

Civil Service LEADER

America's Largest Weekly for Public Employees

Vol. XXXIV, No. 26

Tuesday, February 23, 1971

Price 15 Cents

123494-COMP-DEMP-
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Conference Reports

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Photos 9, 12 & 14

CSEA Chapter President Demands Full Investigation Of Trade Center Hazards

The president of the New York City chapter, Civil Service Employees Assn., Solomon Bendet, has demanded that a full investigation be started immediately into charges that buildings in the New York City World Trade Center are potential death-traps. "I want assurance from the State that these buildings are not, in any way, a danger to State employees who are scheduled to move into this building. Then, and only then, will our members

accept transfers, Bendet said.

The president of the Unionformed Firefighters Assn., Michael Maye, charged last week that hundreds of people could die
(Continued on Page 13)

First Local Teaching Group Forms CSEA Unit For Bargaining

GOSHEN—Teachers in the Goshen School District took a major step last week toward becoming the first group of local teachers in the State to be represented by the Civil Service Employees Assn.

The teachers at a general membership meeting in Goshen High School approved a constitution and by-laws which will

place them in their own separate unit of the Orange County chapter of CSEA.

(Continued on Page 16)

CSEA Will Challenge AFSCME In Election Within Security Unit

ALBANY—The Civil Service Employees Assn. ad hoc Security unit committee met here recently to discuss the dissatisfaction among the employees in the Security Unit with the representation they are receiving from Council 82, AFSCME.

CSEA will challenge Council 82, the 7,300 member units present representative, for the right to represent the employees. An election is expected to be held late next Summer or early next Fall.

Thomas J. Linden, CSEA collective bargaining specialist, who will assist the security em-

ployees in their campaign so that the committee will be ex-
(Continued on Page 16)

Don't Repeat This!

Are Legal Strikes By Civil Servants A Fact Of The Future?

A DRAMATIC trend is evident towards greater public acceptance of collective bargaining by civil service employees and even of the right of such employees to invoke the ultimate weapon of a strike where negotiations have

(Continued on Page 2)

Pilgrim Chapter Victorious By Preventing Mass Layoffs In Patient-Care Job Titles

BRENTWOOD — The Pilgrim State Hospital chapter of the Civil Service Employees Assn. prevented the firing of a large group of provisional employees, including a recently discharged Vietnam veteran involved in the therapy program at the hospital.

At Leader presstime, CSEA officials were investigating the reported layoff of more than 30 provisional employees at Willowbrook State School, Staten Island. Rumors of layoffs at other Mental Hygiene facilities were also being looked into by the Employees Association. "CSEA will take every step possible to insure that each and every employee's right to work will be maintained," CSEA president Theodore C. Wenzl vowed.

Mrs. Julia Duffy, president of the Pilgrim chapter, told The Leader that the employees who were serving as provisional occupational, recreational and physical therapists will be kept on the job in other positions as a result of a meeting between CSEA representatives, including Mrs. Duffy and Roger Cilli, CSEA field representative, and Dr. Henry Brill, director of the institution.

Originally, institution officials passed the word down to the employees that they had to be let go because of the State Ad-

ministration's austerity order calling for a laying off of temporary and provisional employees. The Pilgrim chapter bitterly protested the action and asked for a meeting with Dr. Brill to resolve the problem.

"We are not fully satisfied with the outcome, but at least we have insured that these employees will remain on the payroll," said Mrs. Duffy.

Theodore C. Wenzl, CSEA president, noted: "Once again, employees in the lower-wage bracket were the targets of budget cuts, while other provisional employees in higher grades remained unaffected. We cannot and will not condone the continuing application of this double-standard."

Mrs. Duffy stated that, "In one night, chapter members had sent out more than 300 telegrams to their State Legislators asking that the current job freeze be lifted and pointing out the inequities in the operations of the Department of Mental Hygiene."

She said, "The taxpayers think the money budgeted to the Department is being used mainly for patient care when it is, in fact, being used to maintain an ivory-tower bureaucracy in Albany that includes 50 assistant commissioners in the \$30,000-salary bracket."

Streamlined CSEA Is Goal Of Special Committee Named To Recommend Re-Structure

ALBANY—Theodore C. Wenzl, president of the Civil Service Employees Assn., has announced the appointment of a special committee which will study all aspects of the current structure of CSEA, with an eye toward recommending sweeping organizational changes to the CSEA delegates at a future date.

A Victor Costa, member of the CSEA board of directors, was named to head the new committee. Members include: Randolph V. Jacobs, vice-chairman; and Ernest Wagner, Nicholas Puziferri, John Adamski, Charles Ecker and George Koch, presidents of CSEA's six conferences, and Joseph F. Felly, immediate past president of CSEA, Ronald Friedman, president of the County Employees unit of the Dutchess County chapter, and Robert Young, CSEA board member from Erie County.

Wenzl's appointment of the committee was based on a resolution approved by CSEA delegates at last Fall's annual meeting in Buffalo. At its first meeting held recently, the CSEA

leader told the members that they were faced with "an awesome job," citing the rapid

Wenzl Sees Victory In Syracuse School Election This Week

SYRACUSE—Nearly 350 bus aides, corridor aides and teacher aides in the Syracuse City School District will be voting this week to choose an employee organization to represent them.
(Continued on Page 16)

growth of the Employees Association and the effects of the Taylor Law as two of the major reasons for the need of such a study.

Wenzl also outlined the problem facing CSEA now and in the future such as the constant demand for increased services to the membership and the complexities of providing better salaries and other improvements through the collective bargaining process.

Presents Directives

Wenzl charged the committee to begin the study immediately, concentrating in such areas as delegate's meetings—examining their purpose and aim with rela-
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Niagara Parity
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CSEA Fights Back
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DON'T REPEAT THIS!

(Continued from Page 1)

reached an impasse. In fact any time you get together three experts on public employee relations, invariably one of them will hold to the traditional concept that all strikes against government are illegal, the second that public employee strikes should be permitted except with respect to policemen and firefighters, and the third will advocate no limitations whatever on the right of public employees to strike.

The last approach is traditional in Western Europe countries. Employees of the postal service in England are in the midst of a strike at this moment. Strikes of public employees are legal in France, Italy, Sweden and other European countries. Slowly but surely some of the States here are moving in that direction.

In Pennsylvania, a law that became effective last October recognizes the right of all public employees to strike except "guards at prisons or mental institutions." The exception with respect to guards reflects a determination by the State Legislature to protect its custodial obligations from impairment by a strike among employees necessary to discharge that obligation. In Hawaii, a law that became effective in July removes illegality from public employee strikes, irrespective of job classification. However, both the Pennsylvania and Hawaii statutes permit an appropriate public officer to bring an injunction action where such a strike threatens the health or safety

of the public.

The Hawaii statute contains an interesting procedure that must precede the bringing of an injunction. Under that special provision, the Hawaiian Public Employee Relations Board is required to set ground rules and limitations upon strike activity in order to remove the threat to health and safety. For example, that Board might rule that a strike by firefighters must be limited to inspection duties, but that the firefighters must respond to calls to put out fires. It would be only in the event that firemen refuse to put out fires that an injunction proceeding could be instituted.

The Pennsylvania and Hawaii statutes may be isolated instances when contrasted with the fact that the laws of almost 40

States clearly declare public employee strikes illegal. Even in those States that do not have a statutory prohibition, courts have held such strikes illegal as in violation of civil service rules and regulations. In the absence of statutory prohibitions and penalties, dismissal from employment is the only penalty.

Collective bargaining for public employees is a relatively recent innovation. It was not until Jan. 17, 1962, under Executive Order 10988 by President John F. Kennedy, that collective bargaining procedures were first established between the Federal government and its employees. The fact that collective bargaining with public employees is frequently volatile is in large measure a product of growing pains.

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.

On Ecological Overkill

CIVIL SERVANTS in New York State will be walking a public relations tightrope for many years to come in one critical area:

HOW TO PROVIDE 18 million residents of the State

with adequate electric power while satisfying the demands of a handful of noisy environmentalists.

CIVIL SERVANTS on all levels — Federal, State, City — are fully involved now and will be for some years.

DECISIONS ARE either made or influenced by civil servants in every area of government, and it is no different in the area of electric power problems, which seem to be occurring more frequently than ever.

AND WE ARE promised more of the same this Summer, not a particularly pleasant prospect.

WE THINK Mort Lawrence,

(Continued on Page 15)

— Run To The Sun — CSE&RA Spring Program

AIR/SEA CARIBBEAN CRUISE — SS REGINA flying to CURACAO via KLM visiting 6 beautiful ports — leaving March 13. \$296.00 up

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FROM THE FINEST



By EDWARD J. KIERNAN

Pres., N.Y.C. Patrolmen's Benevolent Assn.

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

PBA Pension Proposal

OF ALL THE DEMANDS presented to the City when the PBA began its current round of contract negotiations, the one that seemed to stir up the most controversy—especially among the business community—was our proposal that the pension system be improved to provide half-pay retirement after 15 years and full-pay after 30 years.

IT SEEMS to me the opposition to this change is misinformed and misguided, because such an improvement would produce exactly the result that the opponents of the plan say they favor: It would tend to keep patrolmen on the job during the prime of their working years; it would provide a larger pool of candidates for the department; it would result in a lower total cost, and it would provide a benefit which (unlike salary increases) is funded over a long period of time.

THERE CAN BE no doubt that the experienced patrolman represents a valuable resource to the community. After 20 years on the job, he has acquired a degree of skill that cannot be developed overnight. Typically, he is in his middle forties, and he combines the vigor of youth with the wisdom of experience. Under the present system, there is little inducement for such a man to remain with the Department after his twentieth year. At that time, he is eligible for a half-pay pension; if he remains for an additional 10 years, his pension increases to less than 2/3 of his salary. Not much of a reward for spending the climactic years of one's working life in a job that becomes more difficult and more dangerous every day.

WHILE PROPERLY decrying the high rate of early retirement, some commentators have suggested that the way to remedy it is by decreasing benefits. Marching backward into the past is neither a realistic nor an acceptable solution. The answer lies in giving policemen a real motive for investing the remainder of their careers in the job. The prospect of a full-pay pension at a decent age would be just such a reason.

THE SECOND ARGUMENT for improving the pension system lies in the historic principle of special recognition for special hazards. When the present plan was instituted, it recognized the concept that recruiting qualified candidates for a highly risky occupation required higher rewards than were generally available elsewhere. Today the pension formulas that were pioneered by the Police Dept. are the rule throughout civil service. If the City wants a continuing supply of able young men and women to choose careers in law enforcement rather than in jobs that are far less threatening, it will have to restore the concept of outstanding rewards.

THIRD, THE KIND of improvements we have proposed might well result in decreased overall costs, because every patrolman who retires early and receives a pension must be replaced by another man who is drawing full pay. Furthermore, increased pension benefits are funded over a long period of time, whereas equivalent benefits in the form of salary increases must come out of the current budget.

FOR ALL of these reasons, the concerned citizens of New York ought to take another look at the PBA's pension proposals. We believe they combine the welfare of patrolmen with the highest interests of the community at large.

To Keep Informed,
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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 Stamford,
Conn., under the Act of March
3, 1879. Member of Audit Bureau
of Circulations.
Subscription Price \$7.00 Per Year
Individual Copies, 15c

Three CSEA Conferences Work For Members' Goals

L. I. Conf. Central Conf. Southern Conf.

By MARVIN BAXLEY

Delegates to the Long Island Conference's meeting in February gathered at the Villa Pace Restaurant in suburban Smithtown to hear an explanation of the Group Dental Insurance plan approved by the State Board of Directors the preceding week. Other principal discussions during the meeting concerned reports from the legislative and the political action committees.

After the luncheon, the business meeting open-



David Silberman presents report on legislative committee, while Long Island Conference president George Koch looks on during business meeting.

ed with the pledge of allegiance and a moment of silent prayer. Robert Wall, Statewide chairman of the insurance committee, then reported on the dental plan. After discussion from the floor, Louis Pizer of GDI characterized the plan as "the best you can get for the money available. You will have to negotiate further improvements."

Louis Colby, Conference third vice-president, submitted a report that was unanimously accepted by the delegates, in which he sought to have a committee of Conference officers and chapter presidents named to act as liaison between chapters, the Conference and State Headquarters to plan strategy and to determine the organizations strengths and weaknesses. During the discussion,



Among delegates attending the February Conference meeting were, from far left around the table, Vincent Ruggi, Claire Sholits, William T. Dexter and Fal Smith, all of Stony Brook chapter, and Marian Parker, College of Old Westbury chapter.

Thomas Corridan, second vice-president of Suffolk chapter, said "We should be CSEA together and go CSEA all together."

Conference president George Koch expressed appreciation to the King's Park chapter, which had acted as host for the meeting, and announced that the Department of Transportation, District 10, chapter would handle arrangements for the next Conference meeting April 10.

