

# Civil Service LEADER

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City Chapter Workshop

See Page 9

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# CHAPTER HEADS GET FINAL STRIKE DATA



Joseph D. Lochner, far left, executive director of the Civil Service Employees Assn., answers a question asked by one of the chapter presidents, seen lined up here to discuss the forthcoming CSEA statewide strike of June 16. The meeting of chapter presidents took place last week in Albany.

## Job Action Machinery Described to Leaders

ALBANY—Final instructions on a statewide strike of State employees—ordered for June 16 by the board of directors of the Civil Service Employees Assn.—were given to more than 200 local chapter presidents at a meeting here last week.

Members of the CSEA head-

quarters staff explained various operational procedures for conducting the job action, including the setting up of a strike control headquarters in Albany and in other critical areas; creation of picket committees and formats to carry the story of the public workers' plight to the public and various news media. Printed instructions for ways of conducting an effective strike were also given out.

## Mt. Vernon Shows Taylor Law Faults, Del Vecchio Says

MOUNT VERNON — "The Mt. Vernon City Administration's stand in contract talks shows that the Taylor Law is indeed a sham—a tool to be used by public employers in order to beat their employees into submission." So said Michael DelVecchio, president of the Westchester chapter, Civil Service Employees Assn., here last week.

DelVecchio was commenting on the refusal of the City to budge from their "take it or leave it" stand on contract talks. "The City sat down with CSEA, with mediators and with fact-finders but to no avail. They are adamant in their refusal to bargain in good faith and have been stalling in attempts to have super conciliation meetings scheduled," DelVecchio said.

"The City has told the Mt. Vernon unit that it feels that the super-conciliation efforts will be fruitless since it has already decided that no further offer will be made. Is this good faith?" the chapter president asked.

The chapter is expected to meet this week to decide a future course of action.

Then the local leaders took over the meeting in order to express — in the main — some strong opinions on the job action and to deplore the State's "brutal budget cutting" that made it necessary.

Some chapter presidents reported they had already had agreements from other labor unions not to cross CSEA picket lines and in areas where State hospital firings were very high.

(Continued on Page 14)

## Gowanda Merchants Create 2-Hour Ghost Town Over State Hospital Firings

(From Leader Correspondent)

GOWANDA—This sleepy Cattaraugus County community of 3,200 has collectively roared like a lion against the State budget cuts that resulted in 198 dismissals from Gowanda State Hospital.

On the day the layoffs took effect:

A mass demonstration was conducted outside the hospital with hundreds taking part and marching peacefully—with black ribbons on their uniforms—in sorrow of the jobless.

The merchants of community, upset with the method the State used in firing employees, closed their shops for two symbolic

(Continued on Page 3)

ALBANY — Thirteen Republican assemblymen have filed a bill encouraged and supported by the Civil Service Employees Assn. which calls for a more equitable system of handling the austerity-caused firings of State employees.

## Solons Seek Change In Layoffs Procedure; Ask Greater Equity

Under the terms of the bill, the State would be prevented from hitting hard at certain State institutions and agencies in the employee cutbacks, and leaving others untouched, and would be required to make all State agencies and all units of

State departments share equally in job cutbacks.

The bill also calls for safeguards for senior employees, sharing job titles common to all departments, in providing that senior employees could be shift-

(Continued on Page 16)

*Don't Repeat This!*

## Duryea Puts Imprint On '72 Legislature—Moves Front Stage

AS predicted by many of the most perceptive political observers in Albany, Assembly Speaker Perry B. Duryea, Jr., emerged during the legislative session as a political star of the first magnitude. The accomplishments and failures of the Session will be long debated, and the passions stirred by legislative controversy will long

(Continued on Page 11)



# 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.

## Facing The Inevitable Future

NOT TOO MANY people, even the thoughtful ones, have pondered the future of today's youth who, in the not-too-distant future, will have to take over the running of American business and government.

**DIFFICULT AS** it is to most of our civil service readers, try to imagine some of these long-haired, way-out kids taking over where you leave off.

**BUT THAT'S JUST** about what's going to happen, like it or not.

**ONE WHO HAS GIVEN** considerable thought to the problem is Dr. Thomas F. Stroh, associate professor in the College of Business and Public Administration at Florida Atlantic University.

**DR. STROH IS** so concerned with the dilemma that he wrote a book about the total problem—"Managing the New Generation in Business" (McGraw-Hill Book Company: \$8.95).

**THE AUTHOR** wastes no time in sounding a warning in the first lines of his preface:

"WHEN MEMBERS of the new generation enter the establishments of business, industry, associations, government and education, they pose a real threat of change to the establishments.

"PARADOXICALLY, they also offer hope for betterment of both establishments and the managers and executives who now run them."

**DR. STROH** holds no brief for the actions of some of the younger generation. Nor does he defend the establishment, which, he says, "may use archaic traditional management principles and therefore be doomed to stifle its own growth."

**DR. STROH'S** book tries to bridge the gap between the young and the old by showing the manager in business, industry,

government and education how to select, train and utilize the talents of these young people who seem to have such different values.

**DR. STROH** emphasizes that what young people want most today is a challenge—"a challenge to solve problems which have not been solved by prior generations or to which more appropriate solutions can be found. Many of these young people need guided experience to become mature and truly productive in our society."

**THE URGENCY** of bridging this gap between young and old is another theme of Dr. Stroh's. He reports a shortage of managers now and through the seventies, "which will not ease before 1980."

**MANY OF THE** management principles Dr. Stroh sets forth in dealing with the new generation are not new.

**BUT HE DOES** call for changes to meet the challenges of dealing with the young men and women who bring "a new social consciousness to business and a worldwide perspective which will be sorely needed in the 1970s. Our young people can help solve many of our business problems, and they should be most welcome."

**OF COURSE,** there will be other books on the subject and all will shed some light on this special problem. Civil service executives would do well to keep up with the new literature to be certain they have as many answers as possible in this very important area.

## Seneca County Chap. Wins 2 Grievance

WATERLOO—The Seneca County chapter of the Civil Service Employees Assn. has won arbitration proceedings on behalf of two Seneca chapter units.

Dr. Irving Markowitz, who arbitrated the dispute between 12 employees of the school lunch department of Seneca Falls School and the school administration, ordered the school to place the employees on the salary step due them in accordance with their number of years of service. The award amounted to \$1,500. CSEA had claimed that the workers were placed on the wrong step, but school officials refused to consider the case, forcing CSEA to request arbitration.

The second case involved a contract violation in the non-negotiated salary reduction of the Seneca County Commissioner of Jurors. The County Board of Supervisors voted to reduce the salary by \$1,000. CSEA filed a grievance on the grounds that this job is included in the Seneca County bargaining unit.

Mrs. Jean McKelvy, arbitrator in the case, ruled that CSEA's claims were justified, and ordered the County to reinstate the commissioner's salary and also reimburse him for all losses suffered.

Seneca County chapter president Arthur Burdin said the chapter was "very pleased with the results of both cases. The unit presidents, Mrs. Carol Soper of the Seneca Falls School unit, and Mrs. Susan Beach of the Seneca County employees unit, have both done a fine job for the members involved."

Both grievances were arbitrated by the American Arbitration Assn.

CSEA regional attorney James Hancock and field representative Lee Frank assisted in both cases.

## On The Waterfront

Joseph Kaitz of Cedarhurst has been reappointed by Governor Rockefeller as a member of the Waterfront Commission of New York Harbor for a new term ending in 1974. The Commission of two members, one each appointed by the Governors of New York and New Jersey, is a body corporate and politic.

## Inside Fire Lines



by Michael J. Maye

President, Uniformed Firefighters Assn.

