 a year.

Flaumenbaum pointed out that the State's only recourse to a job action by employees would be the hiring of private contractors at \$22 an hour, which would put an extra burden on the taxpayers and defeat the Governor's entire

money-saving philosophy.

At the meeting, numerous injustices were brought forth by the workers, many of whom are attempting to support families on low pay and being forced to have their spouses work to make ends meet.

Among them were job changes requiring some employees to travel as much as 600 miles a week to their destination and being forced to work in unfamiliar positions.

In outlining the critical situation, CSEA collective bargaining specialist Joseph P. Reedy disclosed that the austerity measures implemented by the Governor resulted in an \$8-million slice in the Transportation Dept. appropriation. Reedy further disclosed that \$2.5 million is expected to be saved by eliminating overtime.

George Koch, president of CSEA's Long Island Conference, echoed Flaumenbaum's call for a one-week waiting period, set to terminate this Friday, Jan. 22. The interim period, Koch clarified, will be used in an attempt to first exhaust every administrative means. The L. I. Conference head pledged the membership's support of whatever move is determined as warranted at this Friday's session.

Meanwhile, Thomas Gibbs, who heads the labor relations section of DOT, in reply to a query, declined comment on the situation pending talks this week with CSEA officials.

The meeting was chaired by Joseph Gambino, president of CSEA's Region 10 that includes Long Island and Westchester. Gambino pointed out that the overtime elimination and the three-shift ruling will reduce appreciably the number of pieces of snow-removal equipment on the Long Island Expressway and some other State highways on Long Island.

Employee Injury, Unplowed Roads Caused By Freeze

In connection with the recent assignment of Department of Transportation employees involved in snow and ice removal work to night shifts, CSEA president Theodore C. Wenzl revealed two recent incidents that point up the difficulties in the new shift arrangements.

Roger Stevens, CSEA unit president for Albany County, reported that a DOT employee, Richard Ansler, was injured while plowing snow on the recently opened marked-off arterial in Albany last Thursday night, Jan. 14. According to Stevens, Ansler was normally assigned to other roadways in the vicinity, but was brought to the Lark-Dove arterial because of the recent shift changes. Ansler's unfamiliarity with the road, Stevens said, caused him to hit a manhole cover with his plow, throwing the vehicle out of control. The snow plow then jumped a barricade, bending the plow and breaking Ansler's wrist. Ansler is expected to be absent from work for at least several weeks due to the injury. "I attribute this accident wholly to the fact that it was dark and Ansler was not familiar with the road he was plowing," Stevens said. "If he had been on one of his regularly assigned roads, or if he had been plowing during the day, the accident would not have occurred."

In another incident, a DOT employee told the Employees Association that graders owned by the City of Albany had been used on a portion of Route 9 even though the State had the responsibility to plow that area. "The City apparently thought the State, because of its new shift arrangements, was too slow in getting to the road. So the City plowed the road itself and plans to bill the State for its services," he said.

Education And Training Plan Now In Operation

(Continued from Page 1)

Equivalency Program" is effective in all but the Professional, Scientific and Technical unit.

The In-Service Training Program, comprising mostly seminar-type courses, has been "highly successful," said CSEA education and training director E. Norbert Zahm. "However," he said, "some of the people who signed up for this phase did not participate in the program, thus leaving vacancies that could not be filled once the program had begun. Hopefully, this situation will not recur when the program is again begun for the Spring term.

"The Agency Experimental Program, developed to gain an insight into the kinds of training programs that might be desirable for future program plans, also appears to be enjoying great success as is the Tuition Refund Program," Zahm said. The Tuition Refund Program provides rebates for 50 percent of tuition or course fees for high school, college or graduate credit program courses, as well as other types of non-credit training courses.

The fourth phase, the High School Equivalency Program, has only been in effect for a short time, according to Zahm. It will expand those equivalency programs already in operation, and initiate programs where none exist.

"In cases where the programs can be run on agency or institutional premises" he said, "this will be done; where it is impossible, alternative sites will be found."

The fifth and final phase is a special "Career Ladder Training Program," which applies only to

Snow Crews Shifted

(Continued from Page 1)

ering 24 hours a day, seven days a week. Formerly, the employees were called out on overtime after the normal work day and on Saturdays and Sundays if they were needed for emergency snow and ice removal.

CSEA and State officials, in a series of meetings since last December, have been exploring means by which the problem can be resolved to the satisfaction of the workers represented by the Employees Association.

