

Civil Service LEADER

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Tuesday, October 13, 1970

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PR CSEA
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Promotion Tests Filing Extended

See Page 5

M.H. COMMITTEE CALLS IMPASSE



IMPASSE — Members of the Civil Service Employees Assn.'s Mental Hygiene departmental negotiating team vote unanimously to declare an impasse in negotiations last week after department representatives rejected 48 of 54 CSEA demands. From left are Mrs. R. E. Fikes, William McGowan and Anna Bessette, team members; Cindy Walker, research analyst, and Robert Guild, collective bargaining specialist, and William Deck, Dr. Jeffrey Beeson, Donald Brouse and Betty Duffy, team members.

Department Officials Mocking Collective Bargaining Process, CSEA Leadership Charges

ALBANY—Terming negotiations between the State Department of Mental Hygiene and the Civil Service Employees Assn. a "mockery of the collective bargaining process," CSEA officials have declared an impasse and demanded an immediate resolution of the dispute by the Administration.

The departmental level negotiations, provided for under contracts negotiated between the State and CSEA covering 133,000 State employees earlier this year, had been in progress for several weeks.

Joseph D. Lochner, CSEA executive director, said that ground rules had been established and that CSEA had submitted its demands to the department team in behalf of 55,000 Mental Hygiene employees. "That's as far as we got," said Lochner. "Of the 54 demands we submitted, 48 were rejected by the Mental Hygiene Department. These were not extraordinary demands, but ones covering important im-

(Continued on Page 14)

Funeral Held For Dr. Charles Brind, Former CSEA Head

GENEVA—Funeral services were held on Saturday for Dr. Charles Brind, 13th president of the Civil Service Employees Assn. and retired counsel to the State Education Dept., Teachers Retirement System and State Dormitory Authority, who died here on Wednesday.

Dr. Brind's tenure as CSEA chief, 1935-41, was marked by the initiation of health benefits for State workers and adoption of the "equal pay for equal work" policy.

A long-time Albany resident, Dr. Brind, who was 73, also led the successful battles for minimum salary for all titles, establishment of a low-cost life insurance plan, deduction of the work-week for canal employees, and an end to the 72-hour work-week which previously prevailed in State institutions.

During his term in office, the CSEA made substantial mem-

bership strides, climbing from 9,000 in 1931 to 35,000 members in his final year as president.

(Continued on Page 9)

— BULLETIN —

Vote Strike In Buffalo

Buffalo City employees — members of the Civil Service Employees Assn.'s Buffalo Competitive Unit — have voted by a 22 to 1 margin to strike the City effective tomorrow. The vote came as The Leader was going to press. Earlier story appears on Page 3.

For Teachers CSEA Blasts State's Career Ladder Plans

ALBANY—Teachers in State Correction, Mental Hygiene, Social Services, Health, Youth and Narcotics institutions across New York State are reported this week to have completely rejected tentative career ladder proposals released by the Division of Classification and Compensation.

The Civil Service Employees Assn. has called the Division's

career ladder proposals "entirely unrealistic, a step backward instead of a step forward."

President Theodore C. Wenzl explained CSEA's position:

"Sometime ago, the Department of Mental Hygiene proposed a career ladder for in-

(Continued on Page 9)

-For State Aides- CSEA Wins Dental Plan

ALBANY—The Civil Service Employees Assn. has reached tentative agreement in negotiations with the State on a \$4-million dental plan affecting State employees, their dependents and retirees. The Leader learned at press-time.

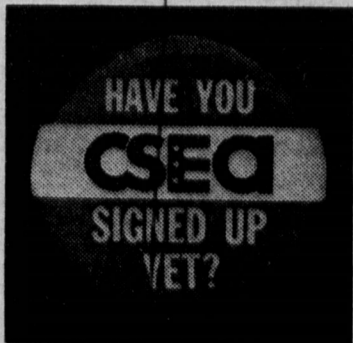
The non-contributory plan would cover basic dental work including cleaning, filling, extractions, x-rays, etc. In addition to orthodontia, (open braces), for unmarried children of employees under 19 years of age; peridontia (treatment of supporting structures of the teeth), and crown and bridge work.

The plan includes a \$50 deductible clause for the individual employee and \$150 for a family contract. Similar to most major medical plans, the dental benefit will have a 70-30 percent co-insurance feature for all

(Continued on Page 14)

Bulletin

As The Leader was going to press, the Civil Service Employees Assn. announced that it had reached agreement with the State Administration on the establishment of a \$1,750,000 training and individual development program for State employees. The program implements part of a contract negotiated earlier this year by CSEA. Full details will appear in next week's Leader.



See Pages 9 & 16

Don't Repeat This!

Goodell Campaign — A Study In Enigmas

A STRANGE paradox pervades the efforts of incumbent United States Senator Charles E. Goodell to win election to a full six-year term as the Republican-Liberal candidate for the office to which

(Continued on Page 2)

Inside The Leader

- Departmental Negotiations — Pages 2, 4, 10 & 14
- Conference Reports — Pages 3 & 8
- Long Island D of E Meeting — Page 14

DON'T REPEAT THIS!

(Continued from Page 1)

he was appointed by Gov. Nelson A. Rockefeller two years ago, to fill the seat that became vacant upon the tragic assassination of Senator Robert F. Kennedy.

The albatross of liberalism that weighs so heavily on the Goodell campaign effort is no different from the one that was hung on Gov. Nelson A. Rockefeller by Republicans in 1964, who subjected Rockefeller to unconscionable abuse and vilification as they proceeded to nominate Senator Barry Goldwater for President of the United States. Moreover, what separates Goodell on public policy from Senator Jacob K. Javits is thinner than a razor's edge. Yet Javits just two years ago demonstrated that he is without peer as a Republican vote-getter, while Republican defections threaten the viability of Goodell as a candidate for the office he now holds by appointment.

Indeed the enigma deepens when it is recalled that just four years ago a group of conservative Republicans, led by State Senator John Hughes of Syracuse, sought to dump Rockefeller and replace him with Senator Javits as the Republican candidate for Governor.

Times do change, and violent reaction among many Republicans to the Goodell candidacy suggests that the Senator may have zigged when he should have zagged. Born in Jamestown, New York, in 1926, where he attended the local public schools before winning a Phi Beta Kappa key at Williams College and earning a law degree at Yale, Goodell was first elected to Congress in a special election in 1959. As a Republican member of the

House, Goodell was recognized as a conservative who substantially reflected the views of his constituents. In his younger days, Goodell played semi-professional baseball and football, served as a Sunday school teacher, as a member of the Board of Directors of the Jamestown Chamber of Commerce, and is a United States Navy veteran of World War II and the Korean War.

A Stunning Change

In the view of many Republicans, Goodell veered sharply from his conservatism to liberalism upon his appointment to the United States Senate. Actions of Senator Goodell that have rocked the Republican establishment in the State on its heels include his leadership in support of the Cooper-Church and McGovern-Hatfield amendments on withdrawal of American troops from Vietnam and his vociferous opposition to the Cambodian incursion. He was also a leading Republican critic of the Nixon Administration program for expansion of the anti-ballistic missile defense perimeter. His opposition to the National Republican policies have reached the point where Vice President Spiro Agnew virtually read him out of the party.

On the local level, Goodell antagonized many Republicans by continuing his support of the independent candidacy of John V. Lindsay after the Mayor was defeated in the Republican primary by State Senator John Marchi of Staten Island. Marchi retaliated recently by heading a group of 14 State Republican legislators who bolted the Party to support James L. Buckley, the Conservative Party candidate for the United States Senate.

The refusal of many Republicans to support Goodell has seriously undermined his campaign activities. The flow of normal Republican funds to his campaign coffers has been effectively retarded. In some counties, party leaders are sitting on their hands and in others they are openly supporting Buckley.

Running Third, But —

The polls have Goodell running third. Yet this is no warrant for counting Goodell out. Both Senator Javits and Mayor Lindsay have been campaigning for him. While his total Republican vote will fall below that of Governor Rockefeller, a substantial number of Republicans are expected to vote the straight Party ticket. In addition, the Liberal Party line should bring several hundred thousand votes to the Goodell candidacy. In addition, Goodell hopes to get votes from many Democrats and young people who admire his courage in taking positions on the peace issue that are contrary to those of a Republican Administration.

Despite the difficulties he faces, Goodell remains confident and good humored to the degree that he is held in high esteem and admiration even by his opponents.

(This is the third in a series of columns on the three New York State candidates for the U.S. Senate.)

CSEA's Transportation Dept. Negotiating Committee Lists Demands Under Discussion

ALBANY — The Civil Service Employees Assn.'s Department of Transportation negotiating committee has released the following list of tentative proposals for negotiations, submitted by CSEA members in the Department of Transportation:

Discontinue practice and use of duty roster.

Standardize the work-week for all Department of Transportation employees to 37½ hours per week.

Provide a 10 percent differential for hazardous duty assignments such as high level bridge or tower work. The 10 percent will be computed on the basis of annual salary divided by 2,000. The resulting hourly rate (plus 10 percent) will be paid for all time spent on hazardous duty.

Discontinue practice of using only licensed surveyors on work involving courtroom action.

White or light colored cars for all Department of Transportation sedans in place of black because of the safety factor and comfort (cooler in Summer).

Provide cash payment for tuition at enrollment for all Department of Transportation employees so electing to further their education.