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

## Men Who DO Their Jobs

**THE DAILY NEWS** "Inquiring Photographer" on June 1 quoted the Most Reverend Fulton J. Sheen, Bishop Emeritus of Rochester, as calling the mood in America today as anti-moral, anti-authority and anti-church. Five out of the six who were asked for their opinion disagreed, feeling that what was needed was better leadership.

**AS FIREFIGHTERS,** we work in every borough of this great city, rolling through its 6,000 miles of streets, inspecting more than one million buildings, which range in age from brand-new skyscrapers to landmarks more than 200 years old; helping people under every circumstance imaginable, sometimes at the cost of our own lives.

**TO FIND,** at a time like this, that the firefighter, who constitutes the City's first line of defense, is being assaulted, abused and harassed in increasing numbers for no reason that makes any sense at all, makes one tend to agree with Bishop Sheen. We are living in a time of anti-something-or-other.

**THE PEOPLE** who answered this question—it would seem—are also right. Certainly, leadership is needed at all levels. The question that might well be asked is: **What kind of leadership and would we support it?**

1. Are we looking for leadership dedicated to a cause, to a fight—or one that would be all things to all men at all times?

2. Is leadership to be guided by the advice of those who also are elected by the voters—or the people who scream the loudest?

3. Does buck-passing stop at the leadership, or does leadership pass the buck back to the people and ask what do you want me to do?

**THE POINT:** What gets things done? What is leadership? When Whitney Young was asked this, he said, "I suppose I could get off the train at 125th St. any time of the day and start hollering and promising the world; gather a crowd around me that would probably applaud my every word, but I would rather stay on that train, go down to my office and work to do the job for my people."

**AS A FIREFIGHTER** I believe in this quality of leadership. I have seen probies follow senior firefighters into infernos where angels might fear to tread because they believed. I have seen men fall on their faces trying to make a room, a hall, a crib—only to have a brother jump over him and try to finish the job.

**THESE ARE** the things you will never read about in your Monday morning newspaper and this generation might take note: Men who have faith in their leadership are willing to follow it to their graves. The proof—there are 11,000 firefighters protecting 11 million people in this city, the biggest, busiest and safest—firewise—in the world.

## Slotted For Wassaic

Mrs. Myra Stannard Penny of Brewster has been reappointed by Governor Rockefeller as a member of the Board of Visitors of Wassaic State School. Mrs. Penny would continue service on the unsalaried Board until 1977.

## INFANT HOMES NEEDED

Can you take a baby into your family? Infants and toddlers, especially black and interracial children, need foster parents and/or adoptive homes. Telephone or write the Children's Aid Society, Child Adoption Service, 150 East 45th Street, New York, N. Y. 10017. Tel.: 212-MU 2-9040, Ext. 285.

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# Gowanda Creates A 'Ghost Town' Protest On State Job Losses

(Continued from Page 1)

hours during the demonstration and converted the bustling business district into a ghost town. In the window of each shop was a sign that read: "Closed in support of State hospital demonstration to protest unfair methods of layoffs."

The clergy also took part, tolling church bells at noon and marching with the demonstrators.

The town fathers also lent their support and agreed to pass a proclamation supporting the demonstration and protesting the State's tactics.

The dismissed personnel include 68 in support services, such as cooks, engineers, firemen, steamfitters, plumbers, plasterers, chauffeurs, electricians, painters and food service personnel.

Also discharged were 18 supervising nurses, head nurses and regular nurses, 130 attendants of all grades, a psychologist, a stenographer and an occupational therapist.

The dismissals cut the work force at the hospital to 1,225 workers to care for 1,580 patients. Before the layoffs and the State job freeze, the hospital had 1,580 employees.

## Wasted Money

One employee at the demonstration complained: "The hospital, just last year, spent \$10,000 for a new greenhouse that we must now close." Another man said: "We think there could have been other ways to work the discharges—this destroys the Civil Service Merit System."

A hospital spokesman said the demonstration did not affect ward service. "All wards were covered and the employees demonstrated on their time, not at taxpayers' expense," he observed.

The entire north section of the hospital grounds now stand empty and silent, and the old, but well-maintained buildings are locked.

Dr. J. Rotherty Haight, hospital director, said: "No one is allowed around these buildings. These buildings are out-of-service. And the hospital constabulary questions anybody not authorized to be near them."

## Mayor's Proclamation

In the proclamation issued for the demonstration, Gowanda Mayor Donald N. Lazar said: "Whereas the Legislature of the State of New York has seen fit to curtail and reduce the 1971 budget . . . and whereas said curtailment of the budget has caused the termination of service of 198 men and women at Gowanda State Hospital, and which termination was indiscriminate and unreasonable, without regard to the rights of said employee, now, I, Donald N. Lazar, mayor of Gowanda, do hereby proclaim Wednesday, June 2, 1971, as Demonstration Day for such unfair practice on the part of the State of New York, and do hereby support the CSEA in its efforts to restore such jobs."

The demonstration and the community involvement was the brainchild of the State Hospital's Civil Service Employees Assn. chapter, headed by Maye Bull, a no-nonsense retired nurse with a friendly aura and if needed, a biting tongue.

It was worked out in a meeting in Buffalo among representatives of CSEA chapters in all Mental Hygiene Dept. facilities in Western New York—Gowanda State, Buffalo State Hospital, the West



The streets of Gowanda are empty as merchants closed their shops for two hours last week as a sign of protest over extensive firings at Gowanda State Hospital. The sign in the center was surrounded by a funeral wreath.

Seneca State School and the J.N. Adam Memorial Hospital, a branch of West Seneca in Perrysburg.

Robert Guild, CSEA collective bargaining specialist from Albany and William McGowan, CSEA's Western New York Mental Hygiene representative, also attended with Thomas B. Christy, CSEA field representative.

Miss Bull and Christy then met two nights later in a special meeting with the Gowanda merchants. After their presentation, the merchants voted privately to support the demonstration by closing their businesses for two hours, displaying the posters explaining the closings, and dis-

tributing handbills to customers citing particular layoffs that meant hardship to State employees.

Victor E. Neu, strike committee chairman of the Gowanda CSEA chapter, meanwhile, was kept busy organizing outraged CSEA members for a concentrated job action June 16.

He said the demonstration two weeks before the job action was "to make Gowanda look like the ghost town it would be if the hospital was lost to it."

Miss Bull agreed. "We're going to make Gowanda look like a ghost town," she said before the demonstration. "We're doing that," she added,

because that's what Gowanda will become with all the firings."

Although the State-mandated firings lopped off 198 of the hospital's 1,400 workforce, CSEA chapter officials feel the State might cut back to 500 the number of employees in the hospital.

"This is just the beginning unless we do something," Miss Bull said.

## Retirement Hurt

Neu said the CSEA and the merchants were angry in particular about dismissals of CSEA members near retirement.

With only 2½ years to go as a 25-year employee, one supervisory nurse who went to college to qualify for promotion now is

out of a job, Neu said.

Also, Neu said, the list includes family men—"one with five children, a veteran, a real good man,"—and "disabled veterans they've let go."

Theodore F. Campbell, chairman of the retail division of the Gowanda Chamber of Commerce, explained the reasons behind the merchants' backing of the protest:

"We, as employers could not fire our employees the way the State has. We would be taken into court for unfair labor practices. We, as business and industry people, feel the employees have been victims of unfair methods."

## Wenzl Urges Boycott Of Shuttle Buses

ALBANY — The Civil Service Employees Assn. has come out in support of the Amalgamated Transit Worker's union protest against the State's use of a non-union bus line to transport State workers from a parking lot on the outskirts of Albany to their places of employment downtown.