By JOE PORCELLO

SYRACUSE — Possibility of a State law mandating penalties against a public employer found guilty of unfair practices against public employees;

Efforts to work out a "master contract" for use by public employees in political subdivisions as a "model";

Awarding of the third and fourth President's Awards for "meritorious service by Civil Service Employees Assn. members and staff;

Talks on the new dental insurance plan for State employees, the "options" on retirement of governmental workers, on "economic democracy" and women's "lib" and other topics.

These were some of the highlights of the two-day Winter meeting of the CSEA's Central Conference and County Workshop at the Randolph House near Syracuse.

Best Scrapbook

Another highlight came with the awarding of the annual trophy for the best chapter scrapbook to Onondaga County chapter.

Speakers included CSEA officials, insurance and retirement system executives, and a top labor relations authority who has been involved in a number of Syracuse area contract disputes between governmental units and public employees.

Richard Tarmey, CSEA fourth vice-president, told the Saturday afternoon County Workshop



Glenn Prentice, center, of Warners, a Syracuse suburb, talks with, from left, Joseph Dolan, CSEA local government affairs director; Donald Brouse, Solomon Bendet, CSEA vice-president, and Leroy Frank. Brouse and Frank, CSEA field representatives, rescued the Prentice family from their burning home during a January fire. They received the CSEA President's Award at the Syracuse chapter dinner which closed the Central Conference workshop.

business meeting that all public employees in the State should be watching the progress of a bill introduced in the 1971 session of the State Legislature.

Penalties for Employers

The bill, he said, would provide penalties for public employers found at fault in a strike situation. Now, he pointed out, only the public employees are subject to penalties if they strike, no matter who is responsible for the situation leading to the labor dispute.

He also told the group that "the public will have to be less rigid with the public employee—and public employees will have to be more liberal with their employers."

Also speaking at the meeting was Joseph Dolan, CSEA's director of local government affairs, who said the Association is working on a "master contract," which could be used by all county chapters

(Continued on Page 8)

By JOE DEASY, Jr.

STONY POINT — A revamped committee structure within the Southern Conference, Civil Service Employees Assn. is the goal of Nicholas Puzifferri, conference president.

Plans for the establishment of committees formed along the lines of the Taylor Law collective bargaining units as well as political subdivisions and public authorities were announced



Taking time out from eating, Lyman Connors of the Department of Transportation, left, and Michael Blasie of the East Hudson Parkway Authority engage in conversation while Ron Kobbe of Putnam County, center, listens.

at the conference's recent meeting at the Bear Mountain Inn here.

Discussions which dominated the dinner meeting centered around the contemplated changes in the State Retirement Law.

A strong plea was made by Ann Bessette of Harlem Valley State Hospital for support for several resolutions which were concerned with the veterans' pension buy-back rights won by CSEA in negotiations with the State.

Mrs. Bessette urged CSEA to press for an extension of the March 31 deadline since many veterans were delayed in obtaining the necessary



William Lodini, left, listens while Bradley Moore, his chapter president at Bear Mountain State Park asks a question on the austerity program.

certificates from the military jurisdictions involved.

She further requested support that the benefit be granted to veterans who were inducted from States outside New York and those of the Korean and Viet Nam conflicts.

The conference also acted in support of a measure which would clarify and strengthen employees' rights to an increment over salary increases.

In other action, Puzifferri revealed that plans for the annual Tri-Conference Workshop are nearly complete. The workshop, held in conjunction with the Metropolitan and Long Island Conferences will be held at Kutchers Country Club, in the Catskills from April 18 through 22.

Listed As Interdepartmental

Stipulate 20 State Titles On April Promotional Test

An interdepartmental exam is in the offing for 20 State titles, many of them clerical. These titles running from G-7 to G-19 levels, are presently receiving applications and will do so until the deadline date of March 15.

The exam date is slated April 24, specifies the State Civil Service Dept. in outlining the available titles. There follows below a listing of positions and grades, along with an indication of who is eligible in terms of current title and seniority.

- Associate Internal Auditor, G-23: Open to senior internal auditors with six months of tenure, or G-18 titleholders in "professional accounting, auditing, administrative analysis or budgeting."
- Senior Internal Auditor, G-18: Open to internal auditors who have six months of tenure, or G-14 titleholders in "professional accounting, auditing, administrative analysis or budgeting."
- Head Janitor, G-12: Open to supervising janitors with six months of tenure.
- Chief Janitor, G-16: Open to head janitors with six months of tenure.
- Senior Clerk, Payroll, G-7: Open to G-3 titleholders in clerical posts.
- Senior Clerk, Purchase, G-7: Open to G-3 titleholders in clerical posts.
- Principal Clerk, G-11: Open to G-7 titleholders in clerical or stenographic positions.
- Principal Clerk, Payroll, G-11: Same qualifications as above.
- Principal Clerk, Personnel, G-11: Same qualifications as above.
- Principal Clerk, Purchase, G-11: Same qualifications as above.
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- Principal Mail & Supply Clerk, G-11: Same qualifications as above.
- Principal Statistics Clerk, G-12: Same qualifications as above.
- Principal Stores Clerk, G-12: Same qualifications as above.
- Principal Stenographer, G-12: Same qualifications as above.
- Principal Stenographer, Law, G-12: Same qualifications as above.
- Motor Equipment Maintenance Supervisor, G-19: Open to assistant maintenance supervisors, maintenance foremen with one year of tenure.
- Assistant Motor Equipment Supervisor, G-15: Open to motor equipment maintenance foremen, motor equipment field inspectors, partsmen, test

- mechanics and repairmen with one year of tenure.
- Motor Equipment Field Supervisor, G-15: Same qualifications as above.
- Motor Equipment Maintenance Foreman, G-14: Same qualifications as above.

The aforementioned titles are situated in various agencies and test content differs from title to title. For more complete information, pick up a copy of the pertinent exam notice at your agency's personnel unit. These notices can also be received in person or by mail through the Department of Civil Service, 1220 Washington Ave., Albany 12226.

PRCA Asks For Pruners

The Parks, Recreation & Cultural Affairs Admn. has noted 37 vacancies for the job of climber and pruner, a post requiring only six months of related experience. The current starting wage is \$9,155.

The persons hired for this post will prune, brace, cut and fell trees and other large shrubs; also, spray trees and shrubs to protect them against insects and parasites.

The age requirement lists only a maximum, 30 years old, with the proviso for war veterans to deduct up to six years in determining eligibility. A satisfactory equivalent of the experience mentioned above is acceptable.

Promotional opportunities permit the appointee to rise to the park foreman title, at \$10,675, when eligible. Filing is open now and will face a cutoff date of Feb. 23. For obtaining the exam notice, visit the City Personnel Dept. at 49 Thomas St., Manhattan, requesting Bulletin No. 7047.

Where to Apply For Public Jobs

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

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

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

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

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

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

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

STATE — Department of Civil Service has regional offices at: 1350 Ave. of Americas, N.Y. 10019, phone 765-3811; The State Office Campus, Albany 12226; Suite 750, 1 West Genesee St., Buffalo 14202; State Office Bldg., Syracuse 13202; 500 Midtown Tower, Rochester 14604 (Wednesdays only). Not open Saturdays.

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

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

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

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

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

Denote Geographical Differential

SUNY Security Personnel Requested At Three Levels

Campus security is a growing concern at the State University of New York, compelling a need to hire more personnel to cope with the situation. Presently, three State titles are being offered—campus security officer, supervising campus security officer and campus security specialist.

Geographical differentials are provided for each of the titles. For instance, the security officer will receive \$9,076 in New York City, Nassau, Suffolk and Westchester Counties; \$8,723 in Monroe, and \$8,523 in Erie. The starting salary in other counties is \$8,170.

Uniforms Included

Both the supervising security officer and the security specialist reap similar pay—\$10,705 in the Metropolitan New York area and Monroe County; \$10,505 in Erie and elsewhere in the State. In addition, uniforms are supplied to members of the security force.

The security officer must be between 21 and 35 and have completed two years of college study toward a degree program; alternately, he may have served

on a security force for one year. Once hired, he is given assignments involving crowd control and foot and mobile patrol in all areas of the campus, also directing traffic and parking on campus roadways and probing auto accidents.

Supervising security officers and security specialist personnel face the age cutoff point of 40, but have differing background requirements. The supervisory title entails the aforementioned college training; also, two years in law enforcement work is asked. The specialist's post needs similar college training plus one year in a police investigative role, as his jobs will involve interviewing victims, complainants and witnesses in checking into criminal matters.

The supervising security officer concentrates on directing security personnel and making frequent tours of the campus to ascertain their effectiveness. He is responsible for the "deployment of security personnel toward the prevention of crime and disorder on the campus."

These security titles jointly close to applicants March 22, and consultation of Exam Notice No. 23-440 will provide prospects with full details about the anticipated exam material. An April 24 exam is on the agenda, with an oral test also likely soon afterward. Filing can be done through the State Civil Service Dept., State Office Campus, Albany 12226.

On The Way Up

The City Personnel Dept. has observed that 112 eligibles successfully passed Exam No. 0515, for the title of elevator mechanic, administered recently.

IRS Agents On Ascent

The increasing volume of income tax forms cascading into the offices of the Internal Revenue Service has created a substantial need for IRS agents as well as auditors and accountants. An announcement of openings in grades GS-5 through GS-12, with the standards to be met, can be gotten at the U.S. Civil Service Commission regional unit, 26 Federal Plaza, New York 10007.

Registers or lists of eligibles resulting from the exam will be established in each Civil Service region plus Hawaii, Puerto

Rico, and Washington, D.C.

Even though the Government's need for accountants, auditors, and Internal Revenue agents is less than in recent years, there are reasonable numbers of vacancies to be filled, the Commission said.

Interested candidates should ask for Announcement No. 425, which can be obtained from any area office of the Civil Service Commission, all major post offices, college placement offices, or from the U.S. Civil Service Commission, 1900 E St. N.W., Washington, D. C. 20415.

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STATE EXAMS SOON TO COME

February testing will focus on 25 State titles, many of them in either the engineering or public health fields. Some of the posts will specifically be openings in Erie County, but the majority are in Albany, New York City or other metropolitan areas where regional units are located.

Exams will arrive Feb. 27 for all but two titles—director of human rights research, \$20,453, and senior municipal management specialist, at \$14,154. These two jobs will be filled by oral exam, tentatively set for February or March.

Among Erie County posts, the following will make use of the unassembled exam: chief of comprehensive health centers, \$15,895; assistant director/forensic service, \$14,295, and chief, forensic and County care systems, \$15,895. Remaining jobs in the County include: occupational therapist, \$7,805, and speech therapist, \$9,810.

Engineering titles are varied: assistant building construction engineer, \$12,103; senior building construction engineer, \$14,915; canal maintenance foreman, \$8,170; park engineer, \$14,915. In the housing arena, these posts come up: housing development representative, \$14,915; housing management assistant, \$11,471; housing management representative, \$14,915; real estate appraiser, \$11,471.

Health-related jobs to be tested are: camp sanitary aide, \$3.12 an hr.; consultant/community services for the blind, \$11,471; consultant/eye health, \$11,471; supervising consultant/eye health, \$14,154; Insurance Fund hearing representative, \$11,671; principal x-ray technician, \$9,701, and senior x-ray technician, \$8,170. Completing the month's titles: park patrolman, \$3.91 an hour, and radio dispatcher, \$8,659.

Mar. 27 will mark an important date for dozens of State promotional exams, running the range from G-8 to G-30. Only one interdepartmental title, that of personnel examiner at G-18, is involved.

Other posts are enumerated by agency or department.

Banking Dept.—senior bank examiner, G-23, and principal bank examiner, G-27.

Commerce Dept.—senior business consultant, G-22.

Correction Services Dept.—assistant industrial superintendent, G-21, and industrial superintendent, G-24.

Environmental Conservation Dept.—senior conservation educator, G-18; engineering materials technician, G-8; senior materials technician, G-11; senior engineering technician/solls, G-11; senior engineering technician/air pollution, G-11; senior engineering technician/water pollution, G-11, and principal engineering technician, G-15.

Executive Dept.—electronic equipment mechanic/OCD, G-12; senior architectural estimator/Housing, G-23; principal rent examiner/Housing, G-22; senior rent examiner/Housing, G-16, and rent examiner/Housing, G-13.

Labor Dept.—board review director/WCB, G-28; self-insurance director/WCB, G-28; disability benefits director, G-27, and assistant claims director/WCB, G-27.

Transportation Dept.—materials technician, G-8; senior materials technician, G-11.

Janitorial Jobs Indicated On State's April 22 Exam

A trio of janitorial positions has a filing deadline of March 22, discloses the State Civil Service Dept. in advising applicants to begin preparing for the April 22 written exam.

The title of supervising janitor, at \$6,890-8,130, requires two years in the care and maintenance of a large building. Possession of a high school diploma, however, may be substituted for one year in the experience column. Exam content here, notes the job bulletin, will cover building cleaning, operations and maintenance, and principles and practices of supervision.