CSEA president Wenzl said: "CSEA considers this matter to be crucial to the well-being of the employees affected as well as to New York State motorists. Our members are extremely displeased and morale is very low, since they now may not spend evenings with their families, and since they have lost the overtime pay and/or the second jobs they held in order to help ends meet.

"CSEA has spent countless hours in talks with the Administration and we feel that these discussions will eventually prove to be fruitful. I firmly believe that we have convinced the State of the serious nature of the problem and of how our members feel, and I am optimistic that we can correct the inequities.

"The Administration's continuing cooperation in meeting with us on this critical situation indicates a willingness on the Governor's part to bring this matter to a mutually satisfactory conclusion."

members of the Institutional bargaining unit. This phase will not become effective until the Institutional career ladders have been finalized.

Zahm said he considers the program "A rousing success, taken over all. However, we know that since the program is still in its infancy, there will be a few wrinkles to iron out. We are hopeful that CSEA members who are participating will send us their views on what they find to be good in the program and what they find unnecessary or lacking. Members who would like to participate, but find that the program lacks what they are looking for in terms of training and/or education, are also asked to submit their ideas for expanding the program."

Zahm praised Herbert Engel, director of training for the Department of Civil Service, and his staff for their outstanding cooperation with CSEA in the formulation and execution of the program.

"We could not have asked for more cooperation," he said, "and we are sure that it will continue in the future."

The Education and Training Program, as it now stands, will be extended to 1971-1972, for the duration of the two-year CSEA State contract.

Yes, Virginia-- Santa Delivers At D of E Fete

ALBANY — About 350 very happy youngsters gathered recently to help celebrate the 19th Annual Christmas Party sponsored by the Division of Employment chapter of the Civil Service Employees Assn. The kids were those of D of E employees.

Adding a touch of jollity was Santa Claus, played by Steve Plonka, while Santa's crew consisted of: Marion Ahearn, Nancy O'Brien, Rosemary Long, Luella Farah, Molly Lang, Dorothy Honeywell, Margaret Willli, Marla Winkleman, and Sue Cafarella. Others among Santa's helpers included: Alma Dupuis, Angle McPherson, Ethel DeGeorge, Charlie Fahd, Kay E. Yuschak and Al Briere, chapter president.

Smiles glowed on the youngsters' faces as Old St. Nick presented a gift to each and every child. A puppet show was also given, further delighting the wee ones. The merriment took place in the Building 12 cafeteria here on the State Office Campus, decorated for the occasion.

Metro Conference

(Continued from Page 1)

president, will be Solomon Bendet, president of the New York City chapter and chairman of the Conference's pension committee.

Robert Wall, a member of the CSEA insurance committee, will acquaint members of the Conference with recently negotiated gains in the field of dental plan insurance.

Also on the agenda will be a discussion concerning the Tri-Conference Workshop to be held at Kutchner's Country Club in Sullivan County in April.



WENZL HONORED — Theodore C. Wenzl, left, president of the Civil Service Employees Assn., accepts plaque at testimonial dinner held in his honor recently by the Sunmount State School chapter of CSEA. Chapter president Gregory Rowley, center, presents the plaque while State Senator Ronald B. Stafford of Peru looks on.

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The upcoming Mar. 27 exam, open to all who meet these criteria, will deal generally with areas such as using good judgment in public safety situations and following directions. The openings occur with the Division of Employment and the Workmen's Compensation Board. Most vacancies are situated in New York City and therefore subject to a \$200 geographical

differential.

Duties of this post concentrate on maintaining order; protecting employees against undesirable occurrence; prevention of trespass, loitering, theft and property damage; assisting clients by providing directions, and making arrests when necessary. Further information can be got-

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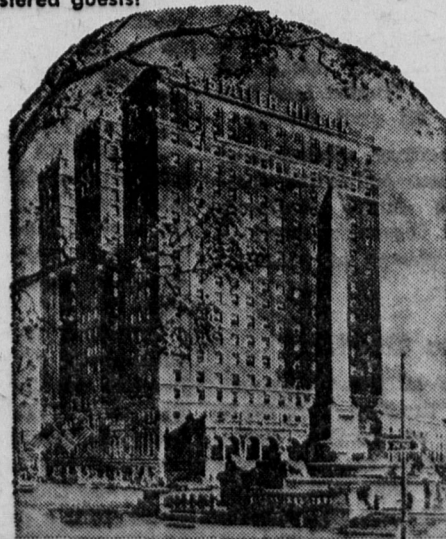
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CHRISTMAS FETE — Mrs. Edward Walek and her husband shake hands in the receiving line at the annual Christmas party of the 2,300-member Buffalo chapter of the Civil Service Employees Assn. In the reception line, from left, are: Marlan Trippe, the chapter's recording secretary, Joseph Vollmar, chapter first vice-presi-

