

Civil Service LEADER

America's Largest Newspaper for Public Employees

Vol. XXXIII, No. 41

Tuesday, June 13, 1972

Price 15 Cents

ALBANY
33 ELK ST
P. O. BOX 1000
CATSKILL, N.Y. 12224

Retiree News

See Page 14



County Executive Committee chairman Joseph Lazarony, left, and Civil Service Employees Assn. president Theodore C. Wenzl, right, welcome State Senator Warren Anderson, chairman of Senate Finance Committee, to County Delegates Meeting at Friar Tuck Inn in Catskill where he was principal speaker of three-day convention.

At County Workshop

Senator Anderson Jars Delegates With Ideas On 'Out-Of-Title' Work

By MARVIN BAXLEY

CATSKILL—In a generally conciliatory speech, State Senator Warren M. Anderson, chairman of the Senate Finance Committee, told delegates to the Civil Service Employees Assn.'s County Workshop at the Friar Tuck Inn here, June 4-6, that the aim of government is "to put the money where the problems are."

The Binghamton Republican said that government, unlike private industry, must underwrite unprofitable operations such as mental retardation institutes, and "government cannot very well sluff off these obligations."

Anderson, who is odds-on favorite to succeed Senate Majority Leader Earl Brydges next session, was greeted with a standing ovation as he entered in a grand procession with other dignitaries at the head table.

By the end of the evening, one phrase had reduced his reception to polite applause. The phrase was "out of title."

It was used to provide an example of a way in which to improve productivity.

Up to that point (and afterwards as well), the Senator had carefully praised public employees and talked of the need to work together in solving problems. But when the "out-of-title" phrase was dropped, the smiles of approval fell from faces as though a raw nerve had been scratched.

In context, the reference to "out-of-title" came after the senator had pointed up the need to improve the image of the public employee in the minds of the general public.

"I think we must counteract this attitude," Senator Anderson said.

"One of the areas we have begun to work on at the state level is that of productivity improvement. This was an integral part of this year's negotiation with the state CSEA bargaining units.

"Although CSEA and the State are uncertain at this point of the ultimate feasibility of such a program, both feel it is worthwhile to explore the possibilities of improved productivity and efficiency," he continued.

"There may well be areas where such a program could result in savings, while in other areas, it would not be helpful. The concept is good and it is a program which should be given consideration at the local level.

"Conceivably, it could bring some changes in the present working conditions under which we operate—examples would be employees working out of his or her job title to accomplish the

work to be done in a given office or increasing the workload in a given area when the same can be justified."

Senator Anderson then went on to say that increased productivity need not be to the detriment of the employee, and that productivity is something to be worked out jointly, per the recent State/CSEA negotiations, to the mutual benefit of both parties.

4-Day Week?

"Such a program could conceivably bring about a four-day work week in some fields with the same number of hours presently being worked," he explained. "There is evidence in the private sector that increased efficiencies have resulted from such changes in scheduling of work.

"In addition, perhaps a staggered, voluntary work hour program could be implemented in which employees, within limits, could come to work at the hour they chose, work eight hours and leave. This could improve morale, spread the workload over a longer period of the day and, by relieving traffic problems, give more free time to the employee," Senator Anderson said.

Delegate reaction to the speech was reserved, partly due to rumors that last-minute revisions in the text of the speech may have been responsible for the inflammatory wording.

Chenango County president Frank Knapp, for instance, said, "At least we know where he stands."

Nassau County's Irving Flaumenbaum, president of the largest chapter in the state, said "Certain of his statements could bear exploring, especially that part that referred to 'out-of-title work.' I wouldn't want to pre-

judge the man because of a possible misunderstanding of words."

During the County delegates meeting earlier that day, Oswego chapter president Fran Miller has warned that Senator Anderson might refer to "out-of-title" in his speech.

Anderson's appearance was one of the major events at the three-day workshop. Joseph Lazarony congratulated the delegates—most of whom have different problems locally—on their unanimity in such areas as political action and creating programs for dealing with the State Legislature. At the same time Lazarony, who is chairman of the CSEA County Executive Board, lauded Joseph P. Dolan, CSEA director of local government affairs, for his extensive background work in setting up of the workshop in a manner that produced so productive a meeting.

Two Strong Resolutions

In other action at the business meeting, delegates left no doubt about their stand on two motions that were passed by unanimous vote.

One, presented by City of White Plains unit president (Continued on Page 8)

Recommendation For CSEA Present And Future Fiscal Needs In Delegates' Hands

ALBANY — Recommendations on present and future needs of the Civil Service Employees Assn. are now being studied by CSEA chapter delegates to the organization's statewide delegates' meeting here next Monday.

The recommendations are contained in the official report of the union's ad hoc committee to study and recommend a CSEA fiscal program, mailed out last week to all 283 chapters of the Employees Association in preparation for consideration and action at the meeting. CSEA spokesmen said that the possible action could be a change in the organization's by-laws to provide for an increase in annual membership dues.

The meeting, set for 1 p.m. at Chancellors Hall in the State Education Building, was called by CSEA president Theodore C. Wenzl following completion of the committee's "in-depth study of the fiscal status" of the organization. The committee had been reactivated by Wenzl to make the study earlier this year, upon the recommendation of

CSEA's Board of Directors.

According to a CSEA spokesman, the committee's study took into account the financial needs of the organization over two different periods of time, the remainder of the current fiscal year, which ends on Sept. 30, 1972, and estimated needs during (Continued on Page 3)

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

Don't Repeat This!

Mills As V.P. Would Add Good Balance To McGovern's Ticket

THE full sweep last week of primary victories by Senator George McGovern in California, New Jersey, New Mexico, and South Dakota virtually seals his prospects for a first ballot nomination when the Democratic Nominating Convention meets next month (Continued on Page 6)



HRI CONTRACT SIGNED — Members of the Civil Service Employees Assn. and management representatives of Health Research, Inc. (HRI), sign contract negotiated recently. Seated, left to right, are Frank Guglielmo, management; Barbara Fauser and Mary Robinson, CSEA bargaining team members. Standing, from left, are Tom Krajewsky, team member; Jim Brown, management, and CSEA Collective Negotiating Specialist Thomas J. Linden, who assisted the CSEA team in contract talks.

Suggestions Net \$7M For 9 City Employees

Nine City employees went home with a total of \$7,000 last week, awarded to them by Mayor John V. Lindsay for their suggestions for increased productivity. It is estimated that the implemented innovations will save the City \$180,000 a year.

The seven awards were of \$1,000, including two joint awards, are the highest the City offers in its Employee Suggestion Program. Seven of the nine award winners are with the City Transit Authority.

Harold G. Osorio, of the Bronx, received \$1,000 for designing an electronic device to test operations and analyze defective components on new subway cars.

Ruby Sackowitz and Gaetano A. Genovese, of Brooklyn, shared a \$1,000 award for designing a photographic printing device for reproducing bus destination and other signs at less cost.

Angelo M. Furno, of Brooklyn, proposed the use of Data Processing Cards to replace "jumbo" mileage sheets in recording trips made by subway trains.

Robert E. Mayers, of Corona, Queens, received his \$1,000 award for proposing a simple repair procedure to salvage electrical parts, used on subway trains, which formerly were discarded as not repairable.

William S. Kennedy, of Flushing, and Eugene A. Repp, of Elmhurst, Queens, devised a burglar-proof device for turnstile money compartments.

Mrs. Syd Schechter, of Brooklyn, proposed that banks waive all carrying charges for Parent Activity Fund Accounts and personally contacted many banks which agreed to waive their monthly bank charges for maintaining these accounts.

William A. Kane, of Staten Island, proposed a new procedure to facilitate maintenance operations on the Manhattan Bridge.

To Advisory Panel

Leo A. Wysocki, of 119 Milton St., Brooklyn, has been reappointed to a \$50 per day post on the State Labor Management Advisory Panel for a term ending April 24, 1976, as an employer representative.



LAW INSTALLATION — Henry Galpin, assistant executive director of the Civil Service Employees Assn., congratulates newly elected officers of the Law Department chapter at a recent general meeting of the membership. From left are Galpin, president Norbert J. Kahn, secretary Linda Duell and vice-president Peter Van Buren. Missing is treasurer-elect Jean Fleisher. Also elected as delegates were Abraham A. Kranker, Irving Green, Geona Kepner and Walter Agnew.