Head janitors will need three years in care and maintenance work, one of which must include supervisory functions. The pay goes from \$8,170 to \$9,582 in annual increments. Candidates for chief janitor, at \$10,255-11,935, must produce two

years of background in supervising the cleaning "of a large building complex." Both these titles will have questions on preparing and interpreting written material as well as covering the areas noted for the supervising janitor test.

Exam Bulletin No. 22-719, which explains requirements for the janitorial job group, can be obtained at any regional office of the State Department of Civil Service by writing or phoning. Locations of offices are Albany, Buffalo, Syracuse and New York City.

CIVIL SERVICE LEADER, Tuesday, February 23, 1971

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Published every Tuesday by

LEADER PUBLICATIONS, INC.

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

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

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

Jerry Finkelstein, Publisher

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Advertising Representatives:

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

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

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

TUESDAY, FEBRUARY 23, 1971

Public Employee Unions Consider Public Safety

PUBLIC employee unions have another duty to perform in addition to their main task of representing their membership in collective bargaining before their employers. This is to protect both their membership and the general public from potential dangers caused by austerity programs.

Recently this protection has been provided in a large way by the Civil Service Employees Assn., the nation's largest independent public employee union, and the two fire-fighting unions in New York City.

When the State's austerity program went into effect, CSEA went to bat for the motoring public by alerting taxpayers to the very real danger of unplowed roads, decreased highway maintenance and only part-time service by the State Transportation Dept.

Quick action by CSEA's president Theodore Wenzl and first vice-president Irving Flaumenbaum as well as local Transportation Department chapter officials throughout the State who stepped in, within a short period convinced the State to reverse its stand.

The City's firefighters, through their unions, the Uniformed Firefighters Assn. and the Uniformed Fire Officers Assn., have been bringing home to the taxpayers of New York City the dangers of short-staffed fire equipment and stations. Investigations have already begun by citizens groups and Legislators on these dangers.

Michael Maye, president of the UFA, last week called occupancy of two buildings in the World Trade Center as highly dangerous from a fire hazard standpoint. After a second alarm blaze in one of the buildings, Maye pointed out potential fire-trap conditions that could face the future occupants.

Solomon Bendet, second vice-president of CSEA and president of its New York City chapter, has demanded that Maye's charges be investigated on a high Federal, State and City level before any State employee is relocated there.

Bendet wants answers and answers that will virtually guarantee the safety of his constituents. He feels, and rightly so, that his job as a labor leader goes further than dollars and cents.

We urge all affected agencies to get behind Maye and Bendet immediately and rectify the problems before any relocation into the building is made.

As Bendet says: "Public employees are paid little enough for their labors. They should not have to put their lives on the line in unsafe conditions as well."

CIVIL SERVICE TELEVISION

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

Tuesday, Feb. 23

- 9:30 a.m. (color) — Around the Clock — NYC Police Dept. training series.
- 1:30 p.m. (color) — Around the Clock — NYC Police Dept. training series.
- 3:00 p.m.—Return to Nursing—No. 17, "The Stroke Patient." Refresher course for nurses.
- 3:30 p.m.—Staten Is. Today — Guest is Councillman Biondolillo.
- 7:00 p.m. (color)—Around the Clock — NYC Police Dept. training series.

Wednesday, Feb. 24

- 9:30 a.m. (color) — Around the Clock — NYC Police Dept. training series.
- 1:30 p.m. (color)—Around the Clock — NYC Police Dept. training series.
- 3:00 p.m.—Return to Nursing—No. 18, "The Patient with Cancer." Refresher course for nurses.
- 6:30 p.m.—Man Against His Environment—"Agony of Cities."
- 7:00 p.m. (color)—On the Job—NYC Fire Dept. training program.

Thursday, Feb. 25

- 9:30 a.m. (color) — Around the Clock — NYC Police Dept. training series.
- 1:30 p.m. (color) — Around the Clock — NYC Police Dept. training series.
- 3:00 p.m.—Return to Nursing—No. 18, "The Patient with Cancer." Refresher course for nurses.
- 7:00 p.m. (color)—Around the Clock — NYC Police Dept. training series.

Friday, Feb. 26

- 9:30 a.m. (color) — Around the Clock — NYC Police Dept. training series.
- 11:00 p.m. (color)—Frontline—NYC Social Services Dept. series.
- 1:30 p.m. (color)—Around the Clock — NYC Police Dept. training series.
- 8:30 p.m.—American Government—"Men Behind The Gavel."

Saturday, Feb. 27

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

Sunday, Feb. 28

- 1:30 p.m. (color)—Staten Island Today: Series on developments in Richmond.
- 10:30 p.m. (color) — With Mayor Lindsay—Weekly interview with the Mayor and guests.

Monday, Feb. 29

- 9:30 a.m. (color) — Around the Clock—NYC Police Dept. training series.
- 3:00 p.m.—Return to Nursing—No. 19, "Problem of Infection." Refresher course for nurses.
- 7:00 p.m.—On the Job—NYC Fire Dept. training series.
- 9:00 p.m.—New York Report—Lester Smith hosts interviews with City officials.

Moore Appointed

ITHACA — Dr. Norman S. Moore, emeritus professor of clinical medicine, Cornell School of Nutrition, has been appointed a member of the State Mental Hygiene Council for a term ending December 31, to succeed former State Health Commissioner Herman E. Hilleboe, who has resigned. Members of the Council receive \$1,500 a year in salary.

Civil Service Law & You

By RICHARD GABA



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

Written Agreement Binding

A CASEWORKER employed by the Sullivan County Department of Social Services accepted a scholarship to attend graduate school for two years. A few days before graduation he resigned his position with the County. Since the funds for the tuition and for salary while on educational leave were provided by the State of New York, the Attorney General commenced a lawsuit against the former caseworker to recover the tuition and salary paid him during the two-year period amounting to almost \$12,000.

THE SOCIAL SERVICES Law authorizes the State Department of Social Services to grant scholarships and fellowships to State and local social service employees so they may receive additional training for better performance of their duties. The departmental regulations under which the funds are made available require the employee to return to the agency in which he was employed for a period of time, not less than the period of leave granted.

PRIOR TO commencing his school leave, the employee in this case executed a contract by which he agreed to return the salary and tuition money if he refused to return to work in the agency or if he resigned his employment prior to the completion of the minimum period of time required following his graduation.

THE DEFENDANT argued that the Sullivan County Department of Social Services breached the contract, because they knew he was pursuing a course of studies not related to the duties of caseworker and, further, that he would not have accepted the scholarship if he knew he had to return to the employ of the County as a caseworker. The court said, "This argument is devoid of merit." The contracts signed by the defendant at the start of each school year stated that, "On completion of such scholarship graduate training I will return to my present employment with my employer in the position I now hold (caseworker) or in such other position to which I may be promoted or assigned, and will continue to serve in such employment for a minimum of twelve months for each school year of scholarship graduate training that I have received.

IN SEPTEMBER 1967, as the defendant was commencing his second year of graduate studies, he wrote to the County Commission, "I agree, that as a condition of the State approving my second year of educational leave, to return to the agency in the position of caseworker or any position to which I may be promoted according to Civil Service standards and the needs of the agency . . ."

THE DEFENDANT also argued that in May 1968 he wrote to the County Commissioner that he had not received caseworker training, and it would be a waste of public funds for him to return to that position. He alleged that the Commissioner advised him orally he could accept other employment in a Federal or State agency dealing with poverty programs in satisfaction of his contractual obligation to return to the County. The defendant accepted a job with the United States Office of Economic Opportunity.

THE COURT does not go into the issue of law as to whether the County Commissioner could verbally alter the terms of a written agreement between the State and this defendant. It points out, however, that on May 31, 1968, the County Commissioner wrote to the defendant telling him that his resignation had to be in writing and further reminding him of his obligations under the written agreement. The letter also advised the defendant that legal action would be taken against him if he failed to honor his obligations.

THE COURT found that there were no triable issue of fact and granted the State's motion for summary judgment for the amount of tuition and salary. *State of New York v. Fleischer*, 316 N.Y.S. 2d 650 (Sup. Ct. Albany County 12-1-70).

Wenzl Eulogizes Sen. Edward Speno

ALBANY — "Public employees in New York State have lost a good friend," Theodore C. Wenzl, president of the Civil Service Employees Assn., said last week in commenting on the unexpected death of State Senator Edward Speno of Nassau County.

"Senator Speno introduced and supported numerous bills proposed by CSEA for the bene-



EDWARD SPENO

fit of thousands of State and local government employees across this State," Wenzl said. "He saw the need for good government and recognized long ago that to have good government, qualified and competent employees were an absolute necessity. To this end, he worked diligently in the State Legislature to place public employees on a competitive level with those in private industry. He will be sorely missed by all of us."

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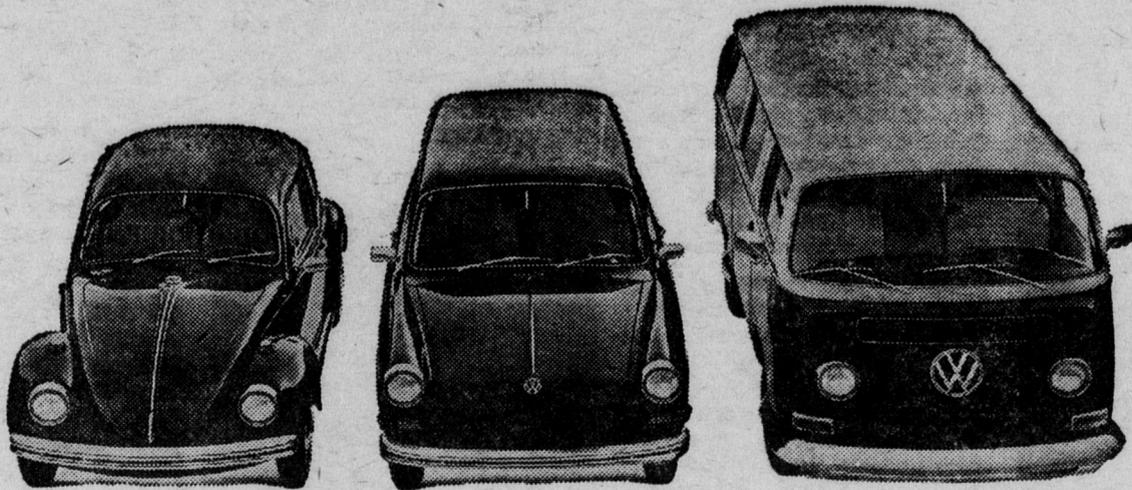
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AUTHORIZED
DEALERS

Central Conference 2-Day Workshop

(Continued from Page 3)

as a guide or model, particularly on fringe benefits.

County Affairs Expert

Dolan also said that CSEA will have a collective bargaining specialist on its staff, who will be available to bargain on contracts for all county units.

This specialist will do the work that field representatives now do for many areas, he said, thus freeing the field representatives for their other work, which they also have been doing, such as handling grievances.

The CSEA official also discussed briefly the new system for the Department of Social Services, which, he said, will

ees would not have to return to attend these sessions after they have left for their homes. Representatives of State units with small numbers of workers will be invited to meetings in their areas.

Invite Legislators

A motion also was adopted at the meeting to invite all area State Legislators to the Conference's Spring meeting beginning April 23 in Binghamton. This motion came from the political education committee.

Clarence Laufer, president of the Syracuse State School chapter, announced that a bus is being chartered to take Syracuse area delegates to that meeting. The bus will leave the school's colony in Amboy, a Syracuse suburb, at 9:30 a.m. March 16.

At this session, trophies were presented for the winning chapter scrapbooks. Besides Onondaga chapter's first place, other winners were: Binghamton City chapter, second; State University at Syracuse chapter, third; Utica City chapter, fourth, and Utica State Hospital chapter, honorable mention.

Judges for the contest which was based on image projection; neatness, arrangement and presentation; completeness, and improvement in projects, were:

Gus Blaisdell, State Department of Social Services; Dr. George Buchholz, director, Syracuse State School; Joe Deasy, Jr., Civil Service Leader City

injuries received in the fire.

Wenzl praised Frank and Brouse for their "courage and devotion to the ideals" all public employees should demonstrate, and said they would "serve as examples to the rest of us."

The first two merit awards went to two painters in New Paltz—CSEA members—who helped to capture a mentally ill killer.

Friday night, Donald Rosenbaum of the State Retirement System, discussed employees' retirement options and urged workers to "get all the figures before you decide" when selecting their option.

Election of Frederick Kotz, Jefferson County chapter, as



Eleanor Percy

be discussed fully at the Association's March meeting at the Concord. S. Samuel Borely, chairman of CSEA's County Executive committee, presided at the meeting in the place of Francis Miller, Workshop president, who is vacationing in Florida.