Provide copies of the appropriate CSEA-New York State contract to all new employees within 10 working days from hiring date, also membership packets.

Elimination of the Professional Engineer's License as a qualification for Grade 23 and above engineering titles.

Restoration of the noon day meal allowance.

Uniform policy in regard to leave time for social functions.

Creation of more "principal engineering technicians" items within the Department.

Safety: Provide better warning systems for employee's protection.

Safety: Eliminate all work shacks on the back of trucks in all districts, notably District 7. Eliminate carrying gasoline in these shacks.

Provide unpolluted wash water at all lock facilities. Example—use of polluted river water at Locks 4, 5, 6, 7, 8, 9.

Provide at each lock adequate heating in wintertime, soap, brushes and other cleaning supplies.

Provide better cleaning of rental facilities.

Recognize all time assigned to survey duties on State projects as counting toward attainment of surveyor's license.

Full tuition reimbursement plus leave with full pay while attending school for advanced degree.

Mandate that all personnel hired by consultant firms meet exactly the same requirements as State employees, including examination.

Remove restrictions inhibiting hiring of State employees outside engineering firms.

Provide enough vehicles on construction projects so that no employee has to drive his car on such projects.

Provide adequate free parking at all Department of Transportation facilities.

Provide foul weather gear for all employees who must work outdoors in emergency situations.

Clarification of Department of Transportation policy concerning political activities of employees.

Real property personnel should be allowed to operate in the real estate field on their own.

Correct improper vehicle maintenance.

Correct unreasonable interpretation of Attendance Rules.

Scheduling of promotional exams between Jan. 1 and March 31.

Committee chairman Paul Cooney stressed that during negotiations, no details may be revealed to the press or public, as is standard practice in labor-management negotiations.

Seminars Set

ALBANY—The State Correction Dept. is planning a series of seminars throughout the State in modern management techniques for middle management probation personnel.

CSEA Sets Fight Against Illegal Job Assignments

ALBANY—State employees in the Operational Services Unit who feel they work out of title regularly have been urged to contact the Civil Service Employees Assn., their bargaining agent.

CSEA's announcement was prompted by several complaints from employees in the Department of Transportation who said that they were working out of title for long periods of time.

The Operational Services contract with the State, negotiated by CSEA earlier this year, states:

"No person shall be employed under any title not appropriate to the duties to be performed and, except upon assignment by proper authority during the continuance of a temporary emergency situation, no person shall be assigned to perform the duties of any position unless he has been duly appointed, promoted, transferred or reinstated to such position in accordance with the provisions of the Civil Service Law, Rules and Regulations. Grievances hereunder may be processed only through Step 4 of the contract grievance procedure and shall not be arbitrable."

"The problem," said a CSEA spokesman, "is that the State refuses to define the word 'emergency.'" We have had 'emergency' situations that existed for weeks and months. CSEA feels that an 'emergency' has a definite time limit and that weeks or months do not constitute a continuing 'emergency.' Thus, these employees are working out of title, not on an emergency basis.

"Therefore," he said, "we want all Operational Unit employees who have problems with out-of-title work to contact CSEA. Only through a test grievance case can we get this problem resolved."

Employees should describe their job problems and their own job duties in writing and send them to Joseph P. Reedy, CSEA Headquarters, 33 Elk St., Albany, N.Y. 12207.

To Keep Informed, Follow The Leader.

Thanksgiving And Christmas Bonanza!

LONDON: 3 nights. November 25 to 29 at the elegant HOTEL BRITANIA. Only \$199.00: includes transfers, sightseeing of London, membership in the Victoria Sporting Club, gratuities and taxes, fully escorted. Does not include meals. For information and reservations write to Mr. Randolph Jacobs, 726 East 217th St., Bronx, N.Y. 10467.

FREEPORT-GRAND BAHAMAS: 4 nights. November 25 to 29 at the luxurious KING'S INN. Only \$195.00 plus \$12.00 tax: includes transfers, breakfast and dinner daily, welcome party, escorted. For information and reservations write to Mr. Sam Emmett, 1060 East 28th St., Brooklyn, N.Y. 11210. Tel. 212-253-4488 (after 5:00 P.M.)

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11th Hour Talks Under Way To Prevent Buffalo Strike Vote By Competitive Unit

(From Leader Correspondent)

BUFFALO—Eleventh hour negotiations were under way here at Leader presstime to avoid a "job action" vote planned by City of Buffalo white-collar workers.

The workers, about 1,200 strong, belong to the Civil Service Employees Assn. and have rejected City offers in renewing a work contract that ended in June.

The term "job action" was used by CSEA local officials to sidestep the "no-strike" clause of the Taylor Law.

The clause provides two days lost pay for every strike day by a municipal employee and also provides fines and loss of dues check-off privileges for the union involved.

A "job action" vote by the CSEA unit would mean the close of Buffalo's 21-story City Hall to all public services.

"I really feel the City has not bargained in good faith," said Joseph C. Malore, president of the Buffalo competitive unit of the CSEA.

He said the City was "not giving us a good offer" and, although refusing to disclose details of the offer, said it "appears unsatisfactory."

CSEA represents a total of 1,600 white-collar City employees, including 1,200 in City Hall and 400 in the Board of Education.

Only the City Hall force would be involved in "job action."

CSEA has argued for months in negotiations for a five percent parity increase given City firefighters and policemen in contracts two years ago.

The City, meanwhile, has offered the workers a 13 percent total wage increase over the two-year life of the contract, but excluding the parity measures.

Cayuga Chapter Wins Dental Plan Plus Pay Boosts

(From Leader Correspondent)

SYRACUSE — The first dental insurance plan for county workers in New York State is included in the 1971-72 contract approved for the County Employees unit of Cayuga chapter, Civil Service Employees Assn.

The dental insurance, the first of two pay increases and civil service status for deputy sheriffs — among the first for counties in the State to do this — will go into effect on Jan. 1.

In the second year of the new contract, the 550 workers also will be granted the 1/50 retirement plan — allowing them to retire at half-pay after 25 years of service.

The dental insurance will be paid for the employees only — not for dependents.

Pay increases will be six percent, with a minimum of \$400, the first year, and five percent, with a \$300 minimum, the second year.

Also, the County will assume the full cost of medical insurance for employees and their families in January. The civil service status for deputies was obtained through a resolution of the Board of Supervisors, after the sheriff requested it in a letter to the Board.

Leading the unit's negotiating team were Lee Frank, CSEA field representative, and Edward Nash, chapter president. They were aided by Jean Simpson, Marjorie Cogshall, Sandra Aroneck, Mary Kingston and Loyal Ford. Supervisor Harry Murphy directed the County team.

Onondaga Chap. Endorses New Constitution

(From Leader Correspondent)

SYRACUSE—Onondaga chapter has approved a new constitution and sent it to Albany headquarters for the Civil Service Employees Assn. to consider.

BUY U.S. BONDS



WELCOME — William Imholz, standing, in white suit, is welcomed as the new president of Suffolk County chapter during a meeting of the Long Island Conference of the Civil Service Employees Assn.

In Long Island Conference

Koch Names Committees To Push For Retirement, Welfare, Other Goals

SMITHTOWN—Long Island Conference president George Koch has appointed a special committee to press the Conference's plan for a \$500 welfare fund and to support the 100 percent retirement plan.

Koch announced the appointment of Conference third vice-president Lou Colby to head the campaign, with all Long Island chapter presidents to serve with him. The action came at a luncheon for the delegates to the 44,000-member Conference on Sept. 26, at the Villa Pace restaurant here.

The welfare fund, putting \$500 per employee into a fund administered by the CSEA, had gained approval of State delegates at the recent Buffalo meeting. The committee is also to support the pension program first advanced by the Metropolitan Conference and similarly adopted by Statewide delegates.

Other Chairmen

Koch also appointed the following committees and chairmen: legislative, David Silberman; political action, Ed Valder; public relations, Irving Flaumenbaum; membership, Anthony Giannetti and Ralph Natale; social, Steven Crandall and James Hallinan; education, Gus Menzell; grievance, William Hurley, and auditing, Ben Koziorski.

Special committees named were: County affairs, Blanche Reuth and Thomas Kennedy; school districts, Muriel Donohue and Thomas Corridan; judicial affairs, Ann Rehak, Eleanor Koch and Inez Aull, and retirees, Michael Murphy and Arthur Miller.

In addition, the Conference scheduled a Christmas party for all members. It will be held Thursday, Dec. 17, at the Sunrise Village Restaurant, Bellmore, and tickets will be \$12.50 per couple.

Andrew H. Placito, chapter president, said the constitutional changes made by the committee were adopted after some discussions on several points.

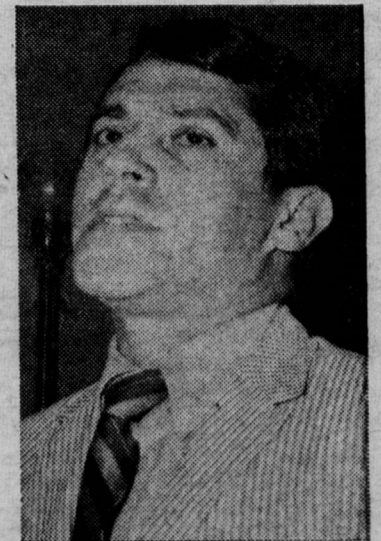
Also at the chapter's regular quarterly meeting, progress in negotiations with the County for a 1971 contract was discussed. A report on the annual clam-bake shows that more than 500 persons attended the outing on Sept. 13.