White Plains CSEA Installs; Hears Negotiations Report

(From Leader Correspondent)

WHITE PLAINS—Stanley Boguski has been installed as the new president of the Civil Service Employees Assn. of the City of White Plains. A tree trimmer with the Forestry Bureau for the past 15 years, he succeeds Robert J. Doherty.

Other officers elected and installed by the group include Robert Hintersteiner, vice-president; Leonora Mariner, recording secretary; Ann Arnold, corresponding secretary; Richard Lo Presti, treasurer; Joseph Roche and John Bocek, chapter representatives, and Carl Sousa, sergeant-at-arms.

Elected board members are Barbara Rossano, Carl Olsen, Daniel Rogers, Mary O'Neill, Lillie Carley, Joyce Bush, James Blanco, Ernie Clow, John Bocek, Charles Peeks, John Walker Jr., Leo Magnotta, Michael Cronin, Neil Cami, Gloria Lesnifsky and Adele M. Wojnowski.

The CSEA unit represents employees in about 300 different job classifications and is the largest public employee union in the City of White Plains.

Waiting

At a recent meeting, May 25,

the group heard a report on the progress of the negotiations for a new contract between CSEA and the City.

The negotiations began Feb. 16 and after five meetings were declared an impasse on April 11. A PERB mediator, Stephen E. McCloskey, was called in. After three sessions, both parties, the CSEA and the City, bilaterally agreed to enter the next step of negotiations, which is fact finding. At the present time both sides are awaiting the appointment of a fact finder by PERB.

Nassau Aides Get Retroactive Checks

MINEOLA—Retroactive checks for negotiated pay boosts that had been withheld earlier this year at the behest of the federal Pay Board were issued last week to Nassau County employees, it was announced by Irving Flau-menbaum, president of the Nassau chapter, Civil Service Employees Assn.

The retroactive checks cover the 5% across-the-board boost withheld from the contract settlement Jan. 28 to pay dates early last month, when the new money began to flow. The payments had been held up during the period that the federal Pay Board was reviewing the Nassau contract.

Reappoint Harriman

Former Governor Averell Harriman has been reappointed a member of the Palsades Interstate Park Commission for a term ending Feb. 5, 1977. There is no salary.



NACC OFFICERS INSTALLED — New officers of the Narcotics Addiction Control Commission chapter of the Civil Service Employees Assn. are, seated, left to right: Theodore Gapp, first vice-president; Patricia Miller, president; and Michael Kramer, second vice-president. Standing are Beverly Romelli, treasurer, left, and Doris Brown, secretary. Thomas Whitney, CSEA field representative, installed the officers at a cocktail party at the Governor's Motor Inn in Albany. Other guests included John Randall, director of personnel at NACC, and John Corcoran, CSEA regional field supervisor.

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

Business and Editorial Office:
11 Warren St., N.Y., N.Y. 10007
Entered as Second-class matter and
second-class postage paid, October
3, 1939, at the post office at Stam-
ford, Conn., under the Act of March
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Oswego County Attorney Charles F. Sauers, center, is seen holding the clock that was presented to him by Oswego County chapter, Civil Service Employees Assn., as its "Man of the Year" award. From left, are Ms. Madelyn Howell, Ms. Francis G. Miller, Dr. Theodore C. Wenzl, Mr. and Ms. Sauers, Mayor John Conway and Fran Miller, chapter pres.

Oswego CSEA Awards 'Man of the Year'

OSWEGO—Oswego County chapter of the Civil Service Employees Assn. took the opportunity at its spring dinner meeting to honor the County Attorney, Charles F. Sauers, with its first Man-of-the-Year Award. Explaining the purpose of the award, president Francis G. Miller, said there were many dedicated people who gave their time beyond the call of duty. He noted that the excellent employer/employee relationship existing in Oswego County was one of long standing and he attributed much of this to Sauers. Presenting the award, a handsome clock bearing an engraved plate, was Dr. Theodore C. Wenzl, CSEA president, who was speaker of the evening.

Oswego's Mayor John O'C. Conway, extended the city's welcome to all those in attendance. Ms. Madelyn Howell, executive vice president of the Chamber of Commerce of Fulton, was toastmistress.

Dr. Wenzl reviewed the events leading up to the job action of State members of CSEA and those which resulted from the crisis. He discussed the Taylor Law saying it was a significant legal document, marvelous in its concept and structure, but in need of correction in those parts which were weighted completely in favor of the employer.

The dinner was held in the Crystal Ballroom at the Hotel Pontiac in Oswego.

CSEA Wins Back Job For Broome Nursing Aide, Plus Back Pay

State Supreme Court Justice Joseph Molinari has ordered Broome County to reinstate a Chenango Bridge Nursing Home nurses' aid with back pay as a result of court action brought against the County by the Broome County Unit, Civil Service Employees Assn.

The aide, Mrs. Hilda Swack-

hammer of Greene, RD 2, was dismissed last summer when she reported for work after a three month absence due to a broken ankle.

According to the decision handed down by Justice Molinari, the county had no right to terminate Mrs. Swackhammer's employment without a hearing which had not been granted at the time because of county contentions that Mrs. Swackhammer was not covered by Civil Service and held a non-competitive post.

The Justice added that Mrs. Swackhammer was, however, a member of the Broome County Unit, CSEA and therefore, under terms of the Taylor Law, was entitled to the hearing as a member of the unit which maintains a contractual agreement with the county which, in turn, affords Mrs. Swackhammer the protection under Section 75 of the Civil Service law which forbids the termination of an employee without a hearing relative to stated charges and allegations.

Molinari said county rules governing sick leaves of absence do not take precedence over Section 75.

Mrs. Swackhammer returned to her post May 22nd with back pay effective from last August 24th, the date her fitness for work had been attested to by her doctor.

Resolutions Comm. Solicits Ideas

ALBANY — New York State Employees represented by the Civil Service Employees Assn. are being canvassed once again for their ideas and suggestions on possible items to be secured through negotiations or enactment of legislation for 1973-74.

Dorothy Rabin, chairman of the statewide CSEA Resolutions Committee, said last week that she hoped to get proposal forms out to the entire membership within a few weeks.

"This is a contract year once again," she said, "so the need to get as many proposals in as early as possible is urgent. July 20 is the deadline for submission of suggestions to the committee.

"Every employee is urged to consider his working conditions, and think about the changes he would like made," she continued. "Even though not every suggestion is feasible, the committee will give serious attention to every one."

All proposals should be sent to the CSEA Resolutions Committee, CSEA Headquarters, 33 Elk Street, Albany, N. Y. 12207.

Unit grievance committee chairman John Tangi said the ruling had reaped additional benefits to employees similarly affected since the Swackhammer cases.

In both cases licenses practical nurses at the Willow Point Nursing Home, Mrs. Joan McDonough of Binghamton and Mrs. Marion Billings of Chenango Bridge, were ordered reinstated and are now back at their jobs.

**Super Sign-Up
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Welfare Fund Pushes Past \$25,000 Mark

ALBANY—Contributions from chapters and individuals has pushed the CSEA Welfare Fund beyond the \$25,000 mark, officials of the Civil Service Employees Assn. said last week.

The fund was created to help those employees who supported CSEA's fight for a contract settlement over the Easter weekend.

Betty Duffy, president of the Pilgrim State Hospital chapter, brought individual donations totaling \$578 to CSEA headquarters last week. This was in addition to previous donations from her chapter and individual employees. Pilgrim CSEA members had now given a total of \$6,156 to the Fund.

Other contributions came from the Albany OGS chapter, \$500; Oswego chapter, \$300; Orange County chapter, \$250; State DOT at Utica and Wayne County chapter, each \$100, and Albany Dept. of Correctional Services chapter, \$25.

Ms. Duffy said the people who were charged with participating in the Easter weekend job action gave generously. She noted that the great majority of doctors at her institution responded with contributions, and also gave special praise to the employees in the industrial shop, Building 25, maintenance, social services, occupational therapy, and Building 6 at Pilgrim. She singled out Augusta Stewart, a retired employee and secretary of the chapter, who gave \$25 in addition to providing free notary

public services to those employees who filled out affidavits in connection with the alleged strike, and Eloise Bell, a chapter officer, hospitalized for nearly a year, who gave \$50.

CSEA president Theodore C. Wenzl said the donations are still coming in, and noted, "This is not the time to weigh the pros and cons if what we did was proper, but to help those who helped all CSEA members and made our organization stronger. Each and every member cannot ignore the sacrifices made by these loyal employees."