At the Central Conference business session, the new dental insurance plan for State workers was discussed by Arthur Rosencrans, Syracuse, assistant vice-president of Group Health Insurance.

Rosencrans told the State chapter delegates that his firm would plant a series of meetings of State workers throughout the State to discuss, explain and answer questions on the new plan, which goes into effect April 1 for all CSEA members who are State employees.

The meetings would be arranged, he said, after all eligible State workers receive pamphlets outlining benefits under the plan. These booklets are scheduled to be delivered to the employees in the latter part of



John Banek

March, Rosencrans said.

Meetings will be sought first at all locations where there are large groups of workers, he said, and hopefully during working hours so that the State employ-



Willis Streeter

editor; Robert Foster, WNYS-TV, Syracuse; F. John Gallagher, CSEA State treasurer; Joseph Porcello, Syracuse Herald-Journal and Leader correspondent, and Leo Weingartner, president, Binghamton State Hospital chapter. Deasy later served as banquet toastmaster.

Presiding at the session was Charles J. Ecker, Conference president. Helene Callahan and Delbert Langstaff, members of CSEA's public relations committee, supervised the scrapbook contest judging.

President's Award

Presentation of one of CSEA's newest and top awards—the President's Award—came at the annual banquet of Syracuse chapter, which climaxed the two-day meeting on Feb. 13.

CSEA State president Dr. Theodore C. Wenzl presented the plaques to two Syracuse area field representatives, Donald Brouse and LeRoy Frank, who saved the Glenn Prentice family from a fire at their suburban Syracuse home on Jan. 12.

Prentice attended the afternoon session of the Conference. His wife and son, William, are still hospitalized for burns and



Harriet Casey

the Conference's second vice-president was announced at the dinner. Kotz succeeds Brouse, who joined the field representative staff.

'Economic Democracy'

The Rev. Richard McKeon, director of the LeMoyne College Institute of Industrial Relations, told the dinner that "economic democracy is an answer to the communist challenge."

He said "economic democracy" is a "relatively new term and the concept is still evolving," and defined it as: "an economic system which aims to achieve a sufficient and efficient production of goods and services at fair prices with just wages for labor and manager and a reasonable profit for the investor."

He said this was "an ideal for which we must strive if our nation is to remain stable and prosperous," and that American-



Clarence Laufer

ans "have made more progress towards economic democracy than is commonly realized."

Other guests at the dinner, besides Dr. Wenzl and Gallagher, included State Senator Tarky Lombardi of Syracuse, Assemblymen Edward Kinsella, Thomas Murphy, Hyman Miller and Leonard Bersani, and CSEA second vice-president Sol-

— New Vote Feb. 25 —

Flaumenbaum Hits SEIU For False Statements In Lynbrook Election Flyer

(From Leader Correspondent)

MINEOLA — Employees of the Lynbrook School District custodial unit, faced with a tie-breaking representational election Feb. 25, and other civil servants getting the siren song from the Service Employees International Union were referred this week to a SEIU flyer for evidence of the group's lack of performance.

In the flyer, according to Irving Flaumenbaum, president of the Nassau chapter of the Civil Service Employees Assn., the union claimed to have negotiated a contract for employees of the East Rockaway School District.

"The facts," Flaumenbaum asserted, "are that the employees negotiated their own contract and that the contract was never even signed by a representative of the union." The word came from both school officials and employees.

"How can you believe a group that falls to do a job for the employees and then twists the

truth to make it look like performance?" Flaumenbaum asked.

Lynbrook employees were especially interested because a recent representational vote ended in a tie between CSEA and SEIU. The vote was 20-20, but one ballot was voided, one employee chose no representation and one did not vote.

"If all employees vote, recognizing the fact that the SEIU's promises are not based on proven performance, we will be all right," asserted Frank Jaquinto, field representative attached to the Nassau CSEA office.

The new vote will be Feb. 25 from 3 to 4:30 p.m., at South Junior High School.

Streamlined CSEA

(Continued from Page 1)

tion to providing services to the different employee groups comprising CSEA's membership. He also noted that the make-up of and the need for existing committees should be thoroughly studied.

The committee also will study the structuring of the Board of Directors and the six regional conferences and explore more fully the regional office concept.

Costa said that a preliminary report would be made to CSEA delegates at the March 16-19 meeting at the Concord, but that the report would be simple inasmuch as the committee has not had time to begin an in-depth study.

In light of Wenzl's opening remarks to the committee, Costa said that this committee has been mandated by both the president and the delegates to "recommend new ways of administering the affairs of the Association and to chart a course for the future."

Three Sub-Committees

Costa said that the committee will work in three sub-committees, to be composed of a chairman and two members, and each responsible for one specific area of CSEA as it presently exists. The committee agreed that Structure, Delegates Meetings and Committees were of major concern and would be attacked first. The panels or sub-committees of the first three phases are:

Structure — Young, chairman, Wagner and Adamski as members;

Delegates Meetings — Jacobs, chairman, Koch and Freidman as members, and

Committees — Puzziferri, chairman, Felly and Ecker as members.

omon Bendet, fourth vice-president Richard Tarmey, fifth vice-president George DeLong and secretary Dorothy McFavish.

Host was Richard Cleary, Syracuse chapter president.

The committee said that it would hold panel discussions on the above topics and conduct hearings in all conference areas during conference meetings. Upon completion of the individual studies, the sub-committees will report to the entire committee. The consensus of committee members was that it would require 12-18 months to make a full report. Thus, the committee will recommend adoption and implementation of its findings to the delegates as the study proceeds.

Costa said all chapter presidents will be canvassed for suggestions and also called on any member who has a constructive suggestion or idea to mail it to: A. Victor Costa, Box 652, Troy, N.Y. 12180.

Niagara Chapter Party Guaranteed

LOCKPORT—The Niagara County chapter of the Civil Service Employees Assn. has signed a two-year contract with the County, but not until officials guarantee that the union would be placed on a wage parity with two other bargaining unions.

The chapter, representing 722 white-collar workers, signed the pact only after the County Legislature assured Union leaders that two other contracts still to be signed with bargaining units will not contain any more money than was originally approved.

The CSEA elicited the promise after reports that the County planned to offer additional monies to one of the bargaining units.

The CSEA negotiated the Niagara County pact after seven months of often-bitter bargaining. It provides for seven percent across-the-board pay hikes each of two years, or \$438 and \$481, whatever is greater.

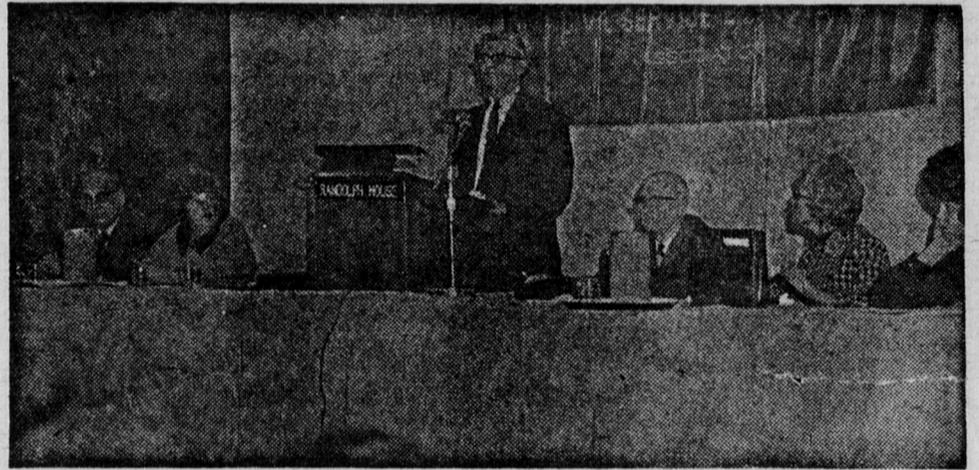
Central Conference Delegates In Action



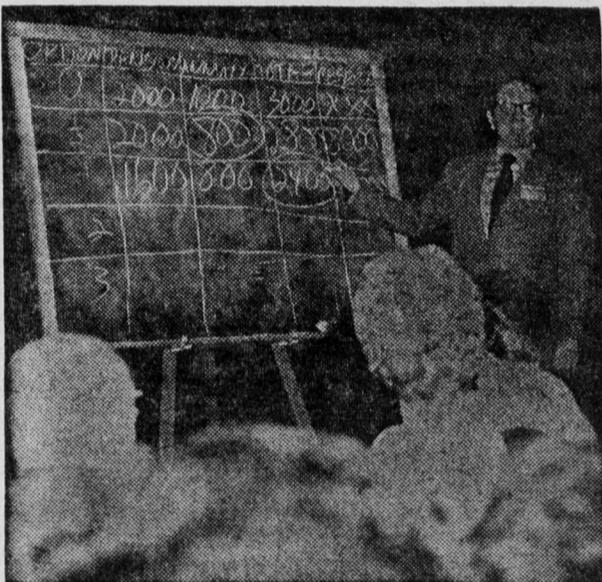
Delegates to the Central Conference Winter Meeting at Syracuse listen intently to discussion of the retirement system.



Taking part in the scrapbook contest are, left to right, John Gallagher, CSEA treasurer; Dr. George Buckholtz, director of Syracuse State School; Gus Blaisdell, State Social Services Department; Robert Foster, WNYS-TV newsman; Joseph Porcello, Syracuse Herald Journal staff writer; and Leo Weingartner, president of the Binghamton State Hospital chapter, formed recently. Standing, at rear, are Helene Callahan and Delbert Langstaff of the Conference's public relations committee. Not shown was the consultant to the judges, Joe Deasy, Jr., City editor of *The Leader*.



Charles Ecker, Central Conference president, opens the business meeting. Others, from left, are Frederick Kotz, new second vice-president; Helene Callahan, treasurer; Floyd Peashey, first vice-president; Irene Carr, recording secretary, and Joanne Weeds, corresponding secretary.



David Rosenbaum, State Retirement System representative, utilizes the services of a blackboard to discuss retirement options.



Taking a break at the Conference meeting, are, left to right, seated: S. Samuel Borelly; Judy Burgess; Joseph Dolan, CSEA local government director, and Willis Streeter. Standing are Frank Taolmi, left, and Van Robinson, GHI representative.



Tom Ranger poses a question on retirement during the Conference meeting. Next to Ranger is Raymond Castle, a long-time activist in CSEA affairs on both the Conference and Statewide levels.



J. Arthur Tennis

Syracuse
Chapter
Banquet
Photos
Next Week



Among the officers attending the meeting were, left to right: Solomon Bendet, second vice-president; Dorothy McTavish, secretary, and George DeLong, fifth vice-president.



Arthur Kasson

Ogdensburg Unit Charges City Constantly Breaches Contract

(From Leader Correspondent)

OGDENSBURG — The local unit of the St. Lawrence County chapter, Civil Service Employees Assn., has charged breach of agreement by the City Council and City Manager Frank Culross in filing the charges with the State Public Employment Relations Board.

The unit, headed by J. W. Bateman, accuses City officials of "unilateral" action in consistently violating an agreement made between the Council and CSEA during a public hearing attended by PERB representatives.

The local CSEA unit is represented in the proceedings by Attorney Verner M. Ingram, Potsdam, former St. Lawrence County assemblyman.

In a statement following the filing of charges, the CSEA said that:

"On Jan. 1, 1970, the Mayor and Council upgraded one title two grades, breaching the agreement between the City and the CSEA. Due to this breach of contract a hearing was held in the Council room of City Hall March 18, 1970, by the PERB. City officials attended along with CSEA representatives.

"The hearing officer was Mrs. Janet Axelrod.

"It was resolved by a settlement agreement, a document signed by Paul Klein, PERB director, that an immediate joint study would be taken by the City and CSEA to reallocate some title to proper grades.

"The City Manager neglected to meet with CSEA until late August. There was one meeting

in October and there were two meetings in December.

"After the December meeting, when CSEA assumed the study was progressing fairly well, the City Manager informed the CSEA that the Council was abandoning the study and wanted a survey by an outside firm. However, the Mayor and Council, with the approval of the City Manager, amended the City Charter and created a new director of public works, upgrading the position five grades.

"This settlement agreement specifically states that hereafter any and all changes regarding grades and wages, would be accomplished on a bilateral basis. The City Manager, Mayor and Council have continued to act on a unilateral basis. Therefore, the Ogdensburg unit has filed a breach of agreement with PERB and CSEA is beginning to take action against the City.

Regarding the hiring of an outside firm to do a complete survey, we asked for this survey during negotiations in 1967 and 1968 contracts and again during the 1968 negotiations we re-

quested a survey for our 1969-70 two-year contract, and the Mayor and Council refused."

The CSEA also said that "to initiate the new City Charter, all City employees have been called upon to cooperate, to undertake more responsibility, more duties and perform more work."

"The City has refused to remunerate them for this cooperation," the statement said.