CSEA president Theodore C. Wenzl released the contents of a letter sent to the Office of General Services Commissioner, Major Gen. Almerin C. O'Hara, in which he said he would "urge CSEA members not to use these

(Continued on Page 16)

## Installation Next Week Syracuse Chapter Slates Nominated

SYRACUSE—The Syracuse chapter of the Civil Service Employees Assn. nominated candidates for 1971-72 and will hold an installation dinner at Castaways, June 18.

Chairman Richard Bersani, Department of Taxation and Finance, announced the rules for selecting and nominating candidates. The following slate was nominated:

**President:** Richard Cleary, Transportation (incumbent), and Kenneth Osterhout, Taxation and Finance.

**First Vice-President:** Lawrence Colell, Transportation, and Don-

(Continued on Page 14)

## Katz Assumes Mid-Hudson Chap. Reins

NEWBURGH — Seymour Katz, an employment interviewer here, was elected president of the Mid-Hudson chapter of Civil Service Employees Assn. He succeeds Harold A. Herbert.

Others who won include include Dolly Kohler, vice-president; Gertrude Herrstadt, secretary; Fredric Freer, treasurer; Donald Oakes, councilman, Dutchess County; Gino Collini, councilman, Orange County; Oliver Tweedy, councilman, Ulster County.

## Flaumenbaum Reports: Nassau Bargaining Demands Ironed Out

MINEOLA—In a 4½-hour meeting, the steering and program committee of the Nassau chapter, Civil Service Employees Assn., last week hammered out a large part of the program for upcoming negotiations.

"It was a very successful meeting," chapter president Irving Flaumenbaum said later. "We got most of the program together. We covered about 60 items."

The committee, which has proportional representation for all departments in the County service, agreed on improved

(Continued on Page 16)



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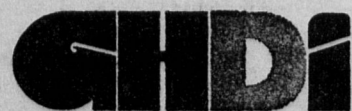


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- Are commissions payable to salesmen or brokers? GHDI pays no sales or brokerage commissions to anyone at any time.

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# FEDS UNFURL JOB ROSTER: A TO Z

In an effort to alert readers of the wide multitude of Federal job opportunities suitable for college grads, The Leader continues publication of the alphabetical "A" to "Z" roster.

There are close to 100 titles involved. Last week, the portion of the list appeared that included titles from "accountant" to "electronic technician." This week, the positions go through the title of "investigator."

Career briefs are generally listed by specific title. However, cross-reference is also made to related occupations. It is advisable to study the entire list as it is published, to make certain that you are knowledgeable about all jobs in your field of interest.

College training—without work history—qualifies you for each title given here, with special academic training indicated under "requirements" where it does pertain. Most titles will fall within the GS-5 class, requiring a bachelor's degree, whereas GS-7 appointment is generally linked to superior academic achieve-

ment.

## The Entry Center

Under "application procedures," an explanation is made of the way to apply for the areas of special interest to you. In any event, write or visit the Federal Job Information Center (weekdays and Saturdays) at 26 Federal Plaza, near Duane St. in Manhattan. The phone number is (212) 264-0422.

The career briefs of jobs available in the Metropolitan Area follow:

## Employee Relations Specialist

Requirements: A four-year course in an accredited college

or university leading to a bachelor's degree is qualifying.

**Application Procedures:** Apply under the examination announcement entitled "Federal Service Entrance Examination."

## Engineer

Requirements: For the entrance grade, four years of college study leading to a bachelor's degree with specific study in an appropriate field of engineering will qualify.

**Application Procedures:** Obtain the announcement entitled "Engineers, Scientists, and Related Professions."

## Entomologist

(Includes positions of plant pest control inspector.)

Requirements: For the en-

trance grade, the requirements are four years of college study with major study in entomology or a closely related discipline or field of the biological or physical sciences. Study must have included at least 30 semester hours in basic biological or physical sciences, with a minimum of 16 semester hours in entomology. For Plant Pest Control Inspector, four years of study with a major in biology, which included 20 semester hours in entomology, botany, plant pathology, nematology, horticulture, mycology, invertebrate zoology, or closely related subjects, or any combination thereof, will qualify.

**Application Procedures:** Obtain the examination announcement "Engineers, Scientists and Related Professions."

## Equipment Specialist

Requirements: For entry level, GS-5, four years of college which has included 12 semester hours per year of engineering or related subjects such as mathematics, physics or chemistry is required.

**Application Procedures:** No written test is required. Apply under the announcement for "Equipment Specialist."

## Estate Tax Examiner

Requirements: For entrance-level grade GS-7, successful completion of college study leading to an LL.B degree or J. D. degree requiring six full academic years of combined prelegal and legal subjects will qualify.

**Application Procedures:** Applicants must pass a written test and must qualify in a personal interview before appointment. Ask for the announcement "Estate Tax Examiner."

## Financial Institution Examiner

(Includes positions of bank examiner and savings and loan examiner.)

Requirements: Four years of college-level study in accounting, economics, banking, finance, or business administration, provided

such study included at least 12 semester hours in accounting, will qualify. A written test is required.

**Application Procedures:** Apply under the "Federal Service Entrance Examination."

## Food and Drug Inspector

Requirements: For the entrance grade, applicants may qualify with four years of college study, including at least 18 semester hours either in chemistry or the biological sciences, plus an additional 12 semester hours in one or any combination of these fields: pharmacy, physics, food science or technology, chemistry, and the biological sciences.

**Application Procedures:** A written test is required. Apply under the "Federal Service Entrance Examination."

## Food Technologist

Requirements: A full four-year course of study in a college leading to a bachelor's degree with major study in food technology, dairy technology, microbiology, biology, chemistry, physics, or a closely related discipline. This study must have included at least 30 semester hours of course work in the basic biological and physical sciences, with a minimum of 20 semester hours in food technology and closely related subjects, or 20 semester hours in subjects that can be applied directly to food technology.

**Application Procedures:** Obtain the examination announcement "Food Technologist."

## Forester

Requirements: For the entrance grade, a full four-year course leading to a bachelor's degree with major study in forestry or a closely related subject matter field will qualify. This course of study must have included at least 24 semester hours in forestry, diversified sufficiently to fall in at least four of the following specialized fields: silviculture, forest management, forest protection, forest economics, forest utilization, and re-

(Continued on Page 10)

# A HEALTHY CONCERN

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

When did you last look at your health insurance policy?

Over 160 million Americans have some form of health insurance.

It sounds great.

But.

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

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CIVIL SERVICE LEADER, Tuesday, June 8, 1971

## Oswego FSA Employees Win 5% Pay Raise

OSWEGO — Employees of the Faculty-Student Assn. at the State University College at Oswego will receive a pay raise beginning July 1, 1971, as well as a shift differential, as a result of negotiations between the Civil Service Employees Assn. and the FSA administration.

Negotiating on a wage reopener for the second year of the two-year contract currently covering Oswego FSA employees, CSEA has won a six percent increase for salaried employees effective July 1.

Hourly employees will get a 13-cents-an-hour pay boost for the first 30 weeks of the 40-week year, and another one-cent raise for the last 10 weeks.

Also included in the new agreement is a 10-cents-an-hour shift differential for employees who work a majority of their hours between 6 p.m. and 6 a.m.

Roger Kane, field representative in CSEA's Central Conference area who assisted the CSEA negotiating team, said that the team deserves "high praise for their performance in the bargaining talks. In particular, I would like to commend Jack Haynes, chairman of the CSEA team and president of the CSEA chapter at Oswego."

## Announce Results Of Kings Park SH Chapter Election

KINGS PARK — Joseph Aiello was the victor for reelection to the presidency of the Kings Park State Hospital chapter, Civil Service Employees Assn., official elections returns indicated. John Cuneo, also unopposed, was returned to office as first vice-president.