Run-Off Set For Liberty Election

LIBERTY—A run-off election between the Civil Service Employees Assn. and an independent employees association will be held in on June 22 to determine the bargaining agent for Village of Liberty employees.

In a June 1 election, CSEA and the independent group both topped Council 66, American Federation of State, County and Municipal Employees, in the voting. However, neither of the unions received a majority of the vote, necessitating the run-off.

A CSEA spokesman said CSEA expects to defeat the independent association with "very little trouble."

CSEA's Sullivan County chapter president Jack Nemerson and CSEA Board of Directors member Authur Bolton acted as observers during the first election.

Hempstead Meeting

HEMPSTEAD—The Town of Hempstead unit of the Nassau County chapter, Civil Service Employees Assn., will meet at 7 p.m., Thursday, June 15, at the Town Hall Pavilion here. Contract proposals will be discussed, said unit president Kenneth Cadieux.

CSEA calendar

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

June

- 13—Division of Employment — Metropolitan board of directors meeting, 6 p.m., Luigi's Restaurant, Murray St., Manhattan.
- 17—Southern Conference Luncheon, 12:30 p.m., business meeting, 2 p.m., boathouse Hudson River State Hospital, Poughkeepsie; dinner-dance and installation of officers to follow meeting, Oddo House, Route 44, Clintondale.
- 17-18—Mental Hygiene departmental meeting, Friar Tuck Inn, Route 32, Catskill.
- 19—Statewide Board of Directors meeting, 10 a.m., Chancellor Hall, CSEA Headquarters, Albany.
- 19—Special statewide Delegates meeting, 1 p.m., Chancellor Hall, CSEA Headquarters, Albany.
- 19—Westchester County unit annual picnic, 5:30 p.m., Ridge Grove Picnic Grounds, Hartsdale.
- 23—Buffalo chapter dinner-dance, 7 p.m., Hearthstone Manor, 333 Dick Rd., Depew.
- 23—Bedford Hills Correctional Facility chapter dinner dance, New Holiday Inn, Mt. Kisco.
- 24—Metropolitan Conference officer installation, 12 noon, New Hyde Park Inn, Jericho Turnpike, New Hyde Park, L.I.
- 26—Binghamton Area Retirees meeting, 2 p.m., American Legion Post No. 80, 76 Main St., Binghamton.
- 27—Division of Employment—Metropolitan chapter installation of officers, 6 p.m., Luigi's Restaurant, Murray St., Manhattan.
- 30—Long Island Conference installation of officers and dinner-dance, 8:30 p.m., Bethpage State Park Clubhouse.

July

- 9—Mental Hygiene Employees Assn. meeting, Syracuse Country House, Syracuse.

Parole Bd. Fetes Alfred R. Loos

Alfred R. Loos, of Blauvelt, N.Y., was recently feted by present and former members of the New York State Board of Parole, where he had served for more than 20 years as a member, and for 2 years, as its chairman. Commissioner Loos retired from active duty on March 31, 1972.

His contributions to parole and the entire field of correction and rehabilitative services spanned a period of more than 41 years. He started as a parole officer, was promoted through the ranks to positions of senior

and supervising parole officer and also served as area director of the New York City office prior to his appointment as a commissioner of the board more than 20 years ago.

In recognition of his services a beautifully handscripted scroll was presented by Board Chairman Paul J. Regan. Also paying tribute to him on the occasion of his "night of recognition" was Commissioner Russell G. Oswald, head of the Department of Correctional Services and former Parole Board Chairman. Former members in attendance were Aaron Jacoby, Roberts J. Wright and Commissioner Howard A. Jones, now head of the Narcotics Addiction Control Commission.

Westchester Picnic

WHITE PLAINS—Westchester County unit of the Civil Service Employees Assn. will hold its annual picnic on June 19 at the Ridge Grove Picnic Grounds, Area No. 2, on Ridge Rd., Hartsdale. The picnic is scheduled for 5:30 p.m. rain or shine, according to picnic chairman Edward Carafa.

Fisher To MTA

The Governor has renamed Brooklyn attorney Harold L. Fisher to a \$15,000 post on the Metropolitan Transportation Authority for a term ending June 30, 1980.

Nassau CSEA Gets Ready For Talks

MINEOLA—The first meeting of the steering and program committee of the Nassau chapter, Civil Service Employees Assn., was held last week with 45 members representing various county offices and divisions.

Chapter president Irving Flaumenbaum said that the group would prepare bargaining demands for an expected start of contract talks before the middle of next month. The committee, which meets at the Salisbury Park clubhouse, will resume deliberations June 21.

Clinton CSEA Names Nominating Comm.

PLATTSBURG—Jerry Blanch has been named chairman of the chapter nominating committee of the Clinton County chapter of the Civil Service Employees Assn.

Other CSEA members on the committee are Peg North, secretary, and Margaret O'Connell, Jean Kelso, and Alice Westcott.

Each individual committee member will take nominations from the membership. Ballots for the chapter election will be distributed sometime in mid-June, a spokesman said.



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Vice President, Group Relations

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A. Group Health Dental Insurance (GHD), incorporated in 1948 and started operations in 1954. It is the sister corporation of Group Health Incorporated (GHI), first nonprofit, community-oriented prepaid medical insurance plan in the East.

2. Q. Who can get GHD coverage?

A. Bona fide employer groups with 20 or more full-time employees qualify for GHD enrollment, provided they contribute at least one-half individual premium cost if individual coverage only, or total individual cost if dependents are also covered.

3. Q. Why is dental insurance so important?

A. More people suffer from different forms of dental diseases than require medical attention. Despite this fact, many more have hospitalization protection; surgical coverage and medical plans. Many people have postponed visits to a dentist and as a result have accumulated a large number of dental problems. GHD subscribers are able to seek out dentists immediately for: initial exams; continued restorative, reparative and corrective treatment for their dental problems; and maintenance of dental health through periodic check-ups. Dentistry is more susceptible to preventive care than any other professional discipline.

Editor's Note: Mr. Isaacs cannot accept telephone questions. Please write to him in care of THE LEADER.

(Advertisement)

4. Q. What are GHD's basic dental benefits?

A. Our basic dental benefits comprise: examination and charting; cleanings; X-rays; fillings; inlays; crowns; extractions; gum treatments; emergency treatments; in-hospital anesthesia; bedside calls; repairs of broken dentures; specialist consultations; and specialist treatment for extractions and gum care.

5. Q. Can a group purchase more than basic benefits?

A. Yes. Benefits for appliances and devices (prosthetics) such as dentures, fixed and removable bridges, etc., are optional. They can be added, for additional premium, to basic benefits, without deductible and waiting periods. Prosthetics are provided on 25%, 50%, 75% and 100% of scheduled allowances. The group's budget and dental needs usually dictate benefits purchased. Coverage for Orthodontic benefits may be added in Rider form to each Family Contract at additional premium. Diagnosis and initial Orthodontic appliances plus active and passive treatment are included. Rider is available in 25%, 50%, 75% and 100% scheduled allowances.

6. Q. Where may I receive dental benefits when protected by GHD?

A. Anywhere in the United States, Canada or, anywhere in the world for that matter, provided the dentist is licensed in his particular location and GHD's contract covers his services. GHD's scheduled allowances for claims are evaluated in American dollars for benefits rendered outside the country.

7. Q. What do I gain if I go to a Participating Dentist?

A. Unlike other forms of insurance (commercial carriers), under GHD over 4,000 Participating Dentists limit fees to GHD's Maximum Permitted Charges, regardless of subscriber income.

8. Q. What happens if I use a non-participating dentist?

A. Provided services are covered, you receive the same dental benefits and the same GHD cash allowances. You are free to choose any dentist, anywhere. However, you may experience considerable out-of-pocket expense in excess of GHD's scheduled payment toward the services of a non-participating dentist.

9. Q. Suppose there are no Participating Dentists in my area?

A. If enrolled, ask your group's remitting agent or administrator for a special card. Bring it to your dentist. He can mail it back to GHD, enrolling him as a Participating Dentist. Call GHD Subscriber Relations Department for names of Participating Dentists near you. Finally, we'll write non-participating dentists in and around your local area, inviting them to join GHD.

10. Q. What are "Maximum Permitted Charges?"

A. "Maximum Permitted Charges" are those amounts that Participating Dentists' fees will not exceed. This charge-control arrangement lets GHD subscribers know in advance what their benefits are and assures them the expense incurred won't exceed given amounts.