"Instead of the merit system under civil service, we're continuing to operate under the old spoils system."

— Won By CSEA —

New Courses Offered In State Development And Training Program

ALBANY — Courses being offered to State employees in the Spring phase of the training and development program negotiated by the Civil Service Employees Assn. have been announced, together with seven new college locations where courses will be taught.

CSEA director of education E. Norbert Zahm said, "although all the information on programs offered and colleges participating is available to all State employees in the posters on State bulletin boards by the Civil Service Dept., some facts about the program should be made clear.

"Six new courses have been added, and others dropped, as a result of surveys by the De-

partment and requests by CSEA.

"Seven new colleges will offer the courses and more colleges will be added throughout the year to fill the gaps that still remain.

"Employees should remember that this is merely the second phase of the training program begun last Fall and the training offered this Spring is still being financed by funds allocated in the CSEA-State contract in April 1970. Some of the units have used a greater portion of their money in the Fall phase of the program, and employees in those units may have fewer courses to choose from.

However, new funds will be available for all units beginning April 1, 1971. At that time, new courses for all units and more locations will be announced."

All courses in the Spring phase will begin March 15, 1971, and will conclude no later than the end of the academic semester of the institution attended.

Zahm also added that employees having any questions or problems concerning the Spring phase should contact their CSEA chapter president: "If an employee has any suggestions for new courses or new training sites, he should write to me at CSEA Headquarters, 33 Elk St., Albany."

Nassau Chapter Establishing Grass-Roots Member Council

(From Leader Correspondent)

MINEOLA — The Nassau chapter, Civil Service Employees Assn., is establishing a new broad-based general negotiating council to assure grass-roots representation.

The new body will have a member for every 200 employees, to be designated by employees in the various departments of the County government. Small clerical offices with fewer than 200 employees will be merged as a general unit.

The 72-member general negotiating council will formulate CSEA goals.

The 25-member negotiating team that will do the actual face-to-face bargaining will be drawn from members of the general negotiating council.

Chapter president Irving Flaumenbaum urged departments to get started on the selection of delegates to the general negotiating council. "It is imperative that we establish our goals early, and then stand united behind them," Flaumenbaum asserted.

Chapter officials explained how the council will work. For example, the Department of Health, with 858 employees, will choose four delegates. The Judicial Conference, with 1,017 employees, will choose five.

The full 72-member council will assure representation of the particular problems of employment in all departments, divisions, commissions, boards, authorities for all county employees.

Extol Mrs. Donaldson On State Retirement After 22-Yr. Career

Mrs. Marie Donaldson, a former treasurer and delegate of the Newark State School chapter, Civil Service Employees Assn., was recently honored upon her retirement from a career in State service which spanned 22 years, 15 as a staff attendant.

Heading the dignitaries at the affair, held at the Old World Inn in Newark, were Statewide CSEA president Theodore C. Wenzl and Edson O'Brien, head of the Newark State chapter. The turnout numbered nearly 100 people.

A gift was presented Mrs. Donaldson by Richard Snyder, first vice-president of the Mental Hygiene Employees Assn., a group she served as president from 1968-70, as well as a member of various committees. Other speakers included Drs. Edward Stevenson, Murry Bergman and Heinz Waller. Performing the role of toastmistress was Mrs. Pauline Fitchpatrick, a former Western Conference officer and one of Mrs. Donaldson's first co-workers.

haven Highway unit, Civil Service Employees Assn., at a testimonial dinner-dance scheduled for April 2. Douglas Backes will serve as testimonial chairman and George Albin as co-chairman.

Grievance Board Upholds Erie Chap. On Seniority Rule

BUFFALO — The rule of seniority was upheld recently in a grievance filed by Thomas M. Kothen, a County employee, with the Erie County Grievance Board.

Kothen had charged the County with failing to recognize seniority in shift assignment. The Grievance Board, after hearing presentations by Civil Service Employees Assn. field representative Eulis Cathey and by Joseph G. Sacco, a member of the law firm of Kavinsky, Cook, Hepp, Sandler and Gradner, in Kothen's behalf, ruled that seniority must be recognized in shift assignment.

Kothen was then assigned to the proper shift.

Costs for Kothen's litigation were paid by CSEA under the Employees Association's free legal assistant plan.

Brookhaven Unit To Fete Wittschack

Christian Wittschack, who has served for more than 50 years, will be honored by the Brook-

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Collegians: Summer Prospects Await

CIVIL SERVICE LEADER, Tuesday, February 23, 1971

In Eden

CSEA Wins Holiday And Snow Pay For Part-Time Employee

EDEN — A part-time employee of the Eden Central School District in Erie County has won pay for three holidays and a snow day thanks to the efforts of the Civil Service Employees Ass'n.

Diane Franklin, a CSEA member, was denied the pay when the school misinterpreted the CSEA contract and mistakenly thought she was excluded from contract benefits.

Lowell Henry, president of the school CSEA unit, disagreed.

He said Miss Franklin was actually used as a regular part-time employee, bringing her under contract scope.

It was then discovered with the help of a CSEA field representative that other Eden school employees in the same classification as Miss Franklin were earning pay for holidays and snow days.

The Board of Education decided in favor of the CSEA arguments and Robert A. Milling, the field representative involved, said Miss Franklin's supervisor was warned in a letter through school channels not to let the complaint affect her treatment on the job.

4 West Seneca Highway Dept. Retirees Feted

WEST SENECA — Four men employed by the West Seneca Highway Dept. and belonging to the Civil Service Employees Ass'n. have retired with a total of 65 years' service.

The retirees were honored at a retirement banquet attended by 150 persons and were presented gold watches by Robert Dobstaff, president of CSEA's West Seneca Highway Dept.

Honored were Arthur Nelpp, Frank Pulli, Louis Schwing and Stanley Noller.

Robert A. Milling, Erie County CSEA field representative, was master of ceremonies. He declared that CSEA had been gaining respect as a leader in the labor movement, and that the recently negotiated contract for Highway Dept. employees provides a step forward for the CSEA in West Seneca.

Also attending the banquet were George Clark, president of the Erie County CSEA chapter; Harold Dobstaff, chapter second vice-president; Robert Young, Erie County's CSEA representative to Albany; Sam Mogavero, president of the Erie County School unit, and Al Nerl, Erie County chapter secretary.

Connelly Renamed

ALBANY — Governor Rockefeller has reappointed Mrs. Vincent G. Connelly of Kingston, as a member of the Council of the State University College at New Paltz for a term to expire July 1, 1979. The position is unsalaried.

Selecting Summer Help

Federal Group III Focus Placed On College Major

The key to Group III jobs under the Federal Government's Summer Employment Program is either training or experience. In each instance, a bachelor's degree reflecting studies which clearly relate to job duties will prove acceptable.

These are specialized positions classified at GS-5 or above and they often revolve around professional or administrative duties. In addition to college grads, others who may apply include graduate students, faculty members and persons who possess the equivalent of actual on-the-job background.

To apply, you are requested to submit two forms: a qualifications statement, Form SF 171, and CSC Form 226, which lists related college courses. Rather than using the area offices of the U.S. Civil Service Commission as one does for the Summer Employment Exam, it is advisable to correspond directly with the agency of preference.

Your degree of education has a bearing on your starting salary, although certain allowance is made for superior scholastic work. Customarily, graduates of four-year colleges start off at GS-5, or \$6,548 on a yearly scale, while students who have completed one year of grad work can be appointed at GS-7, or \$8,098.

Following a master's two years of graduate work, you can be hired at the GS-9 level, or \$9,881. Doctorate holders can get appointed at GS-11 and earn \$11,905 while certain research posts requiring a Ph.D. are at GS-12 level; these offer \$14,192 on entrance.

The Leader has assembled a list of Summer employment prospects on the basis of agency and academic majors sought. Almost all have indicated an April 15 deadline for applications, although many accept entries only until the vacancies become filled. Correspond directly with them for further information.

CSEA Plans To Picket Niagara Social Service Dept. To Protest Firings

(From Leader Correspondent)

NIAGARA FALLS — Civil Service Employees Assn. members employed by the Niagara County Social Service Dept. have planned to picket their place of employment here to protest the firing of two fellow workers.

CSEA, meanwhile, plans to take the issue to court.

The turmoil involves Social Services Commissioner Daunt I. Stenzel's dismissal of two temporary caseworkers for their refusal, he said, to work Saturdays for time-off at some other time.

The two caseworkers were members of the CSEA and their fellow caseworkers have vowed not to accept any overtime assignments from Stenzel.

The department has about 40 CSEA members.

The issue took shape when Stenzel circulated a memo throughout the department seeking volunteers for overtime work.

A total of 28 employees decided not to accept the volunteer duty and Stenzel reportedly fired the two temporary caseworkers with the comment: "It's my prerogative to fire anybody I please."

CSEA officials have argued that their contract with the County prohibits forcing employees to work overtime.

Robert A. Milling, CSEA field representative called into the case, said he plans to obtain a court order to restrain Stenzel from firing other employees while the matter is being ironed out.

"The CSEA endeavored to open

lines of communication with Mr. Stenzel and as a result we got slapped in the face. Now we're slapping back," he said.

Olean Police Superiors Want CSEA As Rep.

OLEAN — Eight superior officers of the Olean Police Dept. have petitioned the Olean City Council for bargaining representation by the Civil Service Employees Ass'n.

The policemen, three captains, one lieutenant and three sergeants, want to join the Olean unit of the Cattaraugus County chapter.

None of the eight now has union representation.

Hyman Nominated

ALBANY — Governor Rockefeller has asked the Senate to confirm the nomination of Morton P. Hyman, New York City lawyer and business executive, as a member of the State Public Health Council. Council members receive \$1,881 per year.

WHOM TO ADDRESS	MAJOR REQUESTED
Summer Employment Coordinator Office Of Manpower & Personnel Agency for Internat. Development Washington, D.C. 2053	Graduate Work in Computer Sciences and Law
Division of Personnel Office of Mgmt. Services Dept. of Agriculture Washington, D.C. 20250	Economics, Statistics, Mathematics, Accounting, Business or Public Administration
Personnel Division Agricultural Research Svce. Dept. of Agriculture Hyattsville, Md. 20782	Biological and Physical Sci- ences, Chemical and Agricul- tural Engineering
Personnel Division Consumer & Marketing Svce. Dept. of Agriculture Washington, D.C. 20250	Journalism and Mass Media Communications.
Personnel Division Foreign Agricult. Svce. Dept. of Agriculture Washington, D.C. 20250	Agricultural Economics, Public Administration, Political Science.
Personnel Division Food & Nutrition Svce. Dept. of Agriculture Washington, D.C. 20250	Business Administration, Economics & Polit. Science.
Note: Each Natl. Forest does its own hiring; write them directly.	Forestry, Engineering, Range Management, Landscape Architecture.
Summer Coordinator Office of Personnel Civil Aeronautics Bd. Washington, D.C. 20428	Economics, Business Admini- stration, Transportation, Accounting, Law (Top 10%)
Natl. Bur. of Standards Office of Personnel Washington, D.C. 20234	Physics, Math Metallurgy, Economics, Chemistry, En- gineering, Library Science.
Office of Personnel Environmental Science Services Admin. Boulder, Colo. 80301	Physics, Engineering.
Office of the Secretary Operations Division Commerce Building Washington, D.C. 20230	Economic, Business Admini- stration.
Personnel Office Environmental Science Services Administration Rockville, Md. 20852	Cartography, Meteorology, Geo- dasy, Engineering, Oceanography, Phycis, Hydrology, Mathematics.
Summer Employment Coord. Bureau of the Census Dept. of Commerce Washington, D.C. 20233	Statistics, Economics, Soci- ology, Operations Research, Geography.
Personnel Division Office of Admin. for Internat. Business Washington, D.C. 20235	Business Administration, Eco- nomics, Internat. Relations
Personnel Officer Maritime Admin. Washington, D.C. 20234	Naval Architecture, Economics, Engineering, Business Admin., Law, related fields.
Office of the Secretary of Defense Rm. 3B-247, Pentagon Summer Coordinator Washington, D.C. 20301	Public or Business Admin., Economics, Polit. Science, Mathematics, Engineering, Oper. Research, Law.
Office of the Secretary of Army Rm. 1A-111, Pentagon Summer Coordinator Washington, D.C. 20310	Engineering, Science, Math, Accounting, Business, Admin.
Personnel Svcs. Office Dept. of the Navy 801 N. Randolph St. Arlington, Va. 22203	Engineering, Physics, Chemi- stry, Math, Computer Sciences.

In a future edition, The Leader will publish the remainder of the list of Summer job opportunities falling under Group III. Included will be large Federal departments — such as HEW, HUD, Justice, Labor and Transportation — as well as the smaller independent agencies like the Equal Opportunity Employment Commission and the National Labor Relations Board.