In the contested races for the four second vice-presidential spots, Herbert Haubiel, Alfred

(Continued on Page 15)

## 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.

## Freeze On Teacher Sabbaticals

ON APRIL 12, 1971, a new title was added to Article 5 of the Civil Service Law—"Title D." It contains one section (section 82) which has four subdivisions. This is one of the most incredible pieces of legislation to come along in years. In 1967, the Taylor Law was enacted; this law gave public employees the right to negotiate with their public employers concerning wages, hours and other terms and conditions of employment. What does section 82 of the Civil Service Law do? It is very simple.

SECTION 82 places a one-year moratorium on the granting of sabbatical leaves with pay to teachers and paid leaves to other employees. It says that for a period of one year, commencing July 1, 1971, no "leave of absence" or "sabbatical leave authorized by law, or any leave of absence or sabbatical leave of absence" shall be granted to any public officer or employee. The new law defines leave of absence or sabbatical leave of absence as "any period during which an employee is away from his employment for more than one week at a time where such employee is receiving all or a portion of his regular compensation." The following periods are specifically excluded: any regular vacation period, any sabbatical leave of absence granted without compensation.

THE MORE ONE contemplates this legislation, the more one is amazed by the far-reaching effect it has. Not only does it fly in the face of the entire negotiation process, but it opens the door for the Legislature to impair even further the integrity of the system of collective negotiations that the Taylor Law sought to develop. If our State Senators and Assemblymen want to save the taxpayers' money, they should do something meaningful.

BUT TO TAKE a potshot at sabbatical and other leaves for a year is meaningless. The contracts between school districts and teachers concerning such leaves for the most part make the granting of sabbaticals discretionary. They must be for an approved purpose, and there is generally a limitation on the number of teachers that can be granted a leave in any one year—usually a very small percentage of the number of teachers in the district.

UPON CLOSER examination, however, it becomes evident that there are other areas of public employment affected by this new statute.

IN LAST WEEK'S article, leaves of absence for attending Summer military training was discussed. It was pointed out that an employee can receive his full salary for as many as 30 days even though he is absent on military duty. It appears that unless such leave with pay is locked into a contract covering the period of July 1, 1971, to June 30, 1972, it will be wiped out by section 82 of the Civil Service Law. The intention to repeal other statutes seems manifestly clear in section 82.2. "Notwithstanding any general, special or local law to the contrary," no leaves of absence or sabbatical leaves of absence may be granted between July 1, 1971, and June 30, 1972. There are certain exceptions to the broad no-leave rule, and anyone who is interested should check the statute itself. (Ch. 124, L. 1971.)

ANOTHER AREA of concern is leaves of absence to attend graduate schools under provisions of the Social Welfare Law, which has provided much needed upgrading and professionalism in the area of casework.

THERE IS NO telling how far or wide the ripples of this "small" piece of legislation will spread, but the door is now open for the Legislature to pass this type of regressive bill under the cloak of economy.

## Under Pisani's Measure

## Orphans Of Slain Policemen Would Receive Paid Tuition

The children of police officers killed in line of duty by hostile action would be granted free education up to and including the college level at public expense under a bill introduced recently by the Assembly Rules Committee at the request of Assemblyman Joseph R. Pisani (R-Westchester). The proposal would provide or-

phaned children of murdered law enforcement officers with (Continued on Page 15)

## Asking For Trouble

THE City of Mount Vernon could very well become the cause for the repeal of the Taylor Law.

The law calls upon public employers and employees to work together in complete harmony to settle contract terms. Both sides are bound to act in good faith.

However, the City has refused to budge from its "take it or leave it" position since negotiations—if they can be called that—were inaugurated.

Mediation talks failed to move the administration. Neither did fact-finding. A super conciliator appointed by PERB finally, after numerous refusals on the part of the City, won a meeting between both sides which is scheduled for this week.

However, the City has indicated that it would be to no avail; it had made its decision and would offer no more.

The Civil Service Employees Assn. unit in the City had agreed to accept reduced terms from its demands following a fact-finder's report but the City went back to its "take it or leave it" position.

Perhaps some good will come from the super conciliation session, but at the present time it looks doubtful.

By making such a sham of negotiations, the City of Mount Vernon may not only have sounded the beginning of the end for the Taylor Law, but laid the basis for total chaos in its labor relations.

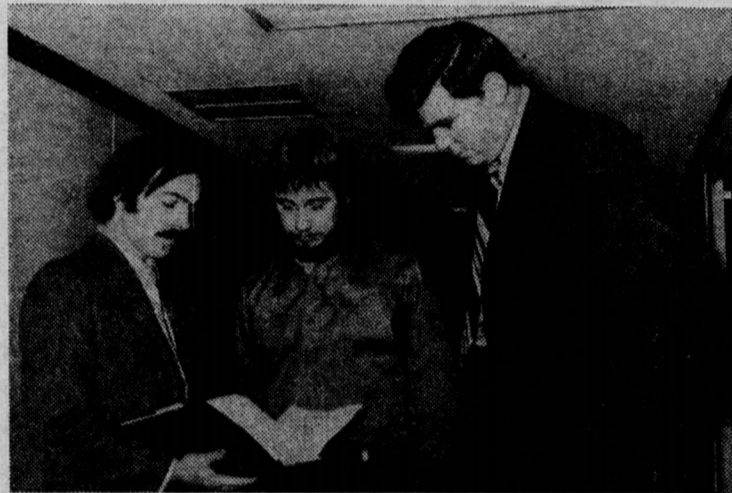
State employees are preparing right now to go on strike. It can happen in Mt. Vernon just as easily.

## CSEA Fights For Right To Wear Long Hair

ALBANY — The New York State Civil Service Law is supposed to protect present and potential State employees from discrimination of any sort. This very premise is now being tested by the Civil Service Employees Assn. and a bearded young man, Bernard LeFrancois.

LeFrancois, a grade 5 account clerk in the State Dept. of Audit and Control, came to CSEA last November when he allegedly was discriminated against for a promotion. He was told by an interviewer, he said, that despite his good performance ratings, competent work and good attendance record, and despite the fact that he was the best qualified of all interviewees for the promotion, he would not get the job because of his personal appearance. LeFrancois wears long hair and a beard. The job was not filled.

CSEA took the grievance through normal steps and was turned down recently when a department hearing officer ruled that this was not a case of discrimination. CSEA has appealed to the State Grievance Appeals



Bernard LeFrancois, center, discusses strategy for his grievance case, charging the State with discrimination in promotions because of personal appearance with Tom Linden, left, collective negotiating specialist for the Civil Service Employees Assn., and Rex Trobridge, CSEA field representative.

Board, has had a hearing, and is awaiting its ruling.

"The only reasons for LeFrancois' not getting the promotion," a union spokesman said, "ap-

pears to be the fact that his appearance does not conform to that of the majority of employees. This is discrimination in its most simple form."



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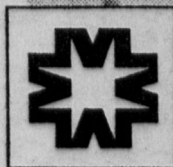
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# Onondaga Chap. Charges Syracuse Mayor With Harassment Of Aides

(From Leader Correspondent)

SYRACUSE—Onondaga chapter, Civil Service Employees Assn., has filed charges of harassment and refusing to meet with a recognized bargaining agent against Syracuse Mayor Lee Alexander.

The charges were filed with the State Public Employee Relations Board by CSEA field representative Lee Frank.

In the statement filed with PERB, the CSEA chapter accused the Mayor of using harassment, coercion and abusive language against a chapter president, Andrew H. Placito Jr., the City Employees unit president, Leona Appel and the Library employees unit president, Sue Smith.