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Hurst Elevated

Lloyd L. Hurst, of Rochester, who has been serving as acting chairman of the Human Rights Appeals Board since February, has been named Chairman at an annual salary of \$34,101.

Silverstein Named

Howard Silverstein, of Lake Success, has been named to the Council of the State University Agricultural and Technical College at Farmingdale for a term ending July 1, 1975.

LEARN ENGLISH DURING the SUMMER

LaGuardia Community College of the City University of New York will present a Summer course in English as a Second Language. Emphasis will be upon learning spoken English. In order to accommodate large numbers of people there will be a number of sections of the course offered.

Length of Course—8 weeks, from July 6 to Aug. 31st.

Class Days —All sections of the course meet every Monday, Tuesday and Thursday, two hours each day.

Class Hours —3 choices—9:30—11:30 a.m.
2:00—4:00 p.m.
5:30—7:30 p.m.

All sections held at the Graduate School and University Center of the City University, 33 West 42 Street, between 5th and 6th Avenues.

Registration, in person only, begins Monday, June 19 for one week, from 11:00 a.m. to 8:00 p.m. in room 1437 at the University Center. Tuition is \$60 payable at registration. Make checks payable to LaGuardia Community College.

For more information call 937-9200, Ext. 209, 213, or 241.

Sr. Typist, Clerk Tests

Two big promotion exams will be held this Saturday, June 17, for senior clerk and senior typist.

A total of 3,620 candidates have been called to the senior typist test, to be given simultaneously at five locations beginning at 9 a.m.

Called to the senior clerk test at 10 locations are 11,692 candidates. The test begins at 9 a.m.

The key answers to both tests should appear in the July 4 issue of The Leader.

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PERB Member Admits School Dist. Impasse Procedures In Need Of Clarification

ALBANY—Joseph R. Crowley, a member of the Public Employment Relations Board, has gone on record in a recent PERB decision as admitting that "There does appear to be a need for a legislative reevaluation of the statutory impasse procedures in the case of school district governments, particularly to consider whether the legislative body of such governments is possessed of the intended neutrality to act as a final arbiter in the resolution of impasses."

Crowley made the statement in a recent concurring opinion he wrote in the case of the Bethlehem Teachers Association, in which PERB dismissed the Association's charge of failure to negotiate in good faith against Central School District 6 of the Towns of Bethlehem and New Scotland.

In his opinion Crowley analyzed the statutory procedures set forth in Section 209 of the Taylor Law with particular focus on the final step in such procedures, the legislative hearing. He concluded that the role of the legislative body in such hearing is one of an arbiter and, therefore, the legislative body should not undertake this role as an advocate for either side or with any predisposition.

Objectivity Is Difficult

He pointed out that the mingling of executive and legislative functions in school district government is such that the legislative body of that government, the school board, may be so inextricably involved in the negotiating process as to make it

most difficult, if not impossible at times, for such body to fulfill such a role with the objectivity of an arbiter.

In pointing out the need for legislative re-evaluation of the impasse procedures, he suggested that the Legislature consider other alternatives to provide finality in the resolution of impasses in collective negotiations involving school district governments.

He recommended that arbitration should receive further consideration as a possible alternative. In advancing this suggestion, Crowley stated, "I am not unmindful of the litany of objections to arbitration as the vehicle for the resolution of impasses in negotiations. I believe, however, that the arbitral process can be so structured as to overcome valid objections to the process and to provide procedures that would be fair and observant of the public interest and the interests of public employees."

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Published every Tuesday by

LEADER PUBLICATIONS, INC.

Publishing Office: 669 Atlantic Street, Stamford, Conn. 06904

Business & Editorial Office: 11 Warren Street, New York, N.Y. 10007

212-BEeckman 3-6010

Bronx Office: 406 149th Street, Bronx, N.Y. 10455

Jerry Finkelstein, Publisher

Paul Kyer, Editor

Marvin Baxley, Executive Editor

Kjell Kjellberg, City Editor

Barry Lee Coyne, Assistant Editor

N. H. Mager, Business Manager

Advertising Representatives:

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

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

15c per copy. Subscription Price: \$3.602 to members of the Civil

Service Employees Association. \$7.00 to non-members.

TUESDAY, JUNE 13, 1972

Now And November

NOW IS the time to remind civil servants everywhere in New York State that they can do something about the shoddy treatment and anti-civil servant stands of several members of the State Legislature.

Enrolled Democrat and Republican party members should take a close look at the records of their Senators and Assemblymen faced with fights in the June 20 primaries. If you know that a man or woman legislator in either party was a public employee friend, get to the polls and help out. If you know the candidates who are obviously hostile to civil service, get to the polls to help knock them off.

Your second chance comes in November when all the seats in the Legislature are up for grabs.

Never before have civil service unions everywhere in the State been so determined to produce forceful political action programs this Fall. Their ranks—Federal, State, City and local government employees and their families—total nearly 20 per cent of the voting population of this State. This is "Civil Service Power" and it's going to be used.

In the meantime, your first chance to show that public employees are no longer going to be the whipping boys and girls of political bunglers will come in the primaries next week.

Get going—and don't let up until November.

Questions and Answers



What types of beneficiaries are receiving reduced benefits under the social security act?

Workers and their spouses who chose to start receiving retirement benefits while between the ages of 62 and 65; widows who choose to receive benefits between 60 and 62; and disabled widows and widowers 50 or older who began receiving benefits before they reached 62.

Q. What will happen if I should become entitled to Workmen's Compensation and Social Security Disability Benefits?

A. If you become entitled to both Workmen's Compensation and Social Security Disability Benefits, the total monthly payments to you and your family may not exceed 80 percent of your average monthly earnings before you became disabled. The Social Security Disability Benefits must be reduced if combined benefits from Social Security and Workmen's Compensation would otherwise be over this limit.

Q. "I am a widow and have been receiving widow's benefits since I was 62. Will I lose my widow's social security benefits now that I plan to remarry?"

A. No, remarriage after the age of 60 will not terminate your widow's benefits. However, the rate at which you are collecting will be reduced from 82½ percent to 50 percent of your former husband's primary amount.

Gaba In New Firm

MINEOLA — Nassau regional attorney and Leader's law columnist Richard M. Gaba has moved his office and is now in a partnership known as White, Walsh and Gaba at 200 Willis Ave., Mineola.

The new firm will combine the experience of partners Donald White and Edward Walsh in general practice with Gaba's expertise in civil service law, labor relations and civil practice.

Gaba has been the CSEA regional attorney for 10 years.

Don't Repeat This!

(Continued from Page 1)

Miami. Last minute "Stop McGovern" efforts may develop, perhaps led by Democratic Governors of Southern States, who fear that the McGovern Presidential candidacy will result in sharp Democratic losses in that region.

McGovern's immediate need is to achieve unity in the Democratic Party not only to insure the nomination but also to permit him to launch a viable campaign against President Richard M. Nixon. These considerations make it a matter of immediate moment for Senator McGovern to think hard about his selection of a Vice Presidential candidate.

Political realists among intimate McGovern advisers are thinking principally of Congressman Wilbur D. Mills of Arkansas, chairman of the powerful House Ways and Means Committee, as McGovern's running mate. The selection of Chairman Mills would mollify some of the Southern antipathy to McGovern and would help check mate President Nixon's Southern strategy, which involves carrying virtually all of the Southern and border states.

McGovern has aroused misgivings among conservative Democrats because of his announced programs for welfare and tax reform, which conservative Democrats regard as falling little short of radical. In contrast to McGovern, Congressman Mills is regarded as a conservative, although as the outstanding tax expert in Congress, he is also in favor of tax reform. Thus on the tax reform issue, McGovern and Mills can find an easy accommodation on tax reform in a manner that may close some loopholes, without threatening the American economy.

Congressman Mills is also the leading Congressional spokesman for welfare reform. He is the author of H.R.1, a welfare reform bill that has been overwhelmingly approved by the House and which seeks to clean up the welfare mess through tighter administration and by assumption of the Federal government of a greater share of the burden of welfare costs now borne by the States and local governments. Senator McGovern could not seriously dispute Congressman Mills' program as a first, practical step for more comprehensive welfare reform.

Congressman Mills is also the chief Congressional exponent of Federal revenue sharing, designed to help States and local government to meet the rising cost of government services without continued increases in the tax burden on home owners.