For general information, applicants should visit the Federal Job Information Center at 26 Federal Plaza, Manhattan, and obtain a copy of Announcement No. 414, "Summer Jobs in Federal Agencies" which gives a clear picture of the types of openings to be filled based on the request of each agency.

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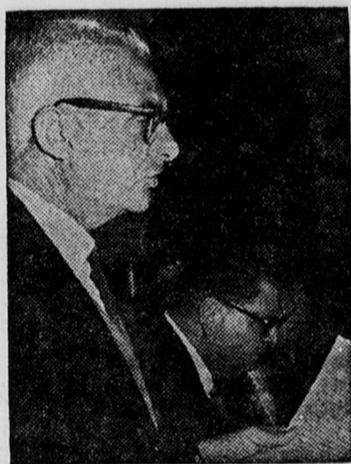
Long Island Conference Delegates In Action



Anthony Giannetti, treasurer of the Town of North Hempstead unit, participated in discussion about auto insurance. Others in picture, from left, are Alex Bossa, unit president; Edward Logan, of Nassau chapter; Mrs. Jean Giannetti, and Kenneth Cadieux, Town of Hempstead unit president.



Harry Raskin, grievance committee chairman for Pilgrim State Hospital chapter, emphasizes his point during Group Dental Insurance discussion. In foreground, from left, are Robert Huot, Board of Directors from Pilgrim State; Dudley Kinsley, Board member from Nassau chapter, and Alice Heaphy, a guest.



Louis Colby, Conference vice-president, makes committee report to delegates, who accepted it unanimously.



Long Island Conference president George Koch makes opening remarks at the January business session, while, in foreground,



Kenneth Cadieux, Town of Hempstead unit president, makes point during discussion on auto insurance.

Conference secretary Agnes Miller, who is also president of the Suffolk Psychiatric Hospital chapter, takes minutes.



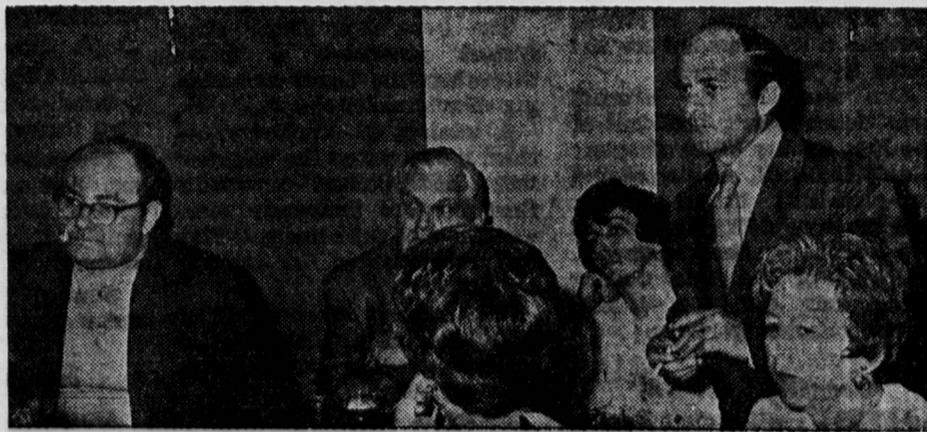
Dominick Amber, member of the Board of Directors from Pilgrim State Hospital chapter, awaits an answer to his question on the Group Dental Insurance plan. To his left is his wife, Agnes, and to his right, Fran Reynolds, also a member of the Board of Directors from Pilgrim State.



Walter T. Boehme, treasurer of Long Island State Parks Commission chapter, speaks up during seminar on new Group Dental Insurance program. To his left is Arthur J. Miller, first president of the Long Island Conference and now retired. On the right is James E. Meehan, second vice-president of the LISPC chapter.



Theodore Anderson, former president of District 10, Department of Transportation chapter, makes a point while his wife, Annette, looks on. Also identifiable in the picture are Joseph Gambino, far left, current president of the chapter, and Edward Logan, far right, administrative assistant to the president of Nassau chapter.



Lawrence Doyle, president of the Central Islip State Hospital chapter, listens to reply during legislative discussion. Others at table are, clockwise from far left, Augustino Peretti, Suffolk State School first vice-president; John Bird, Central Islip; Helen Doyle, Central Islip treasurer; Eileen Gorski, Central Islip recording secretary, and Ginny Beyel, C.I.

Eligibles on State and County Lists

OPTION A	
ASSOC ECONOMIST TAXATION	
1 Harvey R Albany	84.9
2 Obert G New York	81.9
3 Burke W Albany	81.9
4 Nyhan D Watervliet	78.4
5 Herbst J Far Rockaway	77.9
6 Ketchum M Waterford	75.4
OPTION B	
ASSOC ECONOMIST TAXATION	
1 Israel R Brooklyn	92.3
2 Neiman J Jamaica	87.3
3 Brown S New York	75.3
OPTION A	
ASSOC ECONOMIST	
1 Harvey R Albany	86.9
2 Hogg C Brooklyn	83.2
3 Burke W Albany	80.6
4 Nyhan D Watervliet	79.4
5 Obert G New York	78.9
6 Pierce B Clay	77.2
7 Herbst J Far Rockaway	76.9
8 Ketchum M Waterford	75.4
9 Ginsburg J Albany	75.4
OPTION B	
ASSOC ECONOMIST	
1 Israel R Brooklyn	90.9
2 Neiman J Jamaica	87.3
3 Brown S New York	75.3
SR INSERTING MACHINE OPER	
1 Milne J Albany	83.9
2 Tangen A Schenectady	75.3

SR TAB MACHINE OPERATOR	
1 Streeter R Tribes Hill	100.6
2 Wilmet B Binghamton	95.6
3 Lodge J Troy	93.0
4 Vandervoort D Troy	91.6
5 Delaura L Brockport	91.5
6 Servideo A Albany	89.3
7 Koechlin R Havana	85.0
8 Caruso J Albany	84.6
9 Banghart G Schenectady	84.0
10 Sekreta M Brooklyn	80.7
11 Anderson I Schenectady	80.5
12 Allen A New York	80.2
13 Ynechak S Ballston Spa	79.4
14 Reakes A Albany	76.9
15 Vanover D New York	76.2
SE CLERK	
1 Hamele B West Seneca	90.2
2 Cicatello V Buffalo	87.5
3 Brown D Derby	86.4
4 Mogan M Cheektowaga	86.1
5 Matecki K S Cheektowaga	86.1
6 Connor S Buffalo	85.7
7 Farmer Kathryn Buffalo	85.6
8 Davis H Kenmore	85.3
9 Gramza E Buffalo	85.2
10 Lewis K Buffalo	83.2
11 Mason E Tonawanda	82.9
12 Ross S Buffalo	82.1
13 Stack N Buffalo	81.4
14 Severin S Buffalo	81.0
15 Kubiak D Buffalo	80.8
16 Lobue A Cheektowaga	80.4
17 Berst M Buffalo	79.7
18 Buffard K Buffalo	79.0
19 Alexander M Buffalo	79.0
20 Schlegel C Buffalo	78.8
21 Harris A Buffalo	77.7
22 Scarpace F Kenmore	77.4
23 Kosis C Buffalo	76.7
24 Fanning D Kenmore	76.1
25 Callari M Kenmore	75.3
SE IDENTIFICATION CLERK	
1 Fitzpatrick E Albany	85.5
2 Shea R N Chatham	85.4
3 Martin J Melrose	82.7
4 Pelton E Albany	82.3
5 Garland A Watervliet	81.6
6 Vanderwerken G Troy	79.7
7 Spencer V Canahoharie	78.3
8 Vanvranken G Watervliet	78.3
9 O'Brien L Waterford	77.5
10 Segura R Albany	76.1
11 Smith C Albany	76.1
12 Taylor M Troy	75.8

SE MECHL STORES CLERK	
1 Sapone D Troy	97.7
2 Rieker J Connelly	95.3
3 Schmidle J Buffalo	95.1
4 Urban C Canton	94.7
5 Warner J Albany	94.1
6 Toma R Cohoes	93.4
7 Kuralowicz M Levittown	93.2
8 Nowak E Latham	93.1
9 Santore N Fulton	92.4
10 Kealey D Utica	92.1
11 Toomey J Schenectady	91.8
12 Smith H Tonawanda	91.5
13 Debarthe J Albany	91.1
14 Woodbridge R Tupper Lake	90.4
15 Boyd W Latham	90.3
16 Earley I Elmira Hts	90.3
17 Bronsky I Brooklyn	90.0
18 Stevenson J Binghamton	89.1
19 O'Brien J Binghamton	88.7
20 Kross S Albany	88.5
21 Demars B Tupper Lake	88.5
22 Swart J Leeds	88.4
23 Stewart W Schenectady	87.8
24 Lyons R Voorheesvil	87.1
25 Hamm A Schenectady	86.8
26 Bub W Troy	86.7
27 Stanley W Apalachin	86.7
28 Dennis W Saranac Lake	86.4
29 Pierce F Ravena	86.3
30 Worth H Albany	85.7
31 Durawa Leonard Buffalo	85.5
32 Couture G Cohoes	85.3
33 Foster D Johnson City	85.2
34 Ryan J Castleton	85.0
35 Diamond B Middleburgh	84.9
36 Strickland E Garnerville	84.7
37 Rogers W Middletown	84.7
38 Dranchak M Binghamton	84.7
39 Kinnicutt J Brockport	84.7
40 Streeter R Tribes Hill	84.6
41 Jordan M Elmira	84.3
42 Crandall A Jefferson	84.1
43 Scott R Albany	83.8
44 Smith W Stuyvesant	83.6
45 O'Brien W Troy	83.6

OPTION B	
BRIDGE REPAIR FOREMAN	
1 Bastedo N East Bethany	95.0
2 Conklin R Tallman	89.3
3 Whipple D Suffern	85.5
4 Dunleavy P Pearl River	77.1

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Det English tudor brk, 6 1/2 lg rms, mod kitch & 2 baths. Gar. \$1500 worth of extras — wash mach, dryer, wall-to-wall carpet, drapes, refrig, etc.

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Det. legal 2-fam, 5 & 3 rms. Modern thru-out. Gar. Fin bsmt apt. No waiting.

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This Cape Cod style brick ranch was custom built. It has 7 1/2 rooms, 4 bedrooms, Hollywood colored tile bath with extra shower, finished basement with built-in bar, garage. 40x100 landscaped grounds, oil heat — everything goes! Refrigerator, wall-to-wall carpeting, washing machine, dryer. Top notch location. FHA & GI mtges available.

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ST. ALBANS \$25,990
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Fire Hazards

(Continued from Page 1)
in even a simple fire. Panic, lack of ventilation, insufficient egress were only a few factors which would contribute to another holocaust claiming human life, firefighting experts have pointed out

"Recently, Bendet pointed out," a group of workmen in a similar building in lower Manhattan were killed when a fire broke out on upper floors. Many were saved only through the efforts of the 400 firefighters brought on to battle the blaze. Helicopters were brought to the roof of the building to rescue others. This was at night when the building was virtually empty. But what happens when a fire breaks out at 2 o'clock in the afternoon.

"I am calling upon Federal, State and City officials to enpanel a group of experts in the field of firefighting and evacuation procedures, as well as insurance underwriters to immediately begin a thorough investigation of the matter with a full report to be made public before any employee sits down at his desk.

"State employees are paid little enough for their work. They should not have to place their lives in jeopardy as a further penalty of a civil service worker."

Bendet, second vice-president of the Statewide CSEA, was preparing, at Leader presstime, a resolution to be brought before the union's board of directors and presidents meetings this week in Albany to support his move.

Help Wanted GUARD-PATROLMAN
COOPERATIVE community. Night work. 5 day, 40 hr wk. Starting salary \$121.46, w/ periodic raises. Uniform allowance. Fringe benefits. Clean record, neat appearance. NY driver's lic. INTERVIEW: ROCHDALE VILLAGE Security Office, 169-62 137 Ave, Jamaica, Qns. Ph. 276-2400.

RETIRE IN FLORIDA
Government program lets retirees with less than \$6,000 cash assets under \$480 monthly income to buy a home for \$200 dn and monthly payments approx \$70. Also good buys cash. Write today for information, Jess W. Childre, Realtor, Box 847, Titusville, Fla. 32780.

The Job Market
By BARRY LEE COYNE
A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

There are many job opportunities in the health field. For example, Registered Nurses are in great demand for both the evening and night shifts. The annual wage is \$8,400 to \$9,900 plus a differential from \$1,500 to \$2,200 for night shift . . . There are also positions for licensed Dental Hygienists at \$125 to \$165 a week . . . Physical Therapists who have graduated from an acceptable school and have a New York State license can fill positions paying from \$8,000 to \$15,000 a year . . . There are numerous attractive openings for Social Case Workers with Master's Degree in Social Work plus one year of experience. The beginning salary is \$9,000 a year and higher salaries are offered for additional experience . . . Apply at the Professional Placement Center, 444 Madison Ave., Manhattan.