KEEP HITTING — George Koch, Long Island Conference president, makes it emphatic as he tells Conference delegates that they have to keep hitting hard on union opposition and competition with CSEA.



ATTENTIVE — Larry Doyle, president of Central Islip State Hospital chapter, is seen as he hears the explanation to a problem.



REPORT — John Cuneo, of Kings Park State Hospital chapter, reports on activities of the CSEA special Mental Hygiene committee.

Oyster Bay CSEA Wins \$1,450 Boost

(From Leader Correspondent)

OYSTER BAY—Town employees will receive pay raises totaling \$1,000 during the first six months of their new contract recently negotiated by the Civil Service Employees Assn.

The total contract over two years will result in a \$1,450 annual salary boost for the employees, according to Bernice Glazer, president of the CSEA's town unit here and Irving Flaumenbaum, president of the Nassau chapter, CSEA.

The contract also provides 14 working days after 10 years; 24 days after 13 years, and 25 working days after 15 years.

Won also was the permission to accumulate sick leave to 190 working days and vacation to 40 working days.

Sick leave still unpaid at the time of retirement, death or separation from service will be paid in cash at the rate of one day each four accumulated.

Among the other major benefits won in the new pact are a five percent differential for night work in the Town incinerator, an agency shop, expanded pension benefits and bereavement leave of three days for each death in the family as well as many other benefits, new for Town employees.

In addition to the negotiation leaders, others serving on the team included: Arthur Grey, CSEA staff field representative; Joseph Fraser, Geraldine Olivari, Thelma Powell, Patsy D'Alessio, Charles Neemer, Joseph Coschignano, Lydia Zebertovich, William McCord, Frank Shannon, Helen Gaynor, William Shovelering and Augustine Lunzolato.

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**Suggestions Needed
From Correction
Department Aides**

ALBANY—The Civil Service Employees Assn. departmental negotiations committee for all four units (Institutional, Administrative, Professional-Scientific - Technical and Operational) of correction employees is getting its negotiating program together.

"One of the requisites involved in preparing the program," said CSEA collective bargaining specialist Thomas Linden, "is a good idea of what the employees want to accomplish in negotiations. We want to hear from as many of the Correction Dept. employees in all four units as possible so we can get an overall picture of what needs to be done. Then we can get down to the nitty-gritty of actual negotiations."

Linden asked that all suggestions, complaints and actual proposals be sent to him at CSEA Headquarters, 33 Elk St., Albany 12207.

**PERB Certifies
Suffolk CSEA
As Bargainer**

RIVERHEAD—The Suffolk County chapter of the Civil Service Employees Assn. has been certified as bargaining representative for Suffolk County's more than 5,100 County employees—both blue-collar and white-collar workers.

The certification, which came from the Suffolk County Public Employment Relations Board last week, was accompanied by a dismissal of several objections to the election filed by CSEA's rival, Local 237 of the Teamsters.

CSEA handed the Teamsters a smashing defeat in both bargaining units involved in the election.

New Director

ALBANY — Dr. Thomas D. Paolucci is the new director of training and management development for the State Transportation Dept. Prior to the appointment, he served as director of the Office of Training for the State Labor Dept.

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C.S. Department Extends Filing Deadline For 25 State Promotion Exams

A group of State employees will be able to take advantage of some 25 promotional examinations next month through the cooperation of the Civil Service Dept. and the Civil Service Leader.

When technical difficulties in the reproduction unit of the department caused late delivery of the examination notices to The Leader's editorial office, it became apparent that a great many State employees who depend upon The Leader for advice on tests would lose their opportunity for promotion.

Following a series of telephone calls to the Department's public relations department and the examining unit, from The Leader, the answer came back that nothing could be done to delay the closing of the filing period.

However, a direct appeal to William Murray, administrative director of the Civil Service Department, resulted in the immediate decision by Murray to postpone closing by one week.

Therefore, the following examinations scheduled to close on Oct. 13 will remain open through Oct. 20. For further information on these titles, contact the agency personnel of-

office or the Department of Civil Service directly.

The following are the inter-departmental titles for advancement:

No. 34-208, Principal Laboratory Animal Caretaker (G-11); Requires year of service as Senior Laboratory Animal Caretaker. Jobs open in Health and Mental Hygiene, State University campuses.

No. 34-283, Supervising Toll Collector, pay varying by agency; Requires year of service as toll collector, Thruway toll collector or toll serviceman. Locations exist Statewide.

No. 34-306, Institution Education Supervisor/General (G-18): Requires six months as Senior Institution Teacher, Senior Institution Teacher, Senior Institution Vocational Instructor, Guidance Counselor or Correction Counselor. Also needed: provisional principal's or supervisor's certificate, or six credit hours in educational administration.

No. 34-309, Institution Education Supervisor/Mental Defectives (G-18): Requires six months as Senior Institution Teacher, Senior Institution Vocational Instructor, Guidance Counselor or Correction Counselor. Also needed: six credit hours in educational administration or guidance and special coursework on mental retardation.

No. 34-310, Institution Education Supervisor/Physically Handicapped (G-18): Requires six months in same titles as No. 34-309, above. Also needed: six credit hours in educational administration or guidance and special coursework in teaching the physically handicapped.

No. 34-311, Institution Education Supervisor / Vocational (G-18): Requires six months in same titles as No. 34-309, above. Also needed: six academic hours in educational administration or guidance and eligibility for a provisional vocational teaching certificate.

No. 34-330, Institution Education Supervisor/Physical Education (G-18): Requires six months in same titles as No. 34-309 above. Also needed: six academic hours in educational administration or guidance and eligibility for a provisional physical education teaching certificate.

No. 34-343, Senior Rehabilitation Counselor (G-22): Requires one year of service as a Rehabilitation Counselor. Jobs are within Social Services and Education Departments.

The remaining titles cover nine State departments and agencies and are in the competitive promotion category:

No. 34-313 and No. 34-314, Senior and Associate Milk Accounts Examiner (G-18, G-23): Requires year as Milk Accounts Examiner for first title; year as (Continued on Page 11)

We understand.



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TUESDAY, OCTOBER 13, 1970

Negotiations?

THE most ridiculous performance in public employee negotiations came last week as a result of the treatment bargaining demands put forth by the Civil Service Employees Assn. received from the State Administration.

The Department rejected outright a total of 48 of the 54 demands as "non-negotiable." The odd part of this rejection is that most of the 48 items contained uncontroversial demands.

During the collective bargaining sessions that resulted in the first written contracts between the State and its employees, items of a departmental nature were referred to smaller committees made up of employees within a specific department and the agency's top officials.

Now that they are on the departmental bargaining table, the State considers them non-negotiable.

Just what is the State up to?

The Poverty Cry

ONLY three months after Mayor John V. Lindsay proudly announced that he was proud of his balanced budget, he comes back to the people of the City of New York with the stark announcement that the City is now \$150 million in the red.

He has enacted a job freeze, but even worse, he has predicted the possibility of mass furloughs of employees and "payless paydays."

What he has done is to inject mass fear in the hearts of his public employees. Does the Administration think that the employee unions involved in coming negotiations will drop their contract demands because of these fears? Far from it. Public employees have answered the threat with statements of their own—"Layoffs, salary reductions and payless paydays will be met with 'workless workdays.'" And they mean it.

The four unions representing the uniformed forces have not altered their demands one iota. Rather they have vowed to continue to press for expanded employment and higher salary and fringe benefits.

Perhaps an answer to the situation will come to light on Wednesday when the City Council Finance Committee will hear Mayor Lindsay explain what happened to the \$150 million that has disappeared from the balanced budget, he so proudly announced three months ago.

We certainly hope so.

SOCIAL SECURITY

Questions and Answers

I will be getting married in July. Is it necessary to get a new social security card?

When you get married, you should contact your nearest social security office and notify them of the change of name. They will issue you a new card under your marriage name. You will retain your original number.

What provision is made under Medicare for re-enrollment after dropping medical insurance?

You can drop out of the medical insurance plan at any time by filing a written notice. Your protection and your obligation to pay the premium will stop at the end of the calendar quarter following the quarter in which your notice is received by the Social Security Administration. If you drop out or if your enrollment is ended because you fail to pay the pre-

LETTERS TO THE EDITOR

Agrees With Letter On Pension Problems

Editor, The Leader:

Today I felt compelled to send the following letter to Dr. Theodore Wenzl. (Civil Service Employees Assn. president):

Dear Dr. Wenzl:

It is no accident that prior to reading P. Fischer's letter on Oct. 1, I was expressing similar conviction regarding present inequities in benefits provided to State employees who, for many reasons, cannot complete the 20 years of State service required for the 1/50 Career Retirement benefit. To whom? To other staff members!

I'm sure there are thousands of us who, for diverse reasons, came into State service later than we wished or planned. A retirement system, based merely on long years of service, surely discriminates, as P. Fischer states, against those who also have been dedicated public servants regardless of length of service.

I, as others, must retire soon for reasons of health. I shall have approximately 16 years of service.

Surely, your plea for equity in retirement benefits should be heard loud and clear and should have significant, if not A-1 priority, as one of your Association's 1971 program accomplishments.

Are we asking too much from an organization which has benefited so many with so much over so short a period of time?