dent; Mrs. Lynus Doherty, a corresponding secretary; Mrs. Fred C. Huber, wife of the chapter president, and Huber. Almost 300 persons attended the dinner dance in the Hearthstone Manor in suburban Depew. Huber, who was the only speaker during the affair and recited a religious reading, described the party as "a beautiful time."

'State's Career Ladder Position Against Aides'

(Continued from Page 1)

tutional unit employees mandates bilateral participation in development of a career ladder; and further, that a supplementary Memorandum of Agreement signed by State Office of Employee Relations representative John Hanna, Jr., insuring that "appropriate alternatives to requirements for educational attainment for present incumbents" in the ward service series will be included in any career ladder developed.

"The State's latest proposal for a career ladder completely ignores this provision of our Memorandum of Agreement by emphasizing formal education as a criterion for advancing in the job series," Wenzl said, "and thus leaves CSEA with no alternative other than to charge the State with refusing to comply with its own Memorandum."

He further said that the State's proposals which differ vastly from CSEA's own proposals for such a career ladder are "a virtual death knell for the majority of the present employees who lack a high school diploma but who have, through years of experience on the job, proved beyond a doubt that they are more than capable of handling ward service jobs and, thus, entitled to promotion."

At Leader presstime, Wenzl noted that CSEA leaders would bring the entire matter up for discussion at a Jan. 15-17 special workshop meeting of CSEA Mental Hygiene representatives.

"The State's career ladder proposals, which emphasize education instead of experience, directly contradict the promises they have made to CSEA in writing. The State's career ladder proposals, which do not significantly differ from the proposals they have submitted to CSEA in the past, refuse to recognize the

training and invaluable experience gained on the job by Mental Hygiene patient therapy and rehabilitation.

"The State's proposals are a dead-end for the employees who are doing the job and who prove every day that they are capable of doing it—and they cannot and will not be accepted by CSEA."

L.I. Conference

(Continued from Page 1)

of views between the invited Assemblymen and Senators and their public employee constituents. H. Lee Dennison and Ralph Caso, executives of Suffolk and Nassau Counties, also will be guests.

Koch said that topics under discussion will include the 20-year, half-pay retirement proposals, a welfare fund for State workers, problems of school districts and employee problems in general.

Speakers will be Koch, Irving Flaumenbaum, CSEA first vice-president; Frank Imholz, president of Suffolk chapter, Edward Perrott of Nassau chapter, and Richard Gaba, CSEA regional attorney, who will speak on changes in the Taylor Law and their effect on civil service.

David Silberman, chairman of the Conference legislative committee, and James Hallinan, chairman of the social committee, are in charge of arrangements.

Name Omitted

The name of Ernst Stroebel, chairman of the New York State Department of Health CSEA negotiating team, was inadvertently omitted from the photograph identification of the team caucus printed in the Jan. 5 issue of *The Leader*.

DOT Committees To Attend Seminar

ALBANY — The Civil Service Employees Assn., in cooperation with the State Department of Transportation, will conduct a labor seminar on Jan. 28, 29 and 30, according to Richard E. Cleary, Transportation Dept. representative on the CSEA Board of Directors.

Cleary said that leave time for Transportation Dept. chapter presidents, members of the CSEA special Transportation committee and the CSEA Transportation Dept. negotiations committee has been authorized.

"This labor seminar is a precedent-setting venture," said Cleary. "The responsibilities of chapter presidents and committee members under the contract agreements has mandated a more active participation in labor relations, and the labor seminar will head our people in the right direction by clarifying procedures and defining responsibilities."

Heroes

(Continued from Page 1)

a nearby hospital. The boy, who is now in critical condition, was covered with the fieldmen's outer clothes while they awaited help to get him to the hospital.

Frank suffered a cut hand which required several stitches, and singed hair.

Both CSEA men will be presented the CSEA's President's Award for Distinguished Service, an award which has been given only once before by Theodore C. Wenzl of the Employees Association.