The harassing incident allegedly happened after Mayor Alexander asked the chapter to contribute funds toward the cost of his going on television to explain what he terms the City's "budget crisis."

Frank said the chapter officers refused the funds.

The CSEA representative said the Mayor has refused repeatedly to meet with chapter representatives and himself to discuss Alexander's plan to lay off some 800 City employees because of lack of funds.

He said he has telephoned the Mayor a number of times, but has been unable to reach him.

On May 24, Frank explained, he phoned the Mayor's office. First he was put on hold, Frank said. Later, he was transferred to Paul Bringewatt, City budget director. He was told, Frank said,

that the Mayor was on a long distance telephone call and couldn't talk.

The CSEA representative said that later that day, he sent the Mayor a telegram asking for a May 26 meeting. He never received a reply, Frank said.

Alexander has denied the harassment charge and said he did not respond to Frank's telegram. He claims he told the CSEA representative he had to be in Albany on May 26 and so could not talk with him.

Frank said he did not receive this reply.

The next step is up to PERB. In such cases, Frank said, PERB calls a formal hearing to take testimony, then rules on the charges. If the charges are substantiated, PERB can reprimand the Mayor, as well as direct him to meet with the CSEA officials for the discussions.

## Guarino Elected By Erie Social Serv. Unit

BUFFALO—The Social Services Unit of the Erie County Chapter of the Civil Service Employees Assn. has elected Charles Guarino president.

Other officers elected include David Reeves, vice president; Mrs. Diane Brown, secretary, and Allen Shanks, treasurer.



**CREEDMORE OFFICERS** — Eyes focus left toward the installing officer, Irving Flaumenbaum, first vice-president of the State-wide Civil Service Employees Assn., as he administers the oath to incoming officers of the Creedmore State Hospital chapter. Facing Flaumen-

baum are, left to right: Terry Dawson, chapter president; Dorothy King, first vice-president; Clinton Thomas, second vice-president; Kathleen Harlow, treasurer; Jean Tomborello, corresponding secretary, and Lawrence Perry, chapter delegate.

# Binghamton Hospital Chapter Saves Jobs For 5 Members

BINGHAMTON—Binghamton State Hospital chapter of the Civil Service Employees Assn. has succeeded in preventing the firing of five of 30 employees whose jobs were to have been terminated on June 2. The five were notified of their retention, according to State Hospital chapter president Leo Weingartner following a State Employee Relations Board hearing in Albany late last week.

The Binghamton State Hospital chapter had objected in behalf of the employees, contending that the State Hospital administration personnel had not followed seniority provisions contained in the contract in the selection of persons dismissed under the State's 7.7 billion dollar austerity cut.

Weingartner said that several cases have come to light in which personnel have been cited for dismissal who have more seniority than other staff members fulfilling similar duties who were retained. Binghamton Hospital chapter officers had met earlier with CSEA attorney William Night to consider filing an injunction demanding that the Hospital administration show cause why the seniority provisions of the contract had not been followed. The measure had been prepared, but was held in abeyance pending the outcome of the appeal. Weingartner said several other cases involving similar situations are now being reviewed and the decision of those cases is expected soon.

Some 25 of the 30 employees to have been dismissed were re-

leased as scheduled despite efforts to block their dismissal. Weingartner said five other employees have gotten their three-weeks termination notices as of June 2. (These last five are being released instead of the five who are being retained.)

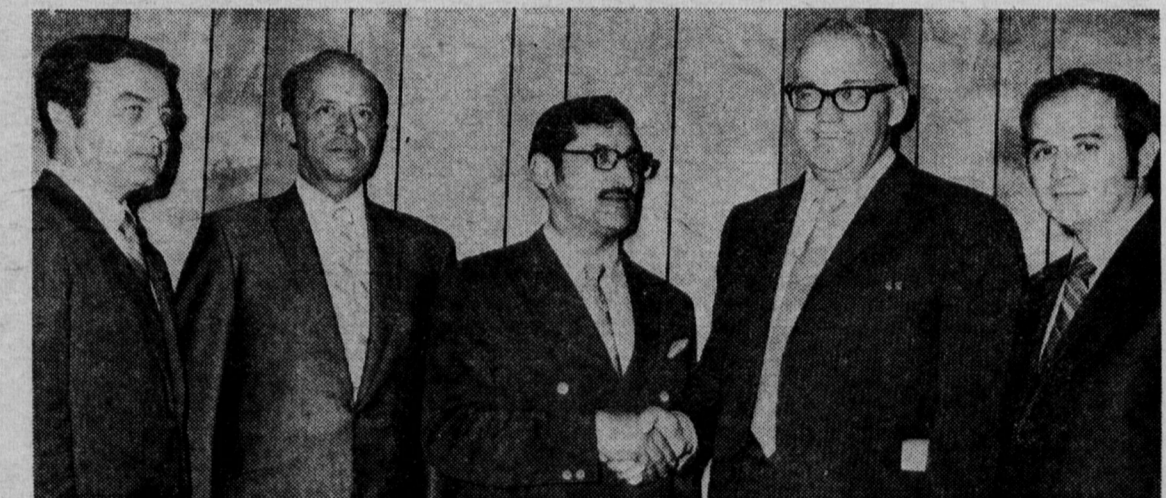
Under State-mandated-economy measures the Binghamton State Hospital Child Care Unit recently completed the transfer of all 46 mentally and emotionally disturbed children ranging in age from six years old and up to other facilities.

Weingartner said the economy situation has also eliminated the availability of in-service medical treatment through the Hospital's Dispensary, which had been viewed by many employees as a valuable fringe benefit for many years.

Weingartner has called a general membership meeting for Tuesday, June 8, at Danceland in Kirkwood, to discuss possible job action. Weingartner went to Albany last week to meet with CSEA Headquarters officials to discuss job action and the chapter's role.



**J. N. ADAM PACT** — Taking part in the contract signing between officials of J. N. Adam Memorial Hospital in Perrysburg and the Civil Service Employees Assn. are, seated from left, Mrs. Ine Howard, representing institutional unit; Robert DeNoon, hospital personnel officer; John Keller, CSEA chapter president; Mrs. Bonnie Lonzalaco, PS&T unit representative; Samuel Romandi, representing operational unit, and, standing, Lynn Stelle, left, assistant personnel officer, and Thomas B. Christy, CSEA field representative. Not present at the signing due to illness was Mrs. Norma Pine, administrative unit representative. It was the first contract between the hospital and CSEA.



**HERKIMER DINNER-DANCE** — Officials and staff of the Civil Service Employees Assn. attending the first annual dinner dance of the Herkimer County chapter of CSEA, congratulate Michael Sweet, center, chapter president, of the chapter's success. From left are Joseph

J. Dolan Jr., CSEA director of local government affairs; F. John Gallagher, Statewide CSEA treasurer; Sweet; Richard Tarmey, CSEA fourth vice-president, and Frank Martello, field representative. Approximately 150 members attended. Herkimer attorney George Amy was toastmaster. Dinner chairman was Dorothy O'Brien.

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# Honors, Ideas & Concern At City Chapter Workshop

Honors and ideas were abundant at the annual Concord Hotel workshop of the New York City chapter

of the Civil Service Employees Assn. last week. The honors went to Conference presidents, cited by the chapter, and to the new officers of the chapter, who took

the oath of office from Paul Kyer, editor of *The Leader*.

The ideas sprouted from two major panel discussions. One on insurance, retirement and health programs and another conducted by the CSEA committee studying the restructuring of the Employees Association.

Some very lively discussions came during the restructuring session. "It's wonderful how con-

troversial—in the right sense—this plan to organize the Association has become with the membership," said A. Victor Costa, chairman of the committee.