In Manhattan, the demand for clerical workers continues with many openings for Legal Secretaries and Stenographers.

Help Wanted M/F COURT REPORTER — High school grad & 3 yrs steno experience including 1 yr taking & transcribing verbatim records. Call 914 485-7865, Dutchess County Personnel.

FOSTER PARENTS ARE SPECIAL PEOPLE — Parents who can share their home and family life with a foster child are very special people, and are greatly needed. We need long term foster homes for children of all ages. Please call or write The Children's Aid Society, 150 East 45th St., N.Y.C. 10017. Tel: 682-9040, Ext. 329.

Help Wanted BOOKKEEPER — A/R, experienced, hand posting, retail, salary open, pleasant surroundings. YU 6-1660.

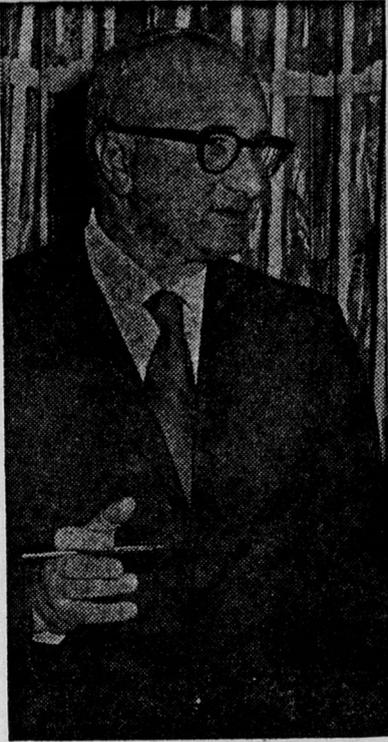
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Positions call for heavy stenography from one or more lawyers. Must be able to take stenography at 100 words a minute and type 50 words per minute on an electric typewriter. There are both positions for those with or without legal experience. The salary range for these jobs ranges from \$130 to \$175 a week . . . Also there are quite a few openings for Temporary Legal Stenographers with a minimum of three years diversified legal experience. Stenography at 120 words per minute is required. The pay for these positions is \$32 a day.

Needed, also, are Full Charge Bookkeepers. Must be thoroughly experienced in all phases through general ledger and trial balance. The jobs pay \$150 to \$200 a week . . . There is also a demand for Assistant Bookkeepers able to do keyoffs, post in various ledgers, and knowledge of payroll and typing skills. Applicants with good experience as posting clerks may be accepted if they can type . . . There are a few jobs for Lettershop Typists to address envelopes, labels and fill-ins at \$2.50 to \$3 an hour . . . Jobs also are available for Monitor Board Operators with experience on the No. 507 board and typing ability. The pay rate is \$100 to \$110 a week . . . Also experienced Plug Board Operators with typing ability can get jobs paying \$100 to \$125 a week . . . Apply at the Office Personnel Placement Center, 575 Lexington Ave., Manhattan.

In Brooklyn, experienced Cosmetologists are wanted. Must have a New York State Cosmetologist license and be skilled in hair styling, cutting, settings, straightening and permanents. The pay scale is from \$75 to \$110 a week . . . Apply at the Brooklyn Service Office, 250 Schermerhorn St., Brooklyn.

Southern Conference Delegates In Action



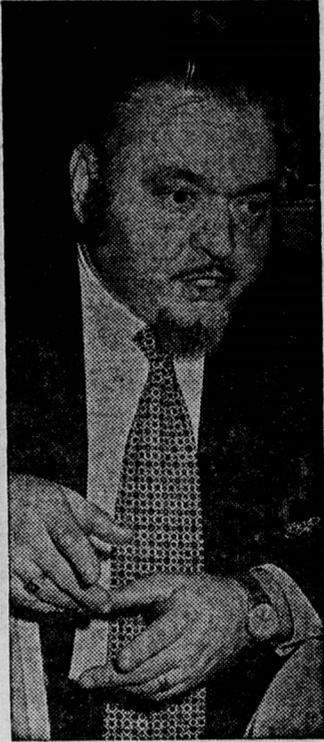
Nicholas Puzziferri



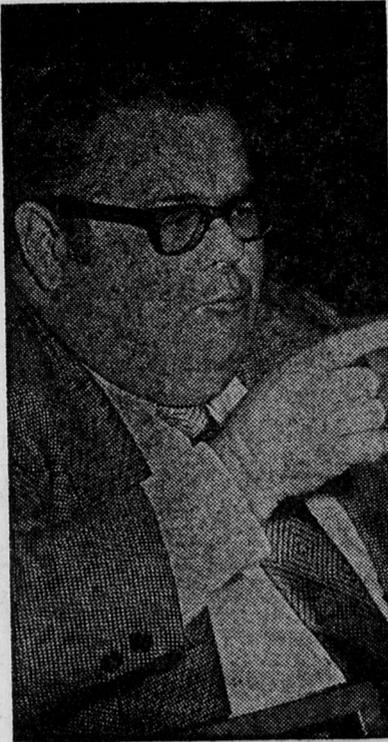
Nicholas Puzziferri presides at the membership dinner. Seated around the officer's table are counterclockwise: Thomas Lupocello, regional field supervisor for CSEA; James Lennon, vice-president; Rose Marcinkowski, and Ann Brown.



Civil Service Leader City editor Joe Deasy, Jr. discusses the effects of the State austerity program on patients at the State Rehabilitation Hospital with Patricia Comerford, a hospital therapist.



Philip DelPizzo



James Lennon



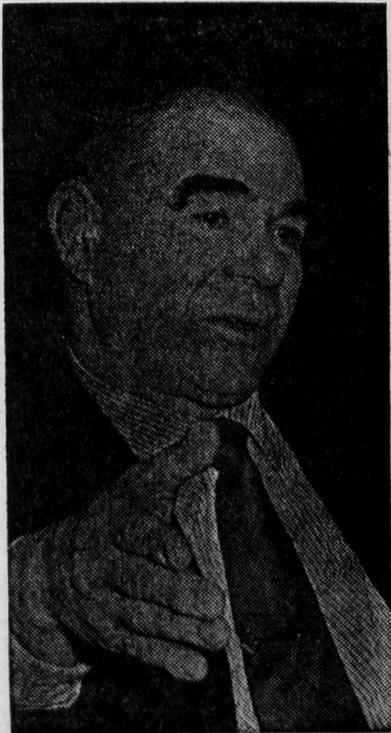
Carmen Masanotti and Rose Marcinkowski discuss mutual problems of State employees.



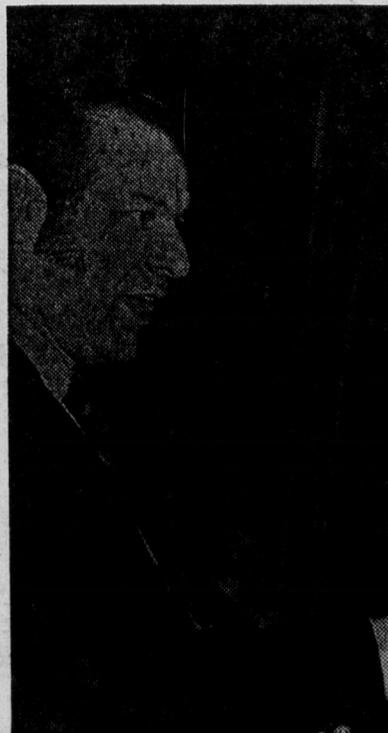
Nellie Davis and William Hoffman, former conference presidents, listen to activities of the conference meeting.



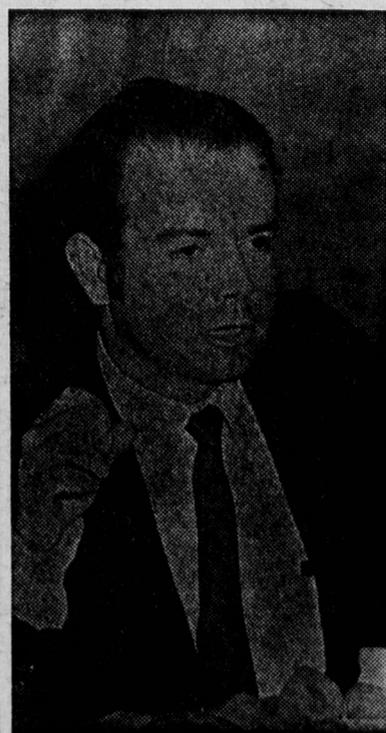
John Clark



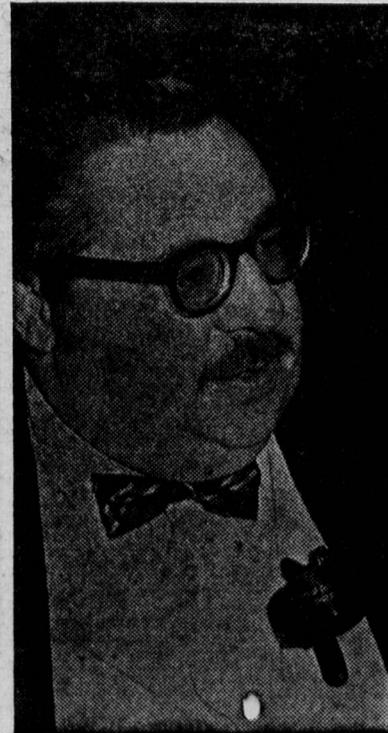
Michael DelVecchio



Carmen Masanotti



Ronald Kobbe



Eugene Bernstein



Ann Bessette

Langley Bill Would Fine Public Employers Guilty Of Bad Faith Bargaining

ALBANY — State Senator Walter B. Langley (R-Albany & Schoharie) has introduced a bill to amend the Taylor Law in order to give the Public Employees Relations Board the power to make an award of money damages to the public employee organization where it found that the public employer violated the requirement to negotiate in good faith.

The amount of damages to be fixed by PERB, would be based upon its determination of what the parties themselves would have agreed to if they had engaged in the kind of good faith negotiations required by the Taylor Law.

Senator Langley commented, "This bill is a major amendment to the Taylor Law because it recognizes that the failure to reach an agreement can be the fault of the employer through his failure to negotiate in good faith. If the employee organization does not bargain in good faith, they are penalized by not getting a new contract. Under the present law, the employer can violate this improper labor practice with complete impunity."

"My bill provides PERB with additional power which can be used to achieve the end of all bargaining—an acceptable contract. No law is workable unless it is fair. This bill will provide the equality now lacking in the present law," Langley stated.

The concept of the measure of the money damages is based upon a recent U.S. Circuit Court of Appeals case which held that the National Labor Relations Board had the inherent power to fix these kind of damages against a private employer who failed to negotiate in good faith.

"I think the same standard should be applicable to public employers," Senator Langley concluded.

Governor Names Gulotta To The Appellate Bench

The Governor has selected Supreme Court Justice Frank A. Gulotta of Lynbrook as an Associate Justice of the Appellate Division, State Supreme Court, Second Department, to succeed Justice Marcus G. Christ, who retired.

Justice Gulotta, 63, former Nassau County District Attorney, was elected to the Supreme Court bench for the Tenth Judicial District in 1958, and has served in that capacity since Jan. 1, 1959. He also has served as an Associate Justice of the Appellate Term of the Supreme Court since 1962.



SHOP HERE AND SAVE

U. S. Continuing Clerical Worker Recruiting Drive

Clerical office help, including those who can operate various office appliances, are the object of the current drive being carried out by the U. S. Civil Service Commission. A recently implemented wage increase, retroactive to Jan. 1, is being highlighted as part of the recruiting effort.

Particular need has been indicated to find GS-2 office aides and GS-2 file clerks. Both posts offer \$4,897 to start. Office aides are generally hired for most Federal agencies covered by the area office—New York City and metropolitan area counties. The file clerkships are located at the Social Security Payment Center in Rego Park, Queens.

Wednesday Walk-Ins

Each Wednesday at 9 a.m. and 12:30 p.m., walk-ins will be held to fill the jobs of EAM operator and key punch operator. Saturday morning testing is available for those who cannot otherwise compete. The place to go: Room 2900, 26 Federal Plaza, Manhattan, north of City Hall. EAM operators can earn to \$6-364, depending on training, while key punch appointees can start as high as \$5,524, or GS-3.

Daily walk-ins are the rule-of-thumb for steno-typist contestants, who also can get a salary at the GS-4 level, or \$6-202. Weekday hours are 9 a.m. to 3 p.m. while Saturday exams conclude at 1 p.m. Candidates are asked to report to the Federal Job Information Center, Room 130, at the address above. U.S. agencies in suburban counties will require advance filing, it was pointed out.

The final clerical title mentioned is teletypist, where proficiency and experience may warrant you the starting pay of \$6,938, or GS-5. Jobs are situated with the VA regional office and the Weather Bureau, both in New York City.

Profession-Prone

Some 217 entrants recently received word of eligibility to take Exam No. 9087, an oral test for professional trainee.