The selection of Wilbur Mills would follow the strategic pattern followed in 1960 by John F. Kennedy, when his selection of Senator Lyndon B. Johnson proved to be of critical importance to the Democratic victory that year. In 1960, the Texas legislature enacted a law that permitted Johnson to run on the National ticket while he simultaneously ran for his Senate seat. This year, the Arkansas Legislature enacted a similar law that permits Congressman Mills to run on the National ticket while simultaneously run-

(Continued on Page 12)

Civil Service Law & You

By RICHARD GABA



Mr. Gaba is a member of the firm of White, Walsh and Gaba, P.C., and chairman of the Nassau County Labor Law Committee.

Must Establish Qualifications

Five Nassau County policewomen commenced a proceeding pursuant to Article 78, CPLR in the Nassau County Supreme Court in the nature of a class action in which the petitioners sought to enjoin the Nassau County Civil Service Commission from excluding them from taking a civil service promotional examination for the position of police sergeant. The policewomen had filed applications for the police sergeant examination. However, they were informed that they did not qualify for the exam but were eligible to take the examination for policewoman sergeant. One of the requirements for the police sergeant's exam was prior service as a patrolman.

The women claimed that in being refused admission to the police sergeant examination they were the subject of sex discrimination. The Civil Service Commission defended the proceeding on the grounds that the job classifications were separated on a reasonable basis with respect to experience and ability to perform the duties entailed.

THERE ARE TIMES when sex is a bona fide occupational qualification. At all other times it is unlawful to refuse to employ an individual strictly because of that person's sex. The requirement of providing equal employment opportunity and recognizing the civil rights of prospective employees applies to a police department as well as to other branches of government.

The main issue before the court was whether prior service as a police patrolman is a bona fide qualification for police sergeant or whether a policewoman also possessed the appropriate qualifications for police sergeant. The Civil Service Commission argued that police sergeants perform certain unique duties, such as observe conditions at police posts, inspect departmental vehicles for serviceability and cleanliness, and direct criminal investigations. The Commission, however, introduced no evidence to show that a policewoman could not perform those functions as well as a patrolman. The exclusion of women from the police sergeant's examination cannot be justified solely on the basis of those duties.

The specific job descriptions which were part of the papers submitted to the court indicate that patrolmen are assigned to substantial duties not performed by policewomen; for example, general police patrol functions such as fires, stickups, armed robberies, homicides, directing traffic, making arrests, and preserving the public peace. The court said that policewomen did not have experience in performing those duties, while patrolmen did have such experience. "It is reasonable," said the court, to provide that a sergeant charged with the duty of supervising patrolmen should have experience in the operation he must supervise. None of the women have this experience, not unremarkably since those duties have been exclusively reserved for men. Apparently, the women have not formally complained about being excluded from performing the duties of patrolmen; yet, because of the missing job experience, they now lack an essential bona fide job qualification for supervising patrolmen. The court finds, therefore, that restricting the job of police sergeant to patrolmen does not violate the Executive or Civil Service Laws and is reasonable under the Fourteenth Amendment to the United States Constitution."

ESSENTIALLY, WHAT the court said was simply that the petitioners here cannot gain admission to the police sergeant's exam unless first establishing themselves as individuals having requisite experience as patrolmen. The question of whether or not they are permitted to function as patrolmen is another question which would have to be presented in another case. It will require actual proof on the part of the county to establish that women cannot serve as "patrolmen." The Civil Rights Act of 1964 was meant to do away with some of the stereotyped characterizations which are engrained in our way of thinking. People are to be considered for employment on the basis of individual capabilities and not on the basis of group characteristics.

The decision ends with a quotation from an article in the May 1, 1972 issue of Time magazine which discussed policewomen.

(Continued on Page 15)

PUT IT IN WRITING...

Will there ever be an end to the labor unrest in New York City?

The Fire Officers have a long and honorable record of dedication and responsibility. Yet for the third time in the last 18 months, we find ourselves in a position where we are forced to take our case to the public in order to achieve a contract.

The dispute this time is over the city's refusal to put into contract language the single most important economic item: our traditional differential with the men under our command, the firefighters.

City Labor Relations Director Herbert Haber correctly states that the UFOA is not seeking any more money than the city is willing to pay. We are not trying to raid the public treasury. But Mr. Haber, after repeated assurances to us that the 100-year-old salary differential was no problem and would be part of our contract, suddenly reneged and said he would not put that clause into writing in our agreement.

Mr. Haber gave as his reason a fear that he and the city would become entrapped in another parity payment spiral if he wrote differential language into the contracts. He said the city was willing to pay the salaries, every penny of it, but would not put it in writing.

Did you ever hear such nonsense?

The city is seeking agreement by this union to change work rules to achieve greater productivity. We are willing to cooperate and stand ready to finalize the contract language on productivity changes (even though we think some of the proposals are dubious).

Does anyone suppose the city will permit us to simply say okay to productivity changes without putting it in writing?

What is a contract anyway, if it isn't language that binds two sides to an agreement?

But much more important to you, the people, is this whole question of whether the city should or should not write the exact terms of an agreement into a contract.

The UFOA is warning the people now that this incredibly inept city administration is following a course that could lead to another \$250 million parity blunder.

We are putting the City Council, the State Legislature and Governor Rockefeller on notice that the Lindsay administration's refusal to write ironclad language into the contracts of the uniformed services is the one big error that could lead to another parity catastrophe.

The \$250 million merry-go-round that the city rode the last time, happened because one of the unions did *not* have ironclad language in its contract. When the city agreed to give that group an increase, it triggered increases all around.

The way to prevent that in the future is to write careful, precise contract language that will hold everyone to the agreements made. The UFOA simply does not understand why the city refuses to do so, especially since it finds the pay scales agreeable.

Politicians in this city administration were responsible for the \$250 million parity error. Bureaucrats have been fired for less. Now they are responsible for even more labor unrest, and they are following a strategical course that could lead to still more costly disputes and expense to the public.

Ironclad contract language should be written for *all* the uniformed services, with none of the loopholes this city administration seems determined to leave.

The UFOA is outlining a course toward stability in the uniformed services pay tangle. The city is following a course toward trouble and greater expense.

Capt. Raymond W. Gimmler, *President*

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Reports were presented by most statewide officers of CSEA. Shown here, from left, are secretary Dorothy MacTavish, second vice president A. Victor Costa, County Executive Committee chairman Joseph Lazarony, first vice-president Thomas McDonough, fourth vice-president William McGowan at mike, and treasurer Jack Gallagher.



Members of special non-teaching school district employees committee discussed problems to be worked out in granting schools chapter status. From left are John Famelette, Dutchess; Harold McGuigan, Orange; Pat O'Connor, Suffolk; Jake Banek, Oneida; coordinator Danny Jinks; chairman Edward Perrott, Nassau; Frank Fasano, Nassau; Charles Luch, Saratoga; Sam Mogavero, Erie; Howard Cropsey, Albany, and consultant Harry Langworthy. Not pictured is James Kelly, Westchester.



Coordinator Nels Carlson, a CSEA collective negotiating specialist, and chairman Jim Brady conduct meeting of ad hoc probation committee that probed into intra-departmental communications.



Statewide third vice-president Richard Tarmey, left, confers with Cattaraugus County chapter president Josephine Jackson, Montgomery County chapter delegate Fred Gurtowski and Niagara County chapter president William Doyle.



Westchester County chapter president John Haack, left, takes notes as Stanley Boguski, City of White Plains unit president, listens to discussion.

Counties Call For Permanent Retirement Benefits, Disbanding Of State's Pension Study Committee



Former County Executive Committee president S. Samuel Borely reacts strongly during discussion on political action.



Coordinator Patrick Monachino, CSEA collective negotiating specialist, has the floor in meeting of special social services department committee meeting that discussed out-of-title work problems. Seated, from left, are Ben McFerran, Sidney Smerznak, Martin Kenosian and Frank Lawson. Chairman Charles Guarino is not pictured.



Green County chapter president Alfred Jeune signs in at registration desk in lobby of Friar Tuck Inn. Manning the desk, from left, are Marcel Gardner and Jean McGeary, both of CSEA staff, and Edith Styles and Francis Hallsted, both of host Green County chapter.



Erie County delegation attending business session are from left, president George Clark, first vice-president Robert Dobstaff, county representative Sam Mogavero, school unit vice-president Joanne Ripstein, third vice-president Harold Dobstaff and Meyer Memorial Hospital president Griff Pritchard. Second vice-president Victor Marr is shown from the back.