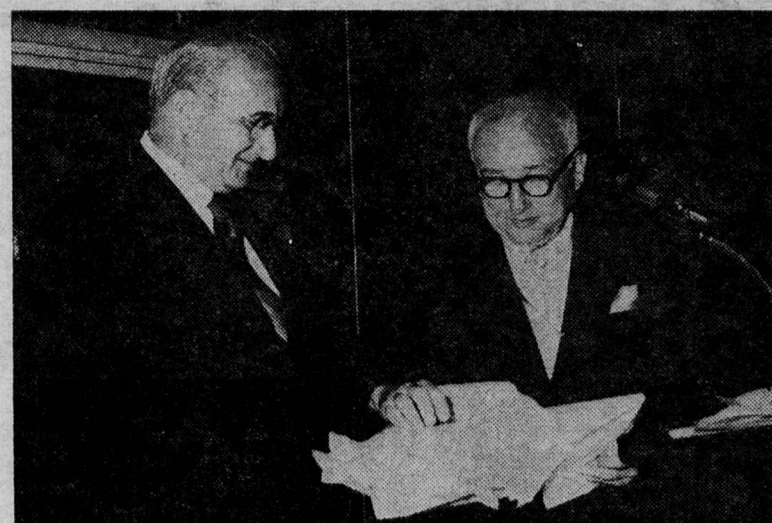
Costa said that the proposal had stirred up many good ideas on deeper involvement in the operations of the organization on a local level, although some proposals were so opposite as to

cancel each other out.

A sober vein of thought prevailed during one of the two evenings at the Concord when Solomon Bendet, CSEA second vice president and newly re-elected chapter president, declared angrily that the evidence was growing to show how unnecessary it was to fire State employees this year. "We could

(Continued on Page 16)

CIVIL SERVICE LEADER, Tuesday, June 8, 1971



Conference presidents were the honored guests at the two-day workshop of the New York City chapter, held last week at the Concord Hotel. Solomon Bendet, chapter president, presents citations (top to bottom) to George Koch, Long Island; Charles Ecker, Central; Nicholas Puzziferri, Southern, and Randolph Jacobs, Metropolitan, with Joseph Dolan, CSEA director of local government affairs, looking on. Unable to attend were John Adamski, Western, and Ernest Wagner, Capitol.



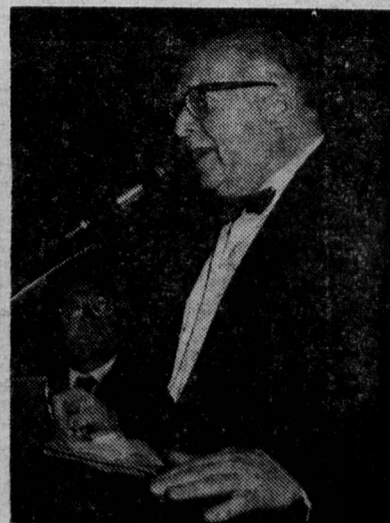
It was all smiles as Paul Kyer, at right, editor of *The Leader*, swore in the new chapter officers. They are, from left, Solomon Bendet, president; Peter O'Regan, first vice president; Mrs. Martha Owens, second vice president; Frank Sanders, third vice president; Selma Cohn, recording secretary; James J. Chiaravalle, financial secretary; Miriam Levy, corresponding secretary, and Seymour Shapiro, treasurer.



Participants in a lively panel on insurance, retirement and health programs were Bob Thomson, Ter Bush & Powell; Steve Muller, Metropolitan Life Insurance Co.; Jim Cuddy, Blue Cross-Blue Shield; Bob Muir, GHI; Ken Altman, State Retirement System; and Sam Freeman, Civil Service Department. Moderator was Seymour Shapiro.



Mrs. Dorothy McTavish, secretary, and Jack Gallagher, treasurer, were among the CSEA statewide officers, including Dr. Theodore C. Wenzl, president, who attended the affair.



Irving Flaumenbaum, CSEA first vice president, issued a call for statewide unity in the days of crisis that lie ahead for State workers.



# U.S. Career Briefs Unveiled

(Continued from Page 5)

lated studies, i.e., forest engineering, forest recreation, range management, watershed management, and wildlife management.

**Application Procedures:** Ask for the announcement entitled "Forester."

## Geodesist

**Requirements:** For the entrance grade, the requirements are completion of a four-year college course leading to a bachelor's degree in civil or electrical engineering; or in any field in which the study includes certain courses in mathematics, physics (including geophysics), geodesy, astronomy, and engineering sciences totaling at least 30 semester hours. The 30 semester hours must have included differential and integral calculus.

**Application Procedures:** No

written test is required. Ask for the "Engineers, Scientists, and Related Professions" announcement.

## Geologist

**Requirements:** For the entrance grade, four years of college study is required. This must include 30 semester hours in geology, mineralogy, petrology, paleontology, and stratigraphy; and 20 semester hours in any combination of mathematics, physics, chemistry, biological science, engineering, and pertinent related sciences such as geophysics, meteorology, hydrology, and oceanography.

**Application Procedures:** Obtain the announcement "Engineers, Scientists, and Related Professions."

## Geophysicist

**Requirements:** For the entrance grade, four years of college study is required. This must have included at least 30 semester hours in mathematics and the physical sciences. At least 20 of the 30 semester hours must be in a combination of geophysics, physics and mathematics which included a minimum of 8 semester hours in geophysics and/or physics and a minimum of eight semester hours in mathematics including differential and integral calculus.

**Application Procedures:** Ob-

tain the announcement "Engineers, Scientists and Related Professions."

## Historian

(Includes positions of diplomatic, national defense, agricultural, and park historian.)

**Requirements:** Four years of college study is qualifying. This must include 24 semester hours in history. Applicants must pass a written test. Applicants who demonstrate superior performance in the written test and in academic achievement or possess graduate study in history, political science, international law or international relations, economics, or literature may qualify for higher grades.

**Application Procedures:** File for "Federal Service Entrance Examination."

## Home Economist

(Includes positions of food specialist.)

**Requirements:** For the entrance grade, the requirements are four years of college study with major study in home economics or a closely related discipline or field of science. This course of study must have included at least 20 semester hours either in or directly applicable to one of the following fields of home economics: food science, nutrition, home management and household economics, housing and household equipment, textiles and clothing, or child and family development. A written test is required.

**Application Procedures:** Ask for the "Home Economist" announcement.

## Hospital Administrator

**Requirements:** For entrance grade GS-7, four years of college study and one year of graduate study toward a master's degree in hospital administration will qualify. An additional year of formalized hospital administrative residency or two years of graduate study (including any time spent in an administrative residency) which successfully completes all requirements for a master's degree in hospital administration, will qualify for GS-9.

**Application Procedures:** Obtain the examination announcement entitled "Federal Service Entrance Examination."

## Hydrologist

**Requirements:** For the en-

trance grade, the requirements are completion of a four-year college course leading to a bachelor's degree in hydrology, sci-

ence, or engineering. The curriculum must include one year of physics, one year of chemistry,

(Continued on Page 13)

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# Don't Repeat This!

(Continued from Page 1)

smolder, but there can be no disagreement over the fact that the legislative record bears the Duryea imprint.

During the past 12 years, Gov. Nelson A. Rockefeller was invariably the sole performer at stage center on the Albany scene. Now, in his 13th year in the Executive Chambers, the Governor discovered that Speaker Duryea is an inveterate and accomplished scene stealer. Early in the session, Duryea demonstrated that he could and would exercise a persuasive and pervasive influence over the legislature.