President Wenzl released this statement. "The courage and heroism exhibited by Donald Brouse and Lee Frank makes every member of CSEA proud to be associated with them. I cannot praise them enough for their deeds. It is a privilege for CSEA to be represented by men of this calibre."

'Loose Ends' Being Tied

Wenzl Praises Helpers' In Membership Drive

ALBANY — Theodore C. Wenzl, president of the Civil Service Employees Assn., last week praised CSEA members and CSEA staff for their efforts in the Association's recent membership drive which brought in more than 17,000 new CSEA members.

E. Norbert Zahm, director of education and training for CSEA and coordinator of the drive, noted some "loose ends" that must be taken care of concerning the drive.

"A few of the CSEA members who signed up new members for the drive have not yet received their S & H Green Stamps, and CSEA Headquarters has received many calls regarding the delays. There are two major reasons for not receiving your certificates; first, several "new members" signed up turned out to be either employees who already belonged to CSEA, or employees who had already been signed up by another member; second, many certificates were returned to Headquarters because of incomplete or unknown addresses."

Zahm said that any member who is expecting a certificate and has not yet received it should contact CSEA Headquarters by mail. All letters should include the old member's name, full address and chapter name, as well as the new member's name and full address.

State employees should address their letters to Miss Jean Loker, CSEA, 33 Elk St., Albany, N. Y. 12207. County Division members should address their letters to Miss Joan Dunham at the same address.

Zahm requested members not to telephone CSEA about the certificates, as a letter is required for verification of all requests.

Travel, Retirement Committees To Meet In Albany Jan. 25

ALBANY — Two committees of the Civil Service Employees Assn. will meet next week in Albany.

The CSEA extended travel committee will meet with representatives of the State on Jan. 25 at 10 a.m. in the State Office Building. All committee members will meet in caucus at headquarters with CSEA collective bargaining specialist Thomas J. Linden at 9:30 a.m. that day before going to the joint meeting.

Members of the committee are George Bradford, Thomas Donnelly, Francis Donohue, Geoffrey Orton, Vic Pesci and Joseph W. Zdyb.

On that same day—Jan. 25—the CSEA committee to study retirement age will meet at CSEA Headquarters at 1:30 p.m. in the downstairs Conference Room with representatives of the State.

Committee members will attend a luncheon at 12 noon in the Ambassador Restaurant, 27 Elk St., for a caucus.

Members of the study committee include Thomas Umlin, chairman; Margaret Vesely, Steve Crandall, Ernest Wagner, James Scandura and Nell McErlain.

Under 1-Year Pact

Poughkeepsie Ed. Aides Attain Raise

POUGHKEEPSIE — Maintenance personnel and the City Board of Education have signed a one-year contract, retroactive to July 1, 1970, that calls for increases in salary ranging from \$410 to \$650, fringe benefits and a fully paid hospitalization plan for 1972-73.

At an executive meeting of the Non-Teaching unit, Poughkeepsie City District of the Civil Service Employees Assn., a new salary committee was appointed by Anthony Canora, president. Members include John Famelette, chairman, Canora, Roy Rasmus and Gary Marquette.

Warn Valley Stream Aides On Peril Of 'Do-Nothing' Union

MINEOLA — Blue-collar employees of the Village of Valley Stream are being threatened by a "dues and do-nothing" union, Nassau Civil Service Employees Assn. chapter president Irving Flaumenbaum said this week.

A New York City union unfamiliar with the civil service is attempting, with the usual lack of success, to lure employees away from the Village unit of the CSEA, Flaumenbaum said. Outside unions have been routed from Long Island civil service ranks by a series of cold shoulders and election defeats. Flaumenbaum said that members easily recognized that the outside union was inexperienced and ill-equipped to do anything for civil servants except collect higher dues.

Correction

(Continued from Page 1)

tion Of Sick-Leave Accrual." The correct information is printed below:

CHANGE IN APPLICATION OF SICK-LEAVE ACCRUAL

Chapter 407 of the Law of 1970, effective Oct. 1, 1970, amends Section 167 of the Civil Service Law and provides that the dollar value of a State retiree's accumulated but unused sick leave shall, if such dollar value amounts to less than \$100, be applied to pay the full amount of any premium charges which he is required to pay under the health insurance plan until such dollar value is exhausted.

This requires no change in your method of reporting sick leave and does NOT effect our computations in any case where the value of the sick leave exceeds \$100.

Appoint Wruck

The Governor's Office has designated Ernest Wruck of Brookhaven to succeed the late Cecil Hall as a L.I. State Park Commission member.