I firmly believe not and, to you, we hand "the torch for pursuit of justice" in this area.

Sincerely yours,

CONCERNED STATE EMPLOYEE
Manhattan

(name withheld by request)

Pension Plight

Editor, The Leader:

Many employees, especially physicians, enter the State service after age 40 for various reasons.

Most of them are very dedicated and conscientious workers and an asset to their services. It is, therefore, unfair that these people should be treated differently with regard to retirement allowance and receive only 1/60 instead of 1/50 per year of service as compared with those with more than twenty years of service. There appears to be no logical explanation for such a discrimination.

It is hoped that this injustice will be corrected as soon as possible.

R.M., M.D.
Long Island

When you drop out of the medical insurance plan at any time by filing a written notice. Your protection and your obligation to pay the premium will stop at the end of the calendar quarter following the quarter in which your notice is received by the Social Security Administration. If you drop out or if your enrollment is ended because you fail to pay the pre-

I am 16 years old and will be getting a job in a supermarket for the Summer months. Is it necessary for me to have a social security number?

Yes, you must have a social security number since you will be working in a job that requires the employer to take social security contributions out of your pay. Your wages will be credited to your record in order to build up your protection for retirement, disability, survivors and Medicare benefits under social security.

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.

The Efficiency Principle

AS FAR BACK AS 1883 when the Federal Civil Service Act was passed by Congress, civil service has been closely entwined with public relations.

WE ARE ALWAYS AMAZED to see this fact of civil service life unappreciated, even in the upper management category.

MODERN CIVIL SERVICE personnel criteria have always bracketed a civil servant's efficiency and integrity with his public relations image.

OVER THE YEARS, THE standards of civil servant's conduct have been set many notches higher than in private industry.

THUS, IT IS CONSIDERED 10 times less acceptable for a civil servant to be gabbing on the office phone in personal conversation than for a private sector employee doing precisely the same thing.

IN FEDERAL CIVIL SERVICE—where the standards first took shape—the criteria of conduct, official and personal, are based firmly in public relations.

THE CRITERIA WERE confirmed by the U.S. Court of Claims in the case of Schlegel vs. U.S., which found the efficiency of the service and public confidence in the integrity of civil service inseparable.

THE INTEGRITY-EFFICIENCY principle was brought into sharp focus recently by Kimbell Johnson, director, Bureau of Personnel Investigations, U.S. Civil Service Commission.

IN AN ARTICLE, "Plain Talk On Employee Fitness" in the "Civil Service Journal," official publication of the Commission, Johnson wrote:

"IT IS SHORT-SIGHTED to say an admitted homosexual or proven arsonist should be kept on the Federal payroll because there has been no express showing of how his derelictions have a bearing on his job performance as an administrator, letter carrier, or machinist.

"I HOLD TO THE view, as expressed by Judge Nichols in the Schlegel decision, that actions that will bring an agency into ridicule and contempt, to the grave detriment of its ability to perform its mission, do have an impact on the efficiency of the service.

"AND, I WOULD ADD, on public confidence in the integrity of its civil servants."

THE PUBLIC RELATIONS key to the integrity-efficiency principle is found in Johnson's phrase, "actions that will bring an agency into ridicule and contempt."

THESE ARE THE ACTIONS every civil servant must carefully avoid at all costs.

Wenzl Warns Plattsburgh FSA Aides Of Misleading Statements

PLATTSBURGH—An Oct. 15 designation election for the employees of the Faculty-Student Assn. at the State University College at Plattsburgh has sparked a warning from the head of the Civil Service Employees Assn., Dr. Theodore C. Wenzl.

CSEA is seeking to represent the FSA employees in negotiations with their employer for a work contract. The election will determine whether or not the employees want CSEA to represent them.

The CSEA president expressed concern over some misconceptions that he felt the FSA employees may have about their working conditions and benefits. "During this election campaign you may hear things from management and your supervisors that are only partly true or in some cases are completely false," Wenzl said.

"For example, your unemployment insurance, workmen's

compensation, disability insurance, and social security are provided by law. Don't think that this is a gift from management.

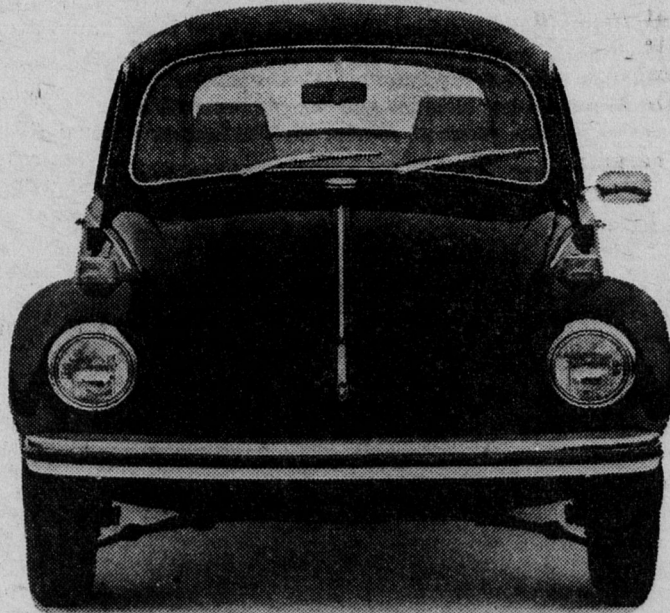
"You'll probably also be told that joining a union means dues, assessments, and lost time for strikes. The fact is that CSEA has never levied an assessment or advocated a strike, and we have the lowest dues structure of any labor organization of comparable size.

"Undoubtedly, management will tell you that they will treat you fairly and equitably if you put your trust in them. But compare the kind of benefits they give you with the kind received by employees repre-

(Continued on Page 10)

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 The dashboard is more dashing.
 The fresh-air heating system has a grand total of 7 different outlets.
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 All in all, it's 89 ways different from a Volkswagen Beetle. Which, in our opinion makes it a completely different automobile.
 But in one very important way it remains the same:
 For in 1971, the year everyone is feverishly building their revolutionary new small cars, the name on the rear deck of this revolutionary new small car reads "VOLKSWAGEN."

Come in and see it today at your Authorized Volkswagen Dealer.



Capital Conference Holds Workshop, Meeting

By MARVIN BAXLEY

CAPITAL CONFERENCE leaders gathered at Lake George on Oct. 3 for a morning workshop and afternoon business session that attracted approximately 70 representatives from 23 of the Conference's 45 chapters.

Robert Guild, collective bargaining specialist, took the helm for the workshop, giving insights into methods used in negotiations. Joining him at the head table for the discussion were John Naughter, field representative; Ernest Wagner, Capital Conference president and Employees Retirement chapter president, and Thomas McDonough, Conference first vice-president and Motor Vehicle chapter president.

At the business session, before the lengthy discussions on budget and constitutional amendments got under way, rules were suspended for two special privileges.

In the first of these, delegates passed a motion by Jean Gray, Conference publicity chairman and Thruway Authority Headquarters chapter president, to accept into membership the Professional and Technical Supervisory chapter of the Thruway Authority. The new member chapter was represented by Varre Clarke.

Next, a campaign appearance was made by Rep. Dan Button (Rep.—29th Dist.), who is seeking re-election against Rep. Sam Stratton (Dem.), also an incumbent, whose constituency has been redistricted. (Representative Stratton had appeared at the Conference's June meeting.)

The proposed budget for 1970-71, as presented by Harold Ryan, Conference finance chairman and Audit Control chapter president, was approved as amended. The amendment was based on a change in the by-laws to increase dues to 15 cents from the current 10 cents.

Three constitutional amendments were also unanimously passed. These amendments, proposed by George Lafara, Conference constitution and by-laws chairman and Insurance chapter president, in combination now provide that in an election of Conference officers, votes must be cast by authorized delegates (the president or alternate appointed by him or elected by the chapter), thereby eliminating the use of proxies, and that amendments must be voted by "authorized delegates present," instead of the previous wording of "authorized chapters present."



Marian Farrelly receives President's Award from Capital Conference president Ernest Wagner. The annual presentation to an outstanding Conference member was made at evening banquet and was in recognition of Mrs. Farrelly's ten years of service as Conference secretary.



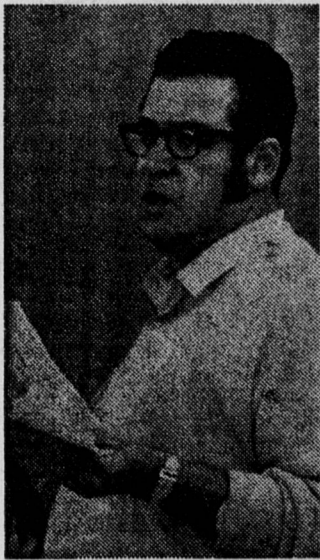
Jean Gray takes floor during Workshop. At the same table with Mrs. Gray, who is Conference publicity chairman and president of Thruway Authority Headquarters chapter, are, from left, Varre Clarke, delegate from Professional Technical Supervisory chapter; Helen LaPierre, delegate from Thruway Authority Headquarters chapter, and Genoa Kepner, Conference corresponding secretary and delegate from Law Dept. chapter.



Conference support was pledged by Blanche Nechanicky, first vice-president of Retirees group in the Conference.