The critical move was made when Speaker Duryea mobilized his Assembly delegation for a direct confrontation with the Governor on the budget. Rockefeller is a master at the use of political power, yet Duryea nonetheless held his contingent in line to force a \$760 million trim in the executive budget. When the Governor found no weak spots in the solid phalanx of Duryea's Republican and Conservative contingent, he gracefully surrendered and adopted the Duryea program for Administration policy.

## Contempt For City Leaders

Duryea next flexed his muscles when he forced the City Council of New York to act affirmatively on budget proposals of Mayor John V. Lindsay before the Legislature would even discuss the Mayor's fiscal and tax programs. A reluctant City Council found that it had no alternative but to comply with Duryea's demand. Having forced the Council into a corner, Duryea proceeded to show his contempt for Mayor Lindsay and the Council by developing a fiscal program for the City that pays scant attention to the City's program. On this issue, Duryea was clearly allied with the Governor, whose antipathy towards Mayor Lindsay has become a political legend.

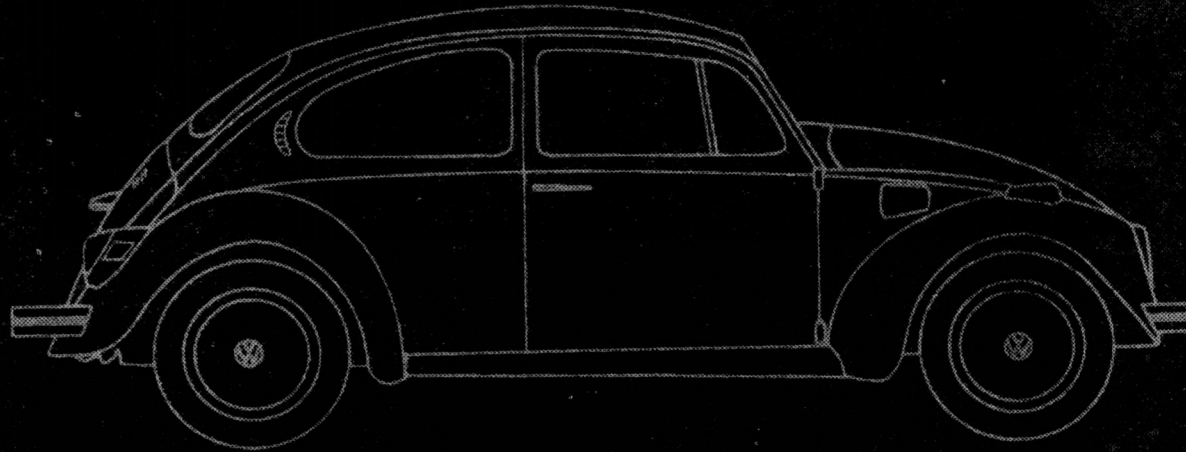
Duryea is 49, 6 foot 2, athletically built and pilots his own twin-engined plane from his home in Montauk to Albany. Even as a youngster, Duryea was interested in politics, his father having served as a State Senator and later as Conservation Commissioner in the administration of the late Gov. Thomas E. Dewey. In 1966, just six years after he was first elected to the Assembly, he led a Republican revolt against its Assembly establishment, and was installed as Assembly Minority Leader. In 1968, when the Republicans won majority control of the Assembly, Duryea became Speaker without contest.

## Promising Prospect

In view of his performance as Speaker, Duryea appears at the moment the most promising prospect for the Republican nomination for Governor in 1974. Not that he has clear sailing ahead. There is also the possibility that Rockefeller may choose to seek a fifth term, in which event Duryea would have to consider whether to undertake a primary campaign against an incumbent whose campaigning ability in the State has been demonstrated so frequently.

It is also important for Duryea's political future that the Republicans, in the election of 1972, retain control of the Assembly. Indeed, the legislative election in 1972 will at least in part serve as a public referen-

(Continued on Page 15)



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Bronx Bruckner Volkswagen, Inc.  
Bronx Jerome Volkswagen, Inc.  
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Brooklyn Economy Volkswagen, Inc.  
Brooklyn Kingsboro Motors Corp.  
Brooklyn Volkswagen of Bay Ridge, Inc.  
Buffalo Butler Volkswagen, Inc.  
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Cortland Cortland Foreign Motors  
Croton Jim McGlone Motors, Inc.  
Elmsford Howard Holmes, Inc.  
Forest Hills Luby Volkswagen, Inc.  
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Geneva Dechak Motors, Inc.  
Glen Falls Bromley Imports, Inc.  
Great Neck North Shore Volkswagen, Inc.  
Hamburg Hal Casey Motors, Inc.  
Hempstead Small Cars, Inc.  
Hicksville Walters-Donaldson, Inc.  
Hornell Suburban Motors, Inc.  
Horseheads G. C. McLeod, Inc.

Hudson Colonial Volkswagen, Inc.  
Huntington Fearn Motors, Inc.  
Inwood Volkswagen Five Towns, Inc.  
Ithaca Ripley Motor Corp.  
Jamaica Manes Volkswagen, Inc.  
Jamestown Stateside Motors, Inc.  
Johnstown Vant Volkswagen, Inc.  
Kingston Amerling Volkswagen, Inc.  
Latham Academy Motors, Inc.  
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Merrick Saker Motor Corp., Ltd.  
Middle Island Robert Weiss Volkswagen, Inc.  
Middletown Glen Volkswagen Corp.  
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Queens Village Weis Volkswagen, Inc.

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Smythtown George and Dalton Volkswagen, Inc.  
Southampton Lester Kaye Volkswagen, Inc.  
Spring Valley C. A. Haigh, Inc.  
Staten Island Staten Island Small Cars, Ltd.  
Syracuse Don Cain Volkswagen, Inc.  
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North Syracuse Finnegan Volkswagen, Inc.  
Tonawanda Granville Motors, Inc.  
Utica Martin Volkswagen, Inc.  
Valley Stream Val-Stream Volkswagen, Inc.  
Watertown Harblin Motors, Inc.  
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AUTHORIZED DEALERS



**Van Acker Is Tapped**  
Governor Rockefeller has re-named Dr. Benjamin Van Acker, III, as a member of the Fort Crailo Memorial Commission, for a term ending in 1976.

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**B Of E General Supt. Of Construction Set For Swift Entry Period**

Another brief filing period for a City promotional title has been announced: the post of general superintendent of construction. Applications will be accepted in person only from June 7 through 11.

Tenured personnel now in the job of superintendent, construction, may compete on the June 26 exam. Its content is likely to deal with supervisory techniques, construction methods and practices, inspectional procedures and personnel work assignments. A comprehensive list of the duties is found in Bulletin No. 7519.

Salary for this Board of Education post stands at \$14,350-17,150. Applicants should go to Room 216, 55 Thomas St., Manhattan, on the days specified.

**Taking A Detour**

The City Personnel Dept. has noted that 85 list notices were sent out for the job of parking enforcement specialist, Group 8. However, two failures were recorded on the physical and one on the qualifying written exam.

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**The Job Market**

By BARRY LEE COYNE

A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

The demand for Sewing Machine Operators continues with many openings for workers with any experience on men's, women's, children's garments or house furnishings, leather goods or shoes. Depending on experience, the salary range is \$70-150 a week. Some piece work and some week work... Also wanted are Sample Stitchers to work with designer or patternmaker. Any garment industry experience acceptable. The salary range is \$75-140 a week.

There is also a demand for Sewing Machine Operators using special equipment to sew buttons and buttonholes or use a slipstitch machine to set linings in ties. The salary is \$64.75-\$85 a week, mostly week work, some piece work. There are a few openings for Fur Machine Operators at \$75-110 a week... Also for Cap Machine Operators at \$75-100 per week... There are also openings for Mero Machine Operators with factory experience on power machines making knitted garments... The salary range is from \$80-95 a week... Apply at the Manhattan Apparel Industries Office, 238 West 35th St., Manhattan.