COUNTY DELEGATES HOLD 3-DAY MEETING

(Continued from Page 1)

Stanley Boguski, called for the permanentizing of retirement benefits, instead of having them subject to renewal on a yearly basis by the Legislature.

The other motion, made by Michael Morella, of Westchester, called for the disbanding of the State's pension study committee, which has been making wholesale recommendations against all pension proposals.

In general discussion at the business session, Flaumenbaum, who also serves as chairman of the statewide personnel committee, drew at least a full minute's applause when he demanded "political action that will do what the words mean."

The former statewide first

vice-president's statement followed that of Nassau chapter's Muriel Chiusano, who said that "Legislators must be responsible to us." She also received spontaneous applause.

The discussion on political action intensified as Fran Miller, who is also president of the Central Conference County Workshop, stated that he had submitted names of six senators who had introduced anti-CSEA legislation.

The Workshop was preceded on Sunday by group discussions on communications, employee organization representatives and grievance procedures.

Meetings were held Monday morning by the special non-teaching school district employ-

ees committee, ad hoc probation committee and special services department committee.

A slide presentation on the Super Sign-Up Membership Campaign was given by Dr. Edward Diamond, CSEA director of education and membership recruitment.

Staff Reports

In addition, reports were presented by statewide officers and by various members of the Head-

quarters staff: director of research William Blom, associate program specialist Jack Carey, assistant executive director Henry Galpin, executive director Joseph Lochner, director of field services Patrick Rogers and director of public relations Joseph Rouler. A report was also given by John Rice, representing the Association's counsel.

Greene County was host chapter for the Workshop. At the

final banquet, chapter president Alfred Jeune was presented an award by Dr. Wenzl for his efforts in securing the Workshop for his county and for making the event so successful.

Judge Henry C. Werker was toastmaster for the banquet, at which many other Greene County dignitaries, including Leonard Croft, chairman of the County Legislature, were present.



CSEA director of local government affairs Joseph Dolan, center, is surrounded here by some of the County Executive Committee's top leaders, from left: membership co-chairman Howard Cropsey; Ed Perrott non-teaching committee chairman; Francis Miller, charter committee chairman, and Joseph Lazarony, Executive Committee president.



CSEA director of education and membership recruitment Dr. Edward Diamond, right, discusses slide presentation with two top recruiters to date in Super Sign-Up campaign: Nassau chapter president Irving Flaumenbaum and Town of Hempstead unit president Kenneth Cadieux.



Eugene Nicoletta



Muriel Chiusano



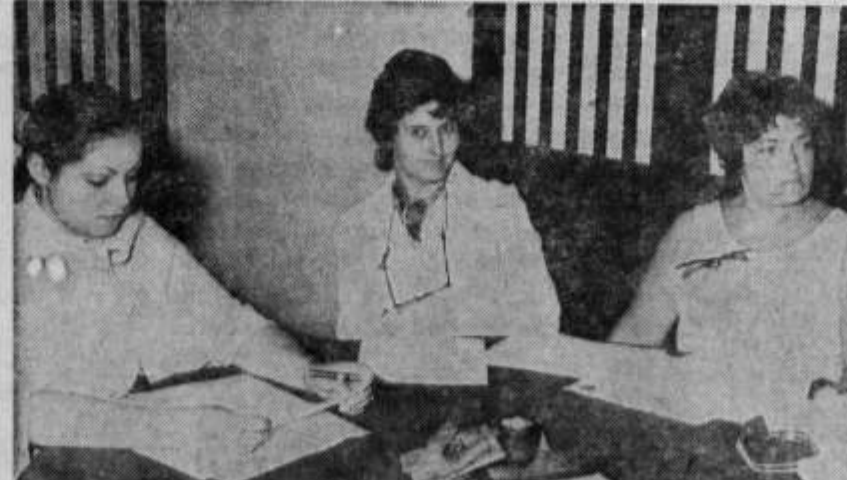
Anne Rehak



Long Island regional field supervisor Ed Cleary, left, talks with Arthur Rosen of Metropolitan Diagnostic Institute, one of the health and insurance companies that set up information booths in the hotel lobby.



Orangetown unit president John Nauvo, left, has the ear of Mexico school unit president Thomas Elhage as Broome County chapter president Angelo Vallone listens in.



Putnam County was well represented by these three attractive young women. From left, they are Irena Kobbe, Anne DeViero and Millicent DeRosa.

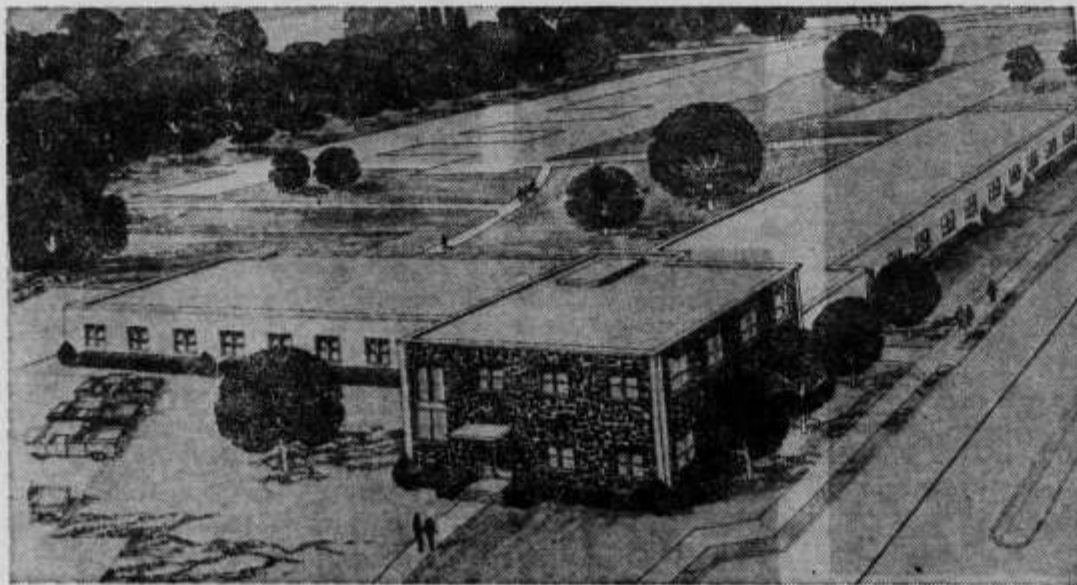
(Leader photos by Ted Kaplan)



Preparing to enter the banquet are this delegation from upstate Jefferson County. From left are Donna Podvin, social services chairman; Richard Grieco, third vice-president; Marsha Coppola, secretary; Eleanor Percy, president; Peter Grieco, first vice-president, and his wife Ann.

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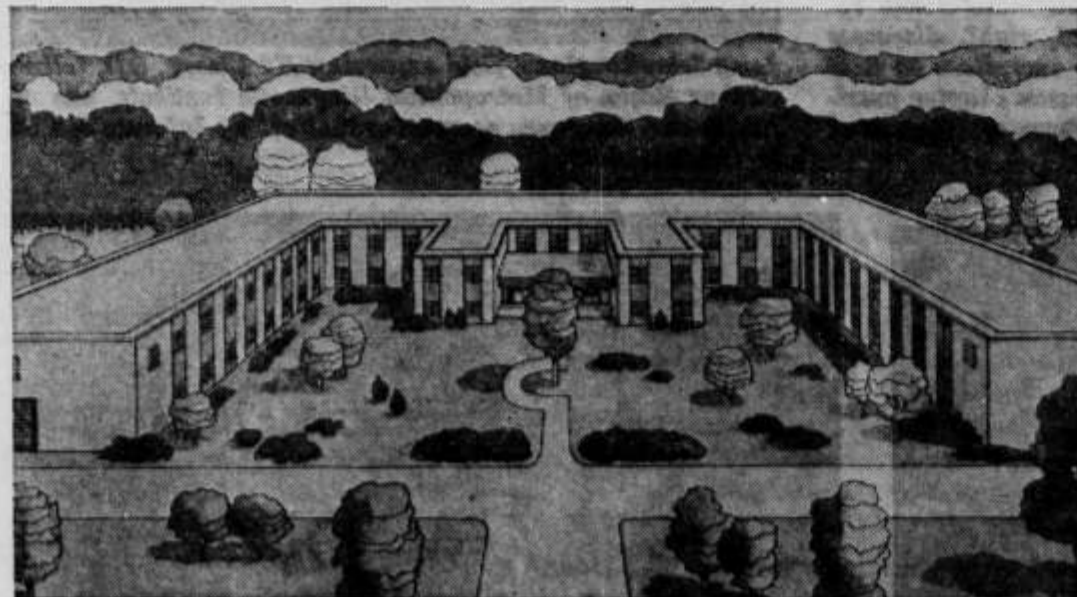


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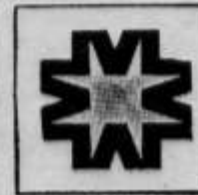
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Don't Repeat This!