Representing Insurance Dept. were, from left, George Lafara, president, and Jack Fitzgerald, vice-president.



Addressing chair during business session was Jack Dougherty, president of Tax chapter.



Robert Guild, collective bargaining specialist, holds floor during morning Workshop on labor negotiations. Identifiable in audience, from left, are Nancy O'Brien, Jane Tymell and Al Briere of Division of Employment; Varre Clarke of Thruway Authority Professional Technical Supervisory chapter; Genoa Kepner of Law Dept.; Helen LaPierre of Thruway Authority Headquarters; James Welch of NYS Police; Ed Reynolds, State Liquor Authority; Marian Farrelly, Conference corresponding secretary; Warren Harding, Correction; Harold Ryan, Audit Control; Paul St. John, Department of Transportation.



Finance chairman Harold Ryan clarifies point during discussion of budget, a fiery Conference topic.



Conference officers are, from left: Edgar Troidle, treasurer; Albert Pagano, second vice-president; Ernest Wagner, president; Marian Farrelly, recording secretary; Thomas McDonough, first vice-president. Field representative John Naughter is at far end.



Douglas Barr led delegation from OGS chapter. Shown here with the chapter president are Elaine Ret, chapter secretary, and Ralph Rusci, delegate. Others from OGS in attendance were Gregory Tobin and Angeline Polimerou.



Shown during the business meeting are, from left: Joyce Bubowski, first vice-president of Executive chapter; Fraulein Balentine, delegate from Wynantskill Center for Girls, and Jane Reese, president of Albany Social Services chapter.

Reveal Mass Exodus Of Institution Teachers

(Continued from Page 1)
stitution teachers. This series was fully supported by CSEA. It was a realistic, forward-looking set of titles and promotion steps intended to stem the tide of the great numbers of teachers who leave State institutions for other work because they have no viable steps for promotion.

"The quality of education and training in our State institutions will suffer," Wenzl continued. "Because of the State's penny-pinching and refusal to face the problems we have here. I am beginning to wonder whether the State does indeed care at all whether the patients and inmates in these institutions receive the finest education and training available. When teachers leave in droves before they have been in the institution long enough to gain the experience necessary to teach in these unique environments, something must be done to keep them. The State needs them and the citizens of the State expect the State to keep them."

"The teachers in these institutions are understandably upset by the Division's total rejection of the proposals ad-

vanced by the Mental Hygiene Dept. and the substitution of a career ladder series that would make the orderly promotional steps take longer than they do now. There is absolutely no improvement in the length of time it takes for an institution teacher to advance; in fact, the time would be made longer. This can only force even more teachers to leave.

"Teachers are reaching the boiling point," Wenzl continued, "because the State has continually slapped them in the face. They have a long list of grievances and this one is the last straw. Correction officers have been reallocated, yet the State refuses to establish a viable, fair series of promotional steps for institution teachers. The teachers also lost a holiday last May, although CSEA did everything it could to see that they would get it."

A special subcommittee of the CSEA's Institution Teachers' committee will be meeting with the Division of Classification and Compensation in the near future to voice CSEA's objections to the tentative Division

proposals.

"We want action," said Wenzl, "and we want recognition for these dedicated teachers. The State will be losing valuable people if it does not do something and do it fast, to provide meaningful career steps for these people. And it is the people in our institutions—the patients, inmates and disadvantaged people—who will suffer in the long run from inferior education."

Fact-Finder Studying Issues In Oneida C'ty

(From Leader Correspondent)

UTICA—A State fact-finder continues to gather facts in the contract dispute between Oneida County and the County chapter of the Civil Service Employees Assn. For the second consecutive year the two sides have gone to the fact-finding stage in order to settle on a new pact.

The issues this year are the same or similar to the ones that led to a nine-month negotiating session last year—money and fringe benefits.

The County chapter submitted—last Spring—a 16-point proposal of its needs for the upcoming year. The proposal called for a \$5,000-a-year minimum wage and a raise of no less than \$500 for everyone. The County has flatly refused and has offered instead a two-percent wage increase this year and next.

CSEA field representative Frank Martello, says the County negotiators have refused to even discuss any of the other 15 items until the money angle is set. He said that is what has led to the impasse in the negotiations. The County contends that all items concern money and that it has not got much to spread around.

It is not known how long the fact-finder will take to get what he needs, but once he is finished he has two weeks to file recommendations. However, recommendations are not binding on either party.

Brind Succumbs

(Continued from Page 1)

Dr. Brind was a graduate of Union College and Albany Law School and became an attorney in 1922, starting his 45 years in State service the next year. He ascended in rank from State Education Dept. attorney to director of its law division to counsel to the State Board of Regents and then counsel to the entire Department. He also headed the board of directors of Blue Cross-Blue Shield of Northeastern New York.

Additionally, the educational law specialist edited "The State Employee," from 1935 to 1942, and lectured at many colleges and universities. He is survived by his wife, the former Laura Hutchison, a son and daughter, and six grandchildren.

Don't Write, Talk!

ALBANY—State Police personnel are getting some portable dictating machines to increase their investigatory time by cutting down on report-writing time.



FINISHING TOUCHES — Mary Marcus, who last week learned of the benefits available to members of the Civil Service Employees Assn. who recruit new members, puts the finishing touches to an application she has completed for a new member. Mrs. Marcus learned of the prizes from Samuel Emmett, looking on, who is the chairman of the Statewide CSEA membership committee.

Tips For Super Signer-Uppers

1. Before attempting to sign up a new member, if you're in doubt, find out whether he has already submitted a membership application. Obviously, he can't join twice.
2. To get the special sign-up forms, ask the designated membership chairman or president of your chapter or unit.
3. When you approach a non-member, the first two reasons to give him for joining are: (A) "Your employer knows how many members we have, and the more we have, the stronger we are in negotiations with him"—(B) "Since everyone enjoys the benefits won by CSEA, everyone should share the cost of being represented."
4. Remind the non-member that by signing up now he automatically enters his name for a chance in the \$10,000 Super Jackpot.
5. Be prepared to explain what kind of prizes and how many prizes are included in the jackpot.
6. When you sign up a new member, be sure to fill in each part of the form completely: (A) payroll deduction authorization card, (B) your jackpot ticket, (C) jackpot ticket for the new member, (D) temporary membership card for the new member.
7. Be sure to tear off the temporary membership card and give it to the new member.
8. Return the remainder of the form as soon as possible to the designated membership chairman of your chapter or unit.
9. Your membership chairman will mail returns to CSEA headquarters on Friday of each week. To get your award certificate sent back to you as soon as possible, try to get your returns to the chairman in time for this weekly mailing.
10. Award certificates may be redeemed at any one 45 S & H redemption centers throughout the State. While the drive is on, addresses of these centers will be printed in The Civil Service Leader. Catalogues showing available premiums are available at 3,780 local merchants who offer S & H stamps. One or more catalogues have been mailed to the membership chairman of each chapter and unit.
11. Read your Civil Service Leader every week for up-to-date news and instructions on CSEA's Super Sign-Up Season.

Redemption Centers In New York State

CITY	STREET	ZIP
Albany	321 Central Avenue	12206
Auburn	135 Genesee Street	13021
Batavia	13 Bank Street	14020
Binghamton	1 Alice Street	13901
Buffalo	L. B. Smith Plaza	14218
(Abbott)	(Hens & Kelly)	
Buffalo	478 Main Street	14203
(Downtown)	(Hens & Kelly)	
Buffalo	Northtown Plaza	14226
(Northtown)	(Hens & Kelly)	
Buffalo	Transitown Plaza	14221
(Transitown)	(Hens & Kelly)	
Buffalo	So. Shore Plaza	14075
(Hamburg)	(Hens & Kelly)	
Corning	11 W. Market Street	14830
Elmira	240 W. Water Street	14902
Geneva	427 Exchange Street	14456
Glens Falls	Lake George Road	12801
Hornell	14 Seneca Street	14843
Hudson	Hudson Plaza Center	12534
(Simmon's)		
Huntington		
Station (L.I.)	604 Broad Hollow Road	11746
Ithaca	Hancock & 3rd Streets	14850
(Victory Market)		
Jamestown	567 Fairmont Avenue	14701
Johnstown	22 So. Perry Street	12095
Liberty	261 No. Main Street	12754
Lockport	54 Pine Street	14094
(Korff's Furniture Store)		
Malone	Box 372	12953
Middletown	150 North Street	10940
New York		
(Bronx-Parkchester)	1528-34 Unionport Road	10462
New York		
(Flushing)	42-25 Main Street	11355
New York		
(Staten Island)	1410 Forrest Avenue	10302
Niagara Falls	931 Niagara Avenue	14300
Norwich	3 Mitchell Street	13815
Ogdensburg	106 Ford Street	13669
Olean	112 W. State Street	14760
Oneonta	38 Chestnut Street	13820
Oswego	207 W. 1st Street	13126
Plattsburgh	95 Bridge Street	12901
Poughkeepsie	49 Market Street	12601
Rochester		
(Irondequoit)	2109 Hudson Avenue	14617
Rochester		
(Monroe)	3191 Monroe Avenue	14618
Rochester		
(Ridgmont Plaza)	2899 Ridge Road	14626
Rome	1919 Black River Road	13440
Schenectady	1610 Eastern Parkway	12309
Syracuse	Box 98, Mattydale Stat.	13211
Syracuse	2425 James Street	13206
Troy	82 Second Avenue	12182
Utica	58 Franklin Square	13503
Watertown	122 Court Street	13601
White Plains	20 Tarrytown Road	10606

Environmental Conservation Department Negotiating Team Meeting To Form Proposals

ALBANY—The new Environmental Conservation Department negotiating team of the Civil Service Employees Assn. will meet at 1 p.m. today, Oct. 13, at CSEA Headquarters.