\$4.38 Hourly Wage Awaits Mechanical Maintainer Entries

Mechanical maintainer posts which come under Group C, says the Transit Authority, will stay open until further notice. Offering starting salaries of \$4.38 an hour, the TA points out that with three years of tenure you can climb to the hourly rate of \$5.30.

Minimum requirements provide three options—four years of mechanic level heavy maintenance experience, such as dealing with heavy construction or marine equipment, or similar background in railroad shop maintenance, or the equivalent in technical and vocational education.

Promotional opportunities point to the title of foreman/cars and shops, at the annual wage of \$11,475. Once appointed, duties will focus on: inspecting, testing and repairing shop equipment inclusive of shop machinery, boilers, piping, heating and ventilating devices; performing inspections on new equipment in manufacturing plants, and keeping related records.

An experience rating will be supplied to all candidates, with 70 percent required to pass. Additionally, a physical test will be conducted that will feature a broad jump and dumbbell lifting. Also, a medical exam is in the offing to assure that those who apply are "free from physical or personal abnormalities."

In applying, go to the TA's recruitment desk in the lobby of the building at 370 Jay St., Brooklyn, during any weekday between 8:30 a.m. and 4:30 p.m. Entry forms can also be gotten at the City Personnel Dept., 49 Thomas St., Manhattan.

State Correction Unit Features 4 Adm. Titles Filing To End Mar. 15

The Correctional Services Dept. has four administrative posts set for oral promotional exams in April. Applications will be accepted up to March 15.

The relevant posts are: superintendent of correctional facility, male; superintendent of correctional facility, female; deputy superintendent of correctional facility, male, and deputy superintendent of correctional facility, female.

The male superintendent's post entails one year in any of these titles: deputy superintendent of correctional facility; superintendent, reception center; director of education; director of correctional camps, or director of correctional guidance. Two years of seniority as an assistant deputy superintendent or correction hospital security supervisor will also provide you eligibility here. The female facility superintendent's post is open to deputy superintendents and assistant deputies, at one and two years of tenure respectively.

For more information on eligibility, contact the personnel unit of the Correctional Services Dept., where applications are also available.

FIREFIGHTERS FIGHT FIRES . . . NOT PEOPLE!

Your Public Relations IQ

(Continued from Page 2) editor and publisher of "Park East," a superior neighborhood weekly published on Manhattan's upper East Side, put it on the line in a recent editorial:

"WE HAVE TO make some hard decisions. Do we want to cut down on the use of power for home and industry or are we willing to make some realistic choices—compromises, if you will?"

"FEW OF US will die from pollution; more might die from fear of it. While some would like to discard all the advances of civilization and return to 'the pure land,' most of us would not.

"SO OUR environmentalists, in and out of public office, have a duty to plan a program that will be acceptable to man and realistic enough to be achieved."

THE REASON we use the word "tightrope" is to emphasize to our civil service readers that they will have to determine how much muscle the environmentalists really have and weigh that against the needs of 18 million people.

ON MANY occasions our civil service readers will have to decide the needs of 18 million people versus the needling of 18, 180, or maybe 1,800 environmentalists. We doubt that at any time the genuine needs of the 18 million will be equal to the needling of the other side.

THE IMPORTANT thing for our civil service readers to remember are the 18 million, who as a group do not get on television, who do not get their urgent needs articulated, and who do not get articles in newspapers and magazines to express their deep concern about not

getting enough electric power in this day and age of modern technology.

ANOTHER REASON it will be difficult for our readers: they will have to remember the 18 million every day without being reminded by posters and TV commercials.

THIS IS ONE of the most important public relations problems our civil service readers have faced in years.

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ALBANY PUBLIC MARKETS

Commissioner Buys Newspaper Ad To Criticize CSEA; Members Chip In To Refute False Claims

(From Leader Correspondent)

MINEOLA — After officials of Sanitary District No. 1 used taxpayers' money to publish a newspaper advertisement criticizing their union, members of the Civil Service Employees Assn. chipped in \$1 each to publish a rebuttal.

Rebutting the Commissioner's ad, which charged Nassau CSEA chapter president Irving Flaumenbaum with "putting on a show," the employees stated that labor unrest in the district had been brought on by the behavior of commission chairman Nicholas J. Calabria.

"There seems to be one man standing in the way of complete harmony among the taxpayers and sanitationmen," their advertisement said. "We want to continue our exceptional service to the Five Towns. Won't you help us?"

The drivers and helpers, who had been adversely affected by new routings occasioned by a switchover from six to five-day service, sought the understanding of the public in their recent difficult negotiations.

The commissioner's ad appeared in the local Five Towns Herald, and was followed by the employees' rebuttal last week. Field representative Frank Jaquinto said 96 employees chipped in \$1 each to pay for the rebuttal.

The local newspaper editor, Mrs. Leatrice Slote Spanlerman, said her paper had previously called for the resignation of Calabria.

Two weeks ago, it urged taxpayers to take part in significant numbers in the closed-corporation election of commissioners, urged a Town takeover of garbage service in the district and suggested that the area secede from the district if other remedies fail.

CSEA had ended a wildcat, one-day walkout in the district by negotiating a contract amendment providing that men be dismissed from duty upon completion of their routes and eliminating a proposed special

pickup for bundled newspapers.

The men said they still supported a newspaper pickup program, and charged that the Commissioners' advertisement falsely claimed that a recycling effort was in force.

Flaumenbaum declined to respond to the Commissioners' attack, but asserted that the publication of Calabria's advertisement served only to aggravate strained relations in the district after an agreement on the men's grievances had been reached.

Theodore Becker, Ex-CSEA Director, Succumbs In Albany

Theodore Becker, 58, administrative director of the State Law Dept. and, for many years, active in the affairs of the Civil Service Employees Assn., died Feb. 14 at Albany Medical Center Hospital in Albany.

Mr. Becker was a graduate of City College of New York and received his doctor of law degree at St. John's School of Law in Brooklyn. He then went to work for the State Civil Service Dept. He had been employed by the Law Dept. for five years.

For many years, Mr. Becker was active in CSEA, on a chap-



THEODORE BECKER

ter and Statewide level. He served on the Board of Directors as representative from the Civil Service Dept. and was chairman of many important CSEA committees.

Mr. Becker is survived by his wife Celia; a son, Lawrence Becker of New York City, and a brother, George Becker of Yonkers.

Funeral services were held from the Temple Beth Emeth in Albany, with a private burial.

Grant To Roswell Aimed At Cancer

A \$706 supplementary grant was recently awarded Dr. Charles E. Wenner of the staff at Roswell Park Memorial Institute, who is researching molecular cell

Present New Plan On Career Ladder For Nurse Titles

ALBANY—The Civil Service Employees Assn. has submitted a counter-proposal for a new career for State employees in the nursing services series, according to Bernard J. Ryan, CSEA collective bargaining specialist.

"The State's original proposal did not fill even the minimum requirements for a workable and forward-looking career ladder in CSEA's opinion," Ryan said.

Ryan and the members of the career ladder negotiations team met Feb. 18 with representatives from the Department of Mental Hygiene, headed by John McKenna, director of personnel, at which CSEA presented its counter-proposal and discussed its objectives.

"What we tried to get across to the department," asserted the CSEA aide, "was that our counter-proposal, in addition to bettering the nurses' lot, will improve the function of the nursing series to provide a more workable vehicle for innovation, and encourage better patient care as well."

"There are two major facets to CSEA's career ladder proposal. The first is the creation of more steps within the nursing series, which provides more room for both promotion and specialization, and which will provide incentive for further and/or special education for nurses already in the series. At the same time, it will protect incumbents who have long years of service in their nursing fields.

"The new jobs and job titles in the proposal will broaden the base of the nursing series and build a more comprehensive structure for the service. CSEA feels that it will give nursing its rightful place alongside the other disciplines with the patient care concept."

Ryan said that another meeting with the department is scheduled in the near future.

Commerce Negotiators Set Meeting

ALBANY — The Civil Service Employees Assn.'s Dept. of Commerce negotiating team will soon meet for discussion and outlining of proposals for the upcoming negotiations with the Department.

"We need the help of every Department of Commerce employee," said Emil Spiak, chairman of the CSEA negotiating team. "Our aim is to present a list of demands that represents a real cross-section of employee needs and wants, and for this we must hear from the individual employees."

Proposals for the list of demands should be sent to Bernard J. Ryan, CSEA collective bargaining specialist who is assisting the team, at CSEA Headquarters, 33 Elk St., Albany 12207.

Other members of the negotiating team are David Caplan, Joyce O'Brien and Joseph Kutey, of Albany, and Thomas Higgins and Benjamin Weiss, both of New York City.

Nassau Chapter Sponsors Course In Labor Relations

MINEOLA — Another evening study course in labor relations has been started by the Nassau chapter, Civil Service Employees Assn., with the help of the State University at Farmingdale.

The chapter will underwrite costs of tuition for officers and directors, and will pay half the tuition for any students from the units. The cost to the student will be \$20.

Chapter president Irving Flaumenbaum said more than 40 persons had been enrolled in the course which got under way on Feb. 16 at the Farmingdale campus. Two years ago, the chapter fostered a similar course.

Flaumenbaum said the course, which was arranged by Professor George Roukis, would delve deeper than the earlier course.

"This is an important project for CSEA," Flaumenbaum asserted. "Labor-management relations, negotiation techniques, legal aspects are all becoming more sophisticated, and our organization means to keep abreast."

differences to improve the chemical therapy of patients having cancer. The U. S. Public Health Service issued the grant.

Buy U.S. Bonds

First Local Teaching Group

(Continued from Page 1)

Currently represented by the Goshen Teachers Assn., an affiliate of the New York State Teachers Assn., the teachers began their drive to seek representation under the CSEA banner several weeks ago and have met several times with CSEA officials, including president Theodore C. Wenzl.

Wenzl told the teachers that

Syracuse Vote

(Continued from Page 1)

resent them in negotiations for a work contract.

The Civil Service Employees Assn., top contender for the employees' votes, reported that 37 different schools are involved in the election. CSEA's rival is the New York State Teachers Association (NYSTA), an organization which represents teachers.

Ballots were mailed Feb. 18 to the employees.

CSEA Statewide president Theodore C. Wenzl predicted victory for CSEA: "CSEA is the only union which offers non-teaching school employees full membership and full voting privileges in their own union," he said. "NYSTA has said that the Syracuse aides could have 'associate membership' and could not have voting privileges. What's more, NYSTA does not have a field staff to help the employees in negotiations. CSEA, however, provides a field representative to every unit we represent, for assistance at the bargaining table—and after all, bargaining is the name of the game.

"I think the choice is clear and simple, and I am sure that the non-teaching employees in Syracuse will agree—CSEA all the way!"

the 200,000-member organization that he leads "is the best equipped to handle their problems—be it a grievance, a court case or a negotiated contract." Wenzl also said that the CSEA specializes in providing personalized services to each grouping of employees within the CSEA structure.

"CSEA provides collective bargaining specialists, field representatives who live in the area and regional attorneys, in addition to a support force of technicians and professionals involved in research, collective bargaining, public relations and other services operated in Albany," he noted.

CSEA already has filed a petition with the State Public Employment Relations Board to decertify the Goshen Teachers Assn. as the bargaining representative and has submitted the necessary signed membership-designation cards to support its position.

PERB has scheduled a hearing for Feb. 23; CSEA is optimistic that an election to determine whether the teachers want CSEA or the GTA as their bargaining agent will be held at the soonest possible date.

Andrew Kujowski, a high school teacher, has been appointed as temporary chairman of the CSEA unit. At the soonest date, Kujowski will appoint a nominating committee to prepare a slate of officers; a representation election committee to coordinate the upcoming election, and another committee of teachers to prepare demands for negotiations which would naturally follow the election and certification of a bargaining agent.

CSEA To Challenge AFSCME In Vote

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panded in the near future to include representatives of all major titles in the Security Unit.

Another meeting of the group is planned for early April, in Albany, when the committee will elect a chairman.

Members of the ad hoc committee are Maynard Gardner, Correction, Sananac; Cornelius Rush, Correction, Fishkill; Dennis Renahan, Correction, Auburn; Charles Knissin, Institution Safety, Homer; Gerald Brown, Security, Oswego; Buford Jackson, Institution Safety, Pauling; Joseph Davis, Institution Safety, Brooklyn; Theodore Brooks, Security, Solva; J. J. Umpsteter, Security, New Hartford; Charles Cayton, Security, Beacon; William Rupp, Park Police, Hauppauge; Jack Getten, Security, Albany; Robert Woodhouse, Correction, Ellenville; John Mahoney, Security, Medina; Clyde Miller, Security, Dannemora, and Paul Kriegel, Correction, Attica.

CSEA staff members attending the meeting included Mrs. Mary Lasuk, assistant to the president, and Marilyn Jackson, public relations associate.