(Continued from Page 6)
 ning for re-election to his Congressional seat. In fact, Congressman Mills has no opponent in the Congressional race, so that he is re-elected for that post, even though the polls won't open until November.

In 1960, the Kennedy-Johnson

ticket was elected. History may repeat itself in 1972 with a McGovern-Mills ticket.

Strange!—M'Govern Could Hurt Agnew

In the balance sheet of politics, the gains made last week by Senator George D. McGovern enroute to the Democratic Nominating Convention may reflect

themselves as losses by former Treasury Secretary John B. Connolly, who ranks high in the thinking of President Richard M. Nixon as his running mate for Vice-President.

Clearly the President is keeping his options open on the Vice Presidency. Vice President Spiro Agnew has admitted that the President has not yet asked him to run again. Former Attorney General John Mitchell, now serving as the President's campaign manager, has publicly stated that Connolly is a high prospect for the Vice Presidency, even though Connolly remains a Democrat.

However, the growing prospect

that Senator McGovern will emerge as the Democratic candidate threatens the selection of both Connolly and Spiro Agnew as the President's Vice-Presidential choice. Connolly would be of great help to the Republican ticket, if necessary to keep in line conservative Republicans, who are disenchanted with the President over his Peking and Moscow ventures. However, with McGovern as the candidate, conservative Republicans will have no place to go but to the support of the President.

In the event of a McGovern candidacy, the President might possibly prefer to have Governor Nelson A. Rockefeller or Sen.

Charles H. Percy of Illinois as his running mate.

It is by no means certain that the President will prefer a replacement for Vice-President Spiro Agnew. In the final analysis, the President will make his decision on his estimate as to whom he needs to insure victory in 1972. Presidents in the past have made changes in their running mates. President Franklin D. Roosevelt in his four terms served with three different vice-presidents.

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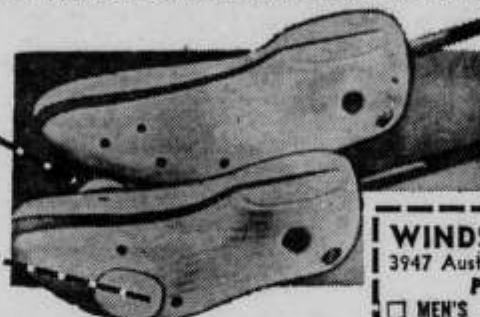
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LOUIS GIBBS

Louis Gibbs Lauded Upon Retirement

Members of the New York City staff of the Office of Vocational Rehabilitation, State Education Department, paid tribute recently to Louis Gibbs, a supervisor of rehabilitation counseling, after 27 years in several positions in New York State Civil Service.

At the Kansas City Restaurant, Philip Grayson, associate counselor, was the toastmaster at the farewell luncheon honoring Gibbs as "one who is loved and missed by the agency."

Mr. Salzman, director of the agency, was principal speaker. He emphasized that the honoree had manifested the ability to get along well with clients, vendors and fellow workers, a trait which is extremely important in vocational rehabilitation.

In 1945, Gibbs entered the New York State Civil Service as a claims examiner in connection with unemployment insurance, five years later, became an employment counselor and in 1955 entered the Office of Vocational Rehabilitation, State Education Department as a rehabilitation counselor from which position he was promoted to supervisor.

The program co-chairwomen were Patricia Harris and Rhoda Abrams, who were assisted by Louis Baker. The festivities were attended by more than 88 guests including representatives from rehabilitation facilities.

Utica State Hospital Honors 100 Retirees

UTICA—Several hundred Utica State Hospital chapter staff members gathered at Twin Ponds Golf and Country Club recently to honor some 32 twenty-five year employees and more than 100 retirees within the past few years.

Guests of honor, in addition to the retirees and 25-year employees, included Ted Modrzewski and Frank Martello of the CSEA field staff with their wives, the Rev. and Mrs. John Gould, the protestant chaplain of the hospital; Charles Ekert, president of the CSEA Central Conference; Lawrence Maxwell, Utica State Hospital Business officer, and Mrs. Maxwell; Katherine Beck, RN, chief supervising nurse, and State Assemblyman John Buckley, a candidate for the Republican party's Congressional nomination for the 31st district.

Assemblyman Buckley, in a brief speech, said that he was highly critical of present social security regulations which place a limit on the amount of earnings a retired person can make before his social security benefits are reduced or eliminated. . . . Buckley also said that there should be some sort of provision to tie social security benefits to the cost of living, so that retired persons on fixed incomes wouldn't see the value of their social security benefits continually eroded away.

Bedford Hills Fetes Retirees With Dinner

BEDFORD HILLS — The Bedford Hills Correctional Facility chapter, Civil Service Employees Assn., is giving a retirement and pinning dinner-dance June 23 at the New Holiday Inn in Mt. Kisco.

Those being honored for their services are:

Al Ryerson, 46 years; Florence Peller, 38; Fred Barnett, 27; Bernice Marrow, 26; Helen Rugan, 25; Ellen Johnson, 25; Eleanor Hale, 25; Frances Holly, 23; Mary Kniffin, 24; Hazel Morehouse, 23; Elizabeth Carr, 22; Agnes Smith, 20, and Helen Wycoff, 20.

Leslie Taber will receive his 35-year pin.

Following Martello's remarks, Lawrence Maxwell and Katherine Beck handed out pins and certificates to the 25-year workers and to the retirees.

Field supervisor Martello then praised the leadership of Utica State Hospital chapter president John Dymon for his efforts at organizing his fellow-workers.

Retirees Honored

The retirees honored at the dinner were:

Lepha Allen, Frances Aubert, Antoinette Avery, Edna Aylesworth, Joseph Babicz, Elizabeth Ball, Louis Bifano, Frank Brown, Margaret Bunker, Myrtle Burdick, Antionette Carone, Mary Cavanaugh, Stephanie Cerubin, Dorothy Christman, Catherine Clark, Rose Costello, Warren Crumb, Mildred Cullen, Leo Curley, Barbara Daniels, Maxwell Daniels, Mary DiOrto, Angeline DiPierro, John Donovan.

Ola Dougherty, Catherin Dreimiller, Paul Dreimiller, Dorothy Druckreier, Harold Drummond, Edward Duenich, Gladys Duenich, William Dutcher, Adelbert Eberley, Anne Etsen, Sally Ewing, Margaret Penk Helena Farrell, Jessie Frey, Margaret Freund, Arthur Gage, Agnes Gee, Frank Getz, Mary Goff, Max Gorski, Florence Hasselbrock, Betty Hemmel, Samuel Hendricks.

Catherin Hiffa, Helen Horning, Agnes Jackson, Florence Jarris, Edith Johanns, Sophie Johnston, Marjorie Jones, Raymond Jones, Robert Jones, William Jones, Merrill Joslin, Mary Kawa, Cecella Kochanek, Joseph Kosinski, Adeline Krowinski, Fred Kunkel, Louise Kusinski, Marianna Lakovics, Anna Landolfi, Clara Lane, Arnold La Vine, Charlotte Letson, Iva Lewis, Agnes Leyden.

Eleanor Lindsey, Margaret Lusk, William MacLennon, Katherine Maier, James Maney, Frank Manfredo, Helen Manfredo, Gertrude Manley, Irene Martin, Ann McBride, Marjorie McCall, Evangeline McGough, Hilda McGulre, James McHugo, Mary McHugo, Oswald McKendree, M.D. Marion McNamara, Jennie Mody, Albert Moore, Anna Moore, Marie Moser, Mary Murdock, Harvey Nash, Eleanor Niemeyer.

Doris Oak, Stanley Ochab, Mildred O'Leary, Albert Peek, Josephine Peters, Meniss Peters, Helen Pine, Martha Prendergast, Mary Prescott, Chester Przulcki, Katherine Reeber, Anna Risley, Elizabeth Roberts, Ida Ross, Rose Rotter, Catherin Rowan, Helen Sabik, Lena Saraceno, Harriet Seidel, Marion Shaughnessy, Genevieve Sikora, John Springsteen, Athalie Spurbeck, Duane Spurbeck.