CSEA spokesmen said that demands and proposals will be established today for departmental negotiations, which are expected to start soon. The spokesmen stressed that a large group of employees who were formerly with the Conservation Dept., are not included in the newly formed Department of Environmental Conservation: "About 2,200 employees working for Parks and Recreation, which was part of the old Conservation Department, have been moved to the Executive Dept., and these people should be reminded that they are not included in this new department."

CSEA president Theodore C. Wenzl also urged employees of the Environmental Conservation Dept. to make known their recommendations and suggestions for possible proposals for the upcoming negotiations. "Those employees who have suggestions for contract demands should contact the nearest member of their CSEA departmental negotiating team to make their feelings known so that these proposals can be aired at future meetings," he said.

The following is a list of the members of the CSEA Environ-

mental Conservation Departmental negotiating team: Josephine Siranni, Region II, (716) 372-8676; Shirley Parker, 50 Wolf Rd., Albany, (518) 457-5716; Stacia Golden, 50 Wolf Rd., Albany, (518) 457-6676; Robert E. Smith, Rome Fish Hatchery, (315) 337-1390; Daniel Larkin, Westbury, (516) 271-9592; Robert Smith, 50 Wolf Rd., (518) 457-7370; George Seeley, Johnstown Fish Hatchery, (518) 725-6301; Kenneth Martin, Georgetown Youth Camp, (315) 837-4675; James Gamble, Mechanicsville, (518) 457-2498, and Norman Drapeau, Delmar, (518) 457-4491.

Arthur Miller Feted At Retirement Party

(From Leader Correspondent)

ISLIP—Arthur Miller, first president of the Long Island Conference of the Civil Service Employees Assn., was feted recently on his retirement.

A reception was held at the Castle Inn here. Miller, a member of the Suffolk County chapter, had served as chairman of the Long Island committee that sought creation of the new chapter and became its first president. He served from 1964 to 1966. Miller, a Sayville resident, has been named by Conference president George Koch to a new committee on retirees.

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Plattsburgh Vote Called

(Continued from Page 6)

sented by CSEA:

"Remember that State workers represented by CSEA can accumulate 65 days of sick leave. They get five full days per year for personal leave. State employees on the payroll as of April 1, 1971, will be getting a minimum salary of \$6,000 and also remember that employees represented by CSEA receive arbitration of their grievances by a disinterested third party, not by their boss."

Wenzl also noted that CSEA has not won every election conducted among FSA employees across the State. "But we've never claimed to have won every fight we've been in. We do currently represent at Alfred Agricultural & Technical, Oswego and Potsdam, and we are working to represent others."

"It should be remembered by Plattsburgh FSA employees on

Oct. 15, that it is a basic American right to have a voice in what you're paid and the kind of benefits you receive," Wenzl

said. "And CSEA is the best way for employees to have a strong and insistent voice in negotiations."

GOURMET'S GUIDE

• MANHATTAN • AMERICAN •

JACK DEMPSEY'S 1619 BROADWAY (off 49th St.). FAMOUS THE WORLD OVER. OPEN DAILY. LUNCHEON — DINNER — AFTER THEATRE. CI 7-3620.

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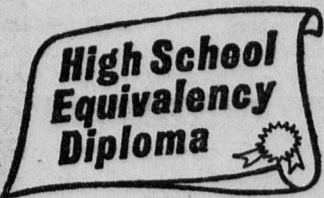


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State Extending Promotion Deadline To Oct. 20

(Continued from Page 5)
Senior Milk Accounts Examiner for second. These jobs are with the Department of Agriculture & Markets.

No. 34-284, Chief Auditor of State Expenditures (G-27): Requires six months as Associate Accountant, Associate State Accounts Auditor, Chief Accounts Clerk, Chief Audit Clerk, Supervisor of Printing Audits or Administrative Supervisor of Machine Accounting. Position is with the Department of Audit & Control.

No. 34-318 and No. 34-319, Senior and Principal Draftsman/Structural (G-11, G-15): Requires year in drafting or engineering at G-8 level for first title; year in that field at G-11 for second. These jobs are at the Transportation Dept.'s main office in Albany.

No. 34-199, Student Financial Aid Supervisor (G-23): Requires year of service in administrative or professional post allocated to G-18 or higher. Opening is with State Education Dept. in Albany.

No. 34-326, Associate in Manpower Development (G-26): Requires year of service in pro-

fessional educational post at G-22 level or higher. Jobs are with State Education Dept. in Albany.

No. 34-344 and No. 34-345, Associate and Principal Rehabilitation Counselor (G-25, G-28): Requires one year as Senior Rehabilitation Counselor for first title; also, three years as Rehabilitation Counselor will be acceptable. Needed for Principal Counselor: year as Associate Rehabilitation Counselor, Associate Rehabilitation Counselor/Mental Handicaps or Senior Research Analyst/Vocational Rehabilitation. These positions are with the State Education Dept.

No. 34-335, Chief of Beverage Control Wholesaler Services (G-25): Requires three months of service as Chief Beverage Control Investigator, Supervising Beverage Control Investigator, Associate Auditor, Senior Auditor or Chief Clerk. This post is in the State Liquor Authority within the Executive Dept.

No. 34-316 and No. 34-317, Senior Chemist/Air Pollution and Senior Sanitary Chemist (both G-18): Requires, in either case, year of service in chemistry title at level of G-14 or

higher. Posts located in Erie County.

No. 34-305, Institution Food Administrator (G-20): Requires year as Supervising Dietitian or Food Service Manager; also two years as a Dietitian with the State is acceptable. Openings are with the Department of Mental Hygiene.

No. 34-307, Institution Education Director (G-21): Requires six months as Institution Education Supervisor plus eligibility for a School Administrator or Supervisor Certificate. Vacancies are at the Queens State School and Monroe State School.

No. 34-308, Institution Education Director (G-21), parallels No. 34-307 on requirements. These vacancies, however, are with the Narcotic Addiction Control Commission, with posts situated throughout the State.

No. 34-312, Coordinator of Social Services Educations Projects (G-21): Requires year of service along same lines as qualification for Exam No. 34-307, for Institution Education Director. Current opening exists with Department of Social Services in Albany.

No. 34-337, Institution Education Director (G-21), also parallels No. 34-307. The employing agency is the Department of Social Services and vacancies are

anticipated throughout the State.

Unless an exam is tagged "interdepartmental," the eligibility list will be limited to qualified employees of the agency indicated. The span of tenure listed above is for eligibility to take

the exam. Appointment, however, is contingent on serving in the eligible titles for a period of not less than one year.

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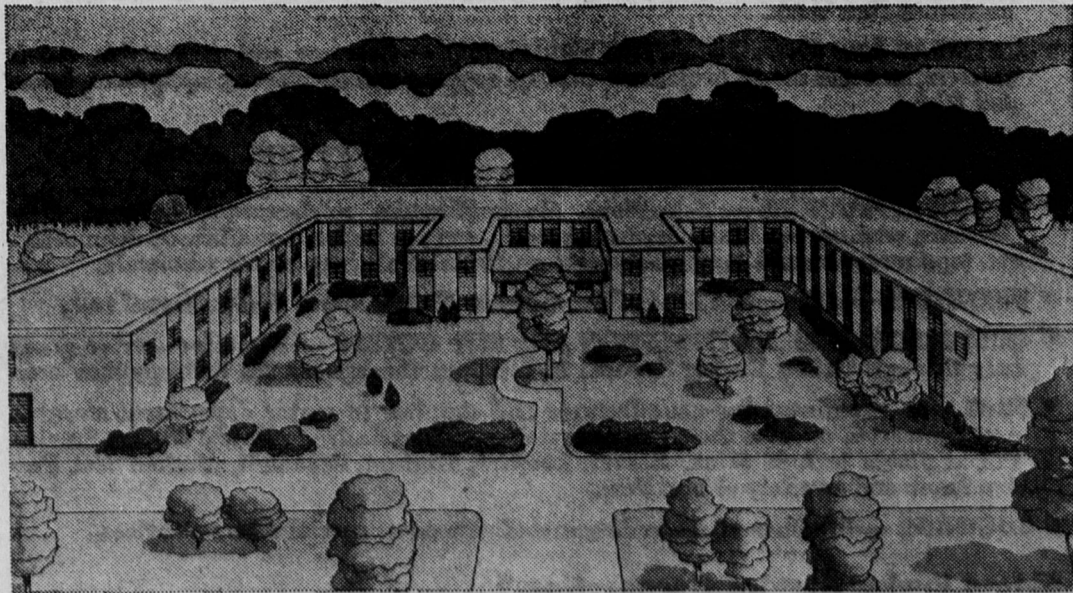
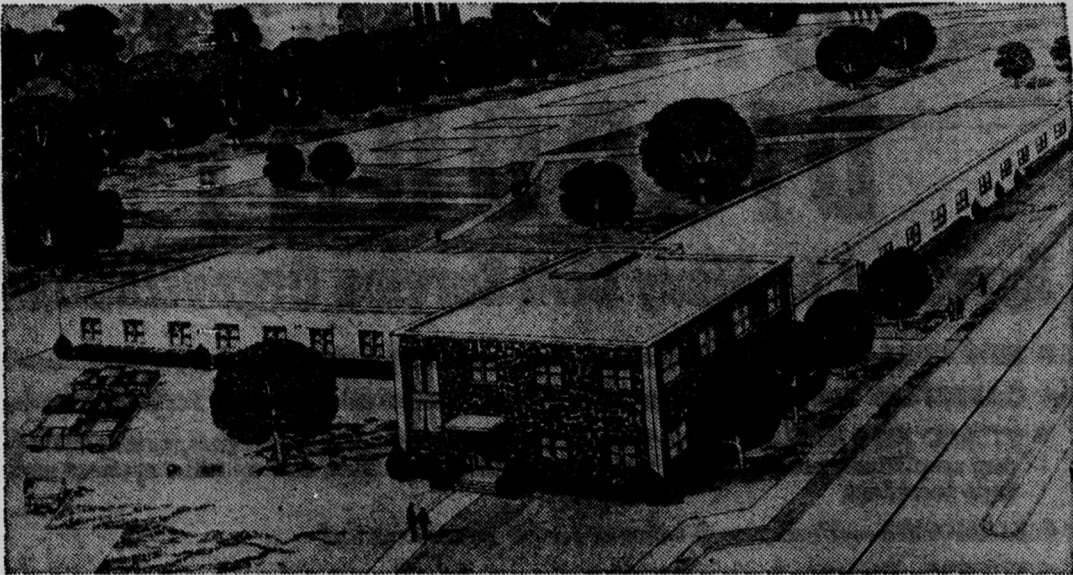


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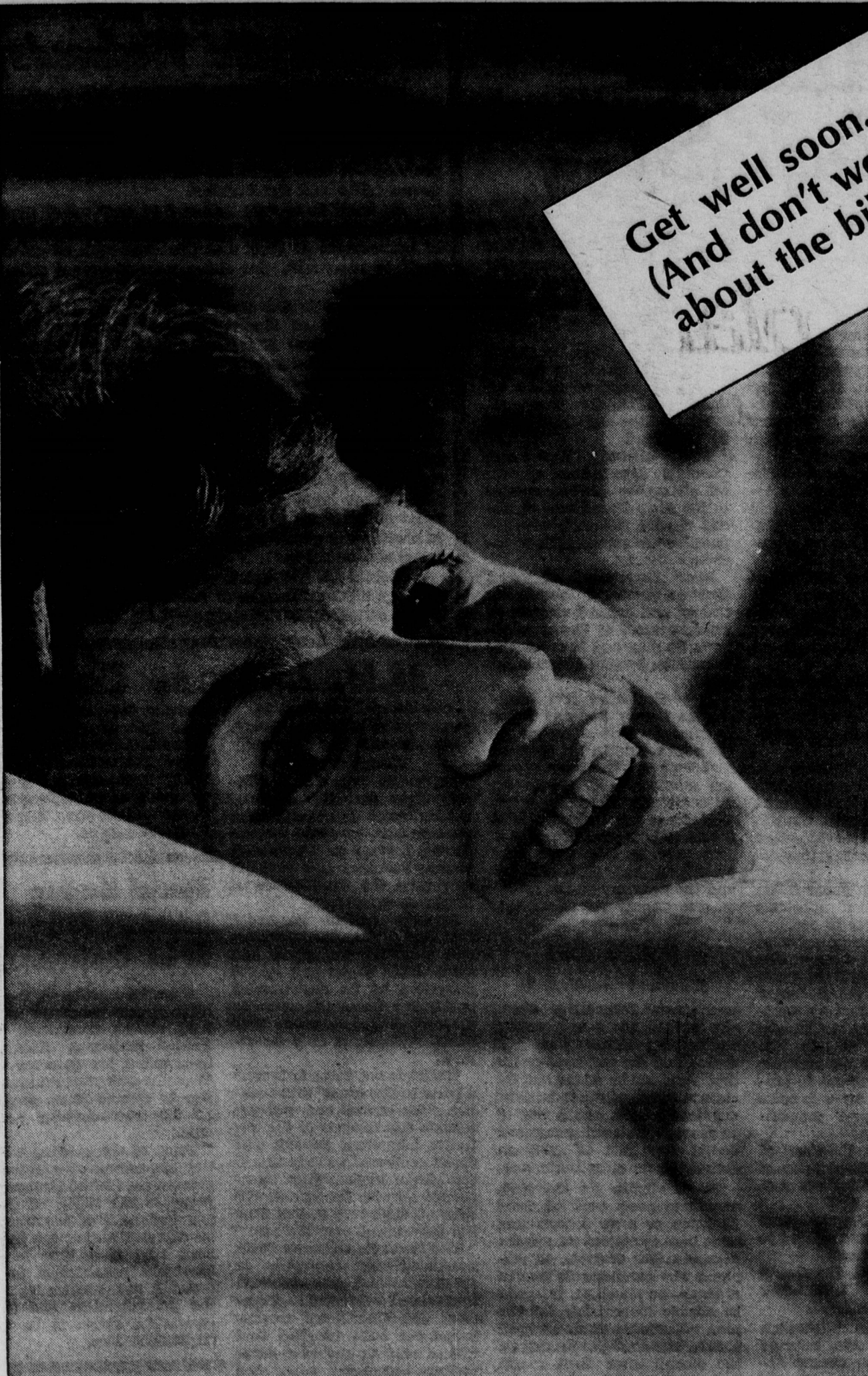
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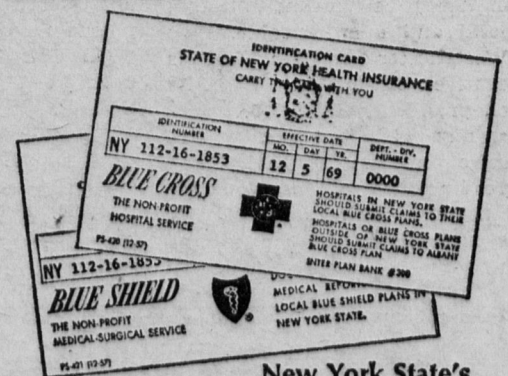
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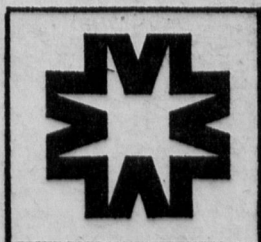


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Contempt Charged

Westchester County Still Stubborn Against Paying Wages Mandated By Law

By JOE DEASY, Jr.

WHITE PLAINS—Despite the fact that the State's highest courts have upheld the constitutionality of a law passed some six years ago providing educational bonuses for social welfare employees, Westchester County Executive Edwin Michaelian and the County Board of Legislators stubbornly refuse to allow the payment of the salary differential to the County's employees.

However, the Westchester chapter, Civil Service Employees Assn., is taking Michaelian to court to mandate the County to pay the percentage salary override. A contempt of court action has already been initiated and the County served with the court summons.

Chapter president Michael DelVecchio last week told The Leader:

"We've had it! We have worked closely with the County Administration in the past and have achieved a high record of success. We cannot understand why the County is so adamant on this subject. The law is the law. Court decisions are court decisions. And our contention has been upheld in the courts. The other hold-out Counties—Erie, Suffolk and Onondaga—have abided by the Court of Appeals direction. Westchester has not.

"For this reason, we are asking that the courts now find Mr. Michaelian and the County Administration in contempt."

DelVecchio traced the history of the CSEA's fight to effect the salary increase for Social Service Dept. employees. "These are our members and we will go to the limit of our resources for them," he said.

Law Passed in 1965

Title 4-A, Paragraph 79a of the Social Welfare law was passed in 1965 and made effective Jan. 1, 1966, providing salary increases for additional education credits.

On Dec. 20, 1965, Louis P. Kurtis, Commissioner of the Westchester County Social Service Dept., informed his employees by memo that the County Attorney's office considered Section 79a to be "unconstitutional, invalid and unenforceable."

Westchester chapter CSEA's executive committee, with its then president, Gabriel J. Carabee, met with the County executive on Dec. 20, 1965. They were informed of the County's intention to seek repeal of this law and their intention to not comply with its provisions.

Westchester chapter requested assistance from CSEA's legal department to force implementation and, on Jan. 13, 1966, the State Association's Board of Directors voted to do so wherever problems were encountered in relation to this legislation.

On Feb. 1, 1966, Joseph Felly, then president of the State Association, wrote to Michaelian protesting his refusal to implement 79a and urging his reconsideration.

On Feb. 9, 1966, Michaelian wrote to Felly, stating the County's position and reaffirming the County's intention to seek repeal and that they would not comply with 79a.

On Feb. 17, 1966, Felly notified Michaelian of the Association's intention to seek legal redress if 79a was not implemented.

An Article 78 proceeding was instituted by the Association in June 1966—matter was adjourned. As of August 1966, Suffolk, Erie, Westchester and Onondaga Counties were refusing to comply with 79a.

In January 1967, Judge Dillon rendered a decision upholding the constitutionality of 79a.

Westchester County appealed his decision in the Court of Appeals and Notice of Appeal was received April 5, 1968. Necessary papers were not filed by Westchester and Motion to Dismiss Appeal was made in 1969. The appeal filed by Suffolk and Erie Counties was considered to provide sufficient answer as to make Westchester's appeal unnecessary.