Sadie Stevens, Catherine Streefer, John Sullivan Alma Swenszkowski, Theodore Thompson, Claude Tyler, Mary Tyler, Alice Vedete, Elizabeth Vesco, Irene Vincent, Frances Walcott, Leona Wuest, Shelba Wheeler, James Williams, George Wimple, Agnes (Babicz) Wind, Pauline (Castelda) Wolf, Flora Wright, Robert Wratten, Grace Zanio, William Ztko, Robert Zeuren.



HONOR TROIDLE — Edgar Troidle, president of the Agriculture and Markets chapter of the Civil Service Employees Assn., second from left, receives a retirement gift from, left to right, A. Victor Costa, CSEA second vice-president; Ernest Wagner, president of the Capital District Conference, and Thomas McDonough, president of the Motor Vehicles chapter. The presentation was part of a retirement luncheon held recently to honor Troidle after many years of State service and CSEA activity.

Westchester Loses A Veteran Of 26 Years, Toni Robinson

A retirement luncheon was held last week for Toni Robinson of Mamaroneck, who is retiring as secretary to the clerk of the Westchester County Board of Legislators after 26 years of service with the County.

Ms. Robinson first joined the Westchester County Service in 1940 and worked with the former Board of Supervisors until October 1943. She returned to the County in 1950 and for a period of three months was employed with the Westchester Department of Health. Then she transferred to the Westchester County Personnel Office where she continued until January 1957. From January 1957 until the present she worked for the Board of Supervisors and the new County Board of Legislators.

During her years of service with the County's Legislative Branch, Ms. Robinson served during the tenures of some 200 supervisors or legislators from throughout all parts of Westchester County.

She served under the County Board Chairmanship of the following Chairmen during her time with the County: Board Chairman Ralph A. McClelland of Scarsdale, 1940; Raphael A. Carretta of Mount Vernon, 1941-42; Robert B. Stewart of New Castle, 1943; Howard H. Schrecke of White Plains, 1957; John H. Downing of Yorktown, 1958-59; Owen M. Quinn of Mount Pleas-

ant, 1960-61; Leonard Berman of Mount Vernon, 1962-63; Francis X. O'Rourke of Eastchester, 1964-69; and present Chairman S. Gelst of Mount Vernon, 1970-72.

Irene Tallman Retires After 42 Yrs. Service

PEARL RIVER—Irene Tallman, transfer agent for the Rockland State Hospital since 1932, was feted at a surprise retirement party recently by co-workers, family and friends. Ms. Tallman is retiring after 42 years of State service.

Among the gifts and flowers presented Ms. Tallman was a certificate from the Civil Service Employees Assn.



NEARLY 35 YEARS

— Martha Holoboski has retired after 34½ years of State service. Ms. Holoboski was employed in the Division of Employment, Labor Department, for 30 years and then transferred to the State Education Department, State Board of Pharmacy in September '67, where she was employed as a principal clerk. Active in community affairs, Ms. Holoboski lives in Watervliet.



88 YEARS BETWEEN THEM — Civil Service Employees Assn. fifth vice-president Hazel Abrams, left, congratulates Wanda and Thomas Sullivan on their retirement from Creedmoor State Hospital. Sullivan has compiled a record of 51 years of service, and was employed in the transportation office, while his wife has served for 37 years and was a nurse supervisor at the time of her retirement. The Sullivans lives in North Merrick.

Mexico Unit Honors Burrows, Smithers

MEXICO—Two members of the Mexico Academy and Central School District unit of the Oswego County chapter, Civil Service Employees Assn., were honored recently on the occasion of their retirement.

Eugene Burrows and Francis Smithers were feted June 3 at a retirement dinner at the Driveway Inn in Palermo, where each received a civil service award for meritorious service and a money purse from their co-workers.

The awards to Burrows, who has 10 years of service, and to Smithers, who has 15 years of service, were signed by Oswego chapter president Francis Miller and presented by unit president Thomas Elhage, who is also chapter vice-president.

Wenzl Set To Install Metro Conf Officers

Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn., will be installing officer for the Metropolitan Conference's new leaders.

Installation has been set for June 24, according to Conference president Randolph V. Jacobs, and will be at the New Hyde Park Inn on Jericho Turnpike in New Hyde Park, L. I.

Samuel Emmett will be master of ceremonies and CSEA legal counsel John Rice will be principal speaker.

The installation meeting is slated for 2 p.m., preceded by noon social hour and 1 p.m. dinner.

Name Mediator

ALBANY—A mediator has been named by the State Public Employment Relations Board in the contract dispute between the Thruway Authority and the Civil Service Employees Assn., representing some 300-plus employees in the professional, technical, and supervisory Thruway unit.

CSEA called a halt to the bargaining last month when negotiations, according to a spokesman, "were getting nowhere." CSEA charged the Authority with failure to bargain in good faith.

The CSEA-Thruway contract runs out on June 30, 1972. CSEA consisting of some 2,100 employees in maintenance, toll and clerical positions.

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline.

By subway, applicants can reach the filling office via the IND (Chambers St.); BMT (City Hall); Lexington IRT (Brooklyn Bridge). For advance informa-

tion on titles, call 566-8700.

Several City agencies do their own recruiting and hiring. They include: Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 596-8060; Board of Higher Education, 535 E. 80th St., New York 10021, phone: 360-2141; Health & Hospitals Corp., 125 Worth St., New York 10007, phone: 566-7062, NYC Transit Authority, 370 Jay St., Brooklyn 11201, phone: 852-5000.

STATE—Regional offices of the Department of Civil Service are located at: 1350 Ave of Americas, New York 10019; State Office Campus, Albany, 12226; Suite 750, 1 W. Genesee St., Buffalo 14202. Applicants may obtain announcements either in person or by mail.

Various State Employment Service offices can provide applications in person, but not by mail.

Judicial Conference Jobs are filled at 270 Broadway, New York, 10007, phone: 488-4141. Port Authority jobseekers should contact their offices at 111 Eighth Ave., New York, phone: 620-7000.

FEDERAL—The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 6 p.m., weekdays only. Telephone 264-0422.

Federal entrants living upstate (north of Dutchess County) should contact the Syracuse Area Office, 301 Erie Blvd. West, Syracuse 13202. Hours are similar to the New York area office. Federal titles have no deadline unless otherwise indicated.

Law & You

(Continued from Page 6)

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(Berni v. Leonard, 331 N.Y.C. 2d 193.)

PERB Actions

(Continued from Page 1)

Clarence CSEA.

John DiMecell, Buaffol, will be fact-finder in the dispute between Union Free School District No. 9, Towns of Cheektowaga and West Seneca, Erie County, and the CSEA Sloan School Unit of the Erie County chapter.

Nathan Cohen, of PERB's New York City office, has been named to mediate in the dispute between the Byram Hills Central School District, Westchester County, and the Byram Hills Local unit of CSEA.

Martin Ethers, Ballston Lake, will be fact-finder in the dispute between Saugerties Central School District, Ulster County, and Saugerties School District unit of CSEA.

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**Rules for CSEA Super Sign-Up/72
Membership Drive**

- (1) Only CSEA members in good standing as of April 1 are eligible to sign up new members.
- (2) For each new member signed up during the period of April 3, 1972 through July 14, 1972, the person recruiting receives a special award check worth \$2.00 in cash.
- (3) For each new member signed up during the eligible period, the recruiter also has his name entered in the prize jackpot. (Thus if a person signs up 10 members—he has 10 chances to win a jackpot prize.)
- (4) The new member's name also goes into the jackpot drawing.
- (5) There will be three drawings. One each month. 57 prizes will be given away during the first drawing. 74 prizes will be given away during the second drawing. 109 prizes will be given away at the final drawing, approximately July 28. The Monte Carlo will be given away at the final drawing. All names received in time for the first drawing will be carried over to the second drawing . . . and so on. All winners in the first and second drawings will also be eligible for prizes in the third drawing.
- (6) To be eligible for cash awards and jackpot prizes, the recruiter must sign up new members on special Super Sign-Up/72 application forms (PDA cards) supplied to each chapter and unit prior to this drive. These cards must be filled in properly and transmitted to CSEA through the designated membership chairman in your unit or chapter.
- (7) Members of the board of directors and the State membership committee are eligible for cash awards for signing up new members—but not for jackpot prizes.