On July 2, 1969, the Court of Appeals affirmed the decision of the Appellate Division (29 A.D. 2d 661, 286 N.Y.S. 2d 377).

Westchester County then changed its mind and decided to put in its own appeal.

On Oct. 16, 1969, the Courts upheld 79a in Westchester County.

On Oct. 27, 1969, Michaelian wrote to Del Vecchio, assuring him that, when the County Attorney's office received the order, they would "effectuate the requirements of the Court's Or-

der."

The County entered a Motion to Reargue. Order to Reargue was made and hearing set for January 1970. On March 30, 1970, Decision and Order made by the Court.

This allowed Westchester County 60 days to come up with an alternative plan acceptable to the State Department of Social Service. No such alternative plan was submitted by Westchester County.

State Department of Social Services contacted Westchester County and ordered compliance with provisions of 79a as no alternative plan had been submitted within the time allocated for same.

As of September 1970, Westchester County has still failed to comply with the law and is the only county in the State of New York that is still not paying the mandated differentials (or an acceptable alternative plan). The Board of Legislators still is attempting repeal of said law.

On Sept. 23, 1970, a contempt proceeding has been initiated and the necessary papers served on the County Administration.

Dental Plan

(Continued from Page 1)

work except orthodontia which will have a 50-50 co-insurance feature. In simple terms, it means that the employee or his dependent will be reimbursed for costs in excess of the deductibles mentioned above, at the rate of 70 cents on each dollar for basic dental work and 50 cents on each dollar for orthodontic work.

To be eligible for the plan, employees must work at least 20 hours or more a week and must have completed six months of service. For example, an employee who completes six months of service on March 31, 1971, will be eligible immediately for the plan which takes effect on April 1, 1971. The employee coming on the payroll after April 1 will become eligible when he or she completes six months of service.

Further details of the plan, the first for State employees—will be carried in next week's Leader. The dental benefit, made possible through contracts negotiated by CSEA earlier this year, needs the final approval of CSTA's State Executive Committee.

Members of the CSEA dental committee who negotiated the implementation of dental plan with the State include Dr. John Gardner, chairman; Robert Wall, William Dugan, George Duncan and Carl Behr. John M. Carey, associate program specialist, assisted the committee. Group Health Dental Insurance (GHDI) is the carrier.

Special D of E Meeting In Hicksville Wednesday

HICKSVILLE—A general membership meeting of the Division of Employment units of the Civil Service Employees Assn. on Long Island has been called for tomorrow, Oct. 14, at 7:30 p.m. to inform employees of progress—or lack of it—in the festering dispute between CSEA and the division.

At issue is the assignment of uniformed guards to local offices to reduce the ever-increasing incidents of harassment of staff and the expansion of existing staff to cope with the rising unemployment rate on Long Island.

So severe is the number of jobless, the Nassau County Board of Supervisors last month called on President Richard Nixon to declare Long Island an economic disaster area and urged the appointment of an emergency task force on unemployment.

A special team representing the CSEA membership made up of Nicholas Pollicino, staff field representative; John LoMonaco, president of the Metropolitan Division of Employment chapter, CSEA, and the three Long Island delegates, John Sarosy, Hugh O'Prey and George Popella, have been meeting with department officials for the past six months in an attempt to rectify the situation. Another meeting will be held tomorrow morning.

Results of the meeting will be reported to the membership at the special session to be held at the D of E office at 330 Old Country Road here at 7:30 p.m.

M.H. Impasse Called

(Continued from Page 1)

portant issues which should have been resolved a long time ago.

Taking Orders

"Although Department officials claim that they do have the authority to make binding commitments, as called for under the Taylor Law, it's patently obvious that they take their orders from the State Office of Employee Relations."

Lochner further contended that the State Administration was "violating the intent and spirit of the Taylor Law by not delegating to its departmental negotiating teams the power to make binding decisions as they effect employees of each department."

"CSEA is not going to become a party to this farce," said Lochner. "We cannot and will not tolerate this mockery of the collective bargaining process. The 55,000 employees we represent in the Mental Hygiene Department are fed up with the excuses and delays they've been getting from the department over the year."

The Statewide contracts CSEA negotiated for employees in the Institutional, Administrative, Professional - Scientific - Technical and Operational services bargaining units provided that "There shall be exclusive negotiations concerning terms and conditions of employment at departmental, institutional, and other appropriate work location levels . . ."

"If the State Administration refuses to allow its commissioners to make binding commit-

CORRECTION

An incorrect address was given in the Sept. 29 edition of The Leader for Alphonse Briere. Briere lives at RD 2, Waterford, N.Y.

Briere should be contacted by State employees in the Division of Employment if they have suggestions or proposals for negotiations between the Civil Service Employees Assn.'s D of E negotiating team and State representatives.

ments at the departmental level, then it's inconceivable that agreements could be reached at the institutional or work location level," said Lochner. "It's time for the State to stop paying lip service and get down to real collective bargaining."

Special Meeting Called By PAC Of L.I. Conference

A special meeting of the political action committee of the Long Island Conference, Civil Service Employees Assn. has been called for Saturday, Oct. 17 at the CSEA's Smithtown office by George Koch, president of the 45,000-member conference.

Topic of the meeting will be the breakdown of negotiations between the Mental Hygiene Department and CSEA. "If this is any indication of the trend to be expected during the coming year, then it is time for our Statewide membership to re-evaluate our relationship with the Administration and decide on decisive action to be taken on Election Day.

lective bargaining. We will not accept anything less."

The impasse now goes to the Statewide labor-management committee. If this committee fails to resolve the issue, then a fact-finder, agreeable to both parties, will be appointed.

Plan Oct. 15 Parley For Authorities Panel

ALBANY—The next scheduled meeting of the nine-member Special Authorities committee of the Civil Service Employees Assn., reports collective bargaining specialist Joseph Reedy, will take place at Motel on the Mountain, Suffern. The session will get under way Oct. 15 at noontime.

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OCT. 1 - NOV. 27, 1970

see details on pages 9 & 16

Promoted

ALBANY — Charles M. Kaiser has been named supervising

mediator for the State Mediation Board in Buffalo. He succeeds Joseph B. English, who retired.

Islip CSEA Unit Revamping Planned

(From Leader Correspondent) SMITHTOWN—Frank Imholz, president of the Suffolk chapter, Civil Service Employees Assn., has suspended the charter of the Islip Town unit to pave the way for

reorganization as a white-collar unit.

The action followed the division of the Town into white- and blue-collar bargaining units at the order of the County mini-PERB, and the election of CSEA

as bargaining agent for the white-collar employees.

Imholz named chapter first vice-president Peter D'Albert as temporary trustee and Mrs. Ruth Maimon to head a nominating committee. An election will be scheduled as soon as the committee makes its report.

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INSTALLATION — The new officers of the Willowbrook State School chapter, Civil Service Employees Assn., were installed recently at a dinner at the Staaten Restaurant on Staten Island. Left to right, are: Dr. Theodore Wenzl, CSEA State president, who installed the slate; Thomas P. Delaney, chapter president; Eva Nelson, first vice-president; John LeFevre, second vice-president; Edna Percoco, recording secretary, and Mary Clark treasurer.

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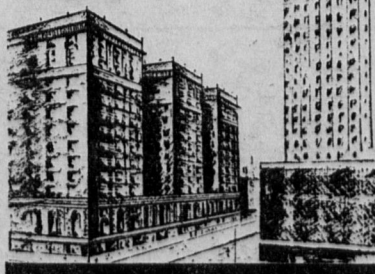
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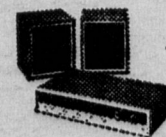
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- (1) Only CSEA members in good standing as of October 1, 1970 are eligible to sign up new members.
- (2) For each new member signed up during the period of October 1, 1970 through November 27th, 1970, the person recruiting receives one Special Award certificate (approx. value \$3.00-\$3.50) which may be redeemed at any S & H redemption center in the United States.
- (3) For each new member signed up during the above period, the recruiter also has his name entered once in the Super Jackpot. (Thus, if a person signed up ten members, his or her name will be in the jackpot drawing 10 times.)
- (4) The new member who is signed up during this Special Super-Sign-up period also receives one chance in the Super Jackpot.
- (5) To be eligible for any certificates or prizes, the recruiter must sign up new members on the special PDA card supplied to each chapter and unit prior to this drive. These cards must be filled in completely, and returned to the designated membership chairman in

- your unit or chapter. If you do not know who he or she is, call your chapter or unit head.
- (6) Certificates will be awarded as soon as possible after receiving them at headquarters in Albany from your local membership chairman.
- (7) Drawing for the Super Jackpot will be held as soon as possible after the contest — prior to Christmas.
- (8) No one person is eligible to win more than one jackpot prize.
- (9) The drive will be carefully policed, and any illegal or fictitious members signed up will be in violation of the law.
- (10) The jackpot, with a total value of \$10,000, includes a 1971 Camaro as first prize; 10 RCA color TV sets for prizes 2-11; five Panasonic stereo receivers for prizes 12-16; 24 ladies' or men's Helbros wristwatches for prizes 17-40.
- (11) An employee who fills out a standard PDA application card during the drive, without being solicited, also will have his or her name entered into the jackpot drawing.