In the clerical field, Biller Typists good at figures and able to type 35 words per minute accurately, are needed at \$110-125 a week... There is a great demand for Bookkeeping Machine Operators with knowledge of bookkeeping and typing. Also knowledge of NCR or Burroughs Sensimatic machine preferred. The pay range is \$110-140 a week... Full Charge Bookkeepers with thorough experience in all phases through general ledger and trial balance are

wanted for jobs paying \$150-200 a week... Monitor Board Operators with typing ability and experienced in the operation of a No. 507 board can fill jobs paying \$100-110 a week and Plugboard Operators with experience and typing ability can get jobs paying \$100-125 a week.

Beginning Clerk Typists are wanted at \$85-100 a week and Beginning Stenographers at \$100-120 a week. No experience needed. These jobs are in all types of offices and locations. Typing speed must be 35 words per minute and stenography 70 to 80 per minute accurately... Apply at the Office Personnel Placement Center, 575 Lexington Ave., Manhattan.

On Staten Island a Production Supervisor preferably experienced in organic pigments, cosmetics or related fields is wanted for a position paying \$9,000-10,000 a year... There are

are also openings for Management Trainees to manage retail variety stores on Staten Island. The starting salary is \$115 for a six-day week.

There is an opening for a Refrigeration Mechanic to maintain equipment. Must have a minimum of five years experience and a refrigeration license. The salary is \$200 a week... Stationary Engineers are also needed to maintain high pressure boiler equipment. They must also be licensed and experienced. The pay is \$5.07 per hour... First-Class Auto and Truck Mechanics with their own tools and an operator's license are wanted for a job paying \$150 a week... Apply at the Staten Island Office, 25 Hyatt St.

Here are some of the jobs which employers in Queens are anxious to fill... Openings for Machinists with all-round experience at \$4.50 an hour... Also Taxi Drivers with a chauffeur's license and one year of driving experience at \$140 a week... Sheet Metal Workers are also needed to lay out and fabricate sheet metal air conditioning units. Must be able to work from blue prints. The pay is \$175 a week.

There is a job for a fully experienced Automotive Electrician. Operator's license preferred. The pay is \$3.50-4.25 an hour depending on experience... There is also a job for Coverer experienced on pasting and gluing loose leaf binders. The pay is \$90 a week and up depending on experience... Apply at the Queens Industrial Office, 42-15 Crescent St., Long Island City.

**Rockland Reports Job For Beginning Clerks**

The Rockland County Personnel Office will hold a June 26 exam for beginning office clerical positions, with County residence a prerequisite.

Office clerical jobs exist such as clerk, file clerk, statistical clerk and related positions. Some may require typing skills. Completion of a standard high school course (or an equivalency) is also needed. However, office clerical experience or secretarial or business school training can be substituted. Information and applications may be obtained by telephoning 914-638-0500.

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# Federal Jobs Run From A To Z

(Continued from Page 10)

mathematics through differential and integral calculus, and courses in three of the following four subjects: geology, hydraulics or fluid mechanics, or fluid dynamics, botany and climatology-meteorology.

**Application Procedures:** Obtain examination announcement "Engineers, Scientists and Related Professions."

## Illustrator

**Requirements:** For grade GS-5, four years of college study, with major study in drawing, painting, or art, will qualify. For positions requiring specialized subject-matter knowledge in medicine, science, or technical equipment, 15 semester hours of study in an appropriate subject-matter field such as biology, chemistry, engineering, etc., will be considered evidence of the required subject-matter knowledge. The equivalent of 15 semester hours of appropriate subject-matter knowledge gained through vocational or educational training above the high school level at a public, private, or Armed Forces school in such fields as nursing, physical therapy, laboratory technology, or technical equipment maintenance and repair will also be considered as evidence of the required subject-matter knowledge.

**Application Procedures:** When positions are available, a separate announcement will be issued.

## Immigrant Inspector

**Requirements:** For entrance grade GS-7, six full years of combined prelegal and legal study leading to an LL.B degree in a recognized law school, or four years of acceptable experience will qualify. A written test is required.

**Application Procedures:** Appointments are made from the "Federal Service Entrance Examination."

## Immigration Patrol Inspector

**Requirements:** A written test and an oral interview are required. Applicants must be in sound physical condition and of good muscular development.

**Application Procedures:** File under the announcement entitled "Immigration Patrol Inspector."

## Import Specialist

**Requirements:** A bachelor's degree in any major.

**Application Procedures:** Apply under the "Federal Service Entrance Examination."

## Industrial Labor Relations Specialist

(Includes positions of mediator, labor management relations examiner, and contractor industrial relations specialist.)

**Requirements:** A full four-year college course which included 24 semester hours in such subjects as industrial relations, labor relations, economics, labor economics, personnel administration, or business administration will qualify for GS-5. For examiner positions, a six-year course in labor law, or graduate study in subjects relating to industrial labor relations, will qualify for a higher grade.

## Industrial Specialist

(Includes positions of production controller.)

**Requirements:** Completion of four years of college study, which included at least 24 semester hours in one or a combination of the following courses: business administration, industrial management, or engineering.

**Application Procedures:** Apply under the "Federal Service Entrance Examination."

## Intelligence Specialist

(Includes positions of intelligence research specialist and intelligence operations specialist.)

**Requirements:** Four years of college study will qualify for the GS-5 grade level. In addition, for GS-7, one full year of graduate study appropriate to the job to be filled is required.

**Application Procedures:** Appointment will be made from the "Federal Service Entrance Examination."

## Intergroup Relations Specialist

**Requirements:** A four-year

course of study in an accredited college or university is qualifying.

**Application Procedures:** Apply under the "Federal Service Entrance Examination."

## Internal Revenue Agent

**Requirements:** Four years of college-level study (30 semester hours per year or its equivalent), including 24 semester hours in accounting and directly related subjects, may qualify for GS-5. Candidates may be appointed at the GS-7 level if they have demonstrated superior academic achievement. A written test is not required of those who qualify on the basis of such education.

**Application Procedures:** Appointments will be made from the "Accountant, Auditor, and Internal Revenue Agent" examination.

## Internal Security Inspector

**Requirements:** Four years of college-level study (30 semester hours per year) may qualify. A written test to measure investigative aptitudes is required. Only men are hired for these positions because of the hazardous nature of the work.

**Application Procedures:** Obtain the examination announcement entitled "Treasury Enforcement Agent."

## Inventory Manager

**Requirements:** Four years of study in an accredited college or university, which included an average of six semester hours per year in such fields as business administration, commerce, marketing, industrial management, engineering, economics, accounting, law, statistics or closely related fields is qualifying.

**Application Procedures:** Apply under the "Federal Service Entrance Examination."

## Investigator

**Requirements:** Four years of college study will qualify applicants for most trainee investigator jobs. For some positions, this study must have been in one or more specialized fields: accounting, banking, business administration, economics, finance, labor problems, labor legislation, law, industrial management or relations, public administration, or in the social sciences. For most jobs, applicants must pass a written test. For wage-hour jobs, the study

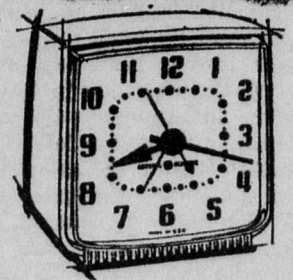
must be supplemented by a year of experience which has given the applicant a knowledge of wage requirements and records.

**Application Procedures:** Most appointments are made from the "Federal Service Entrance Examination."

To Be Continued

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## Council 82's Blunder

# Coxsackie Correction Officer Loses Out In Work Grievance

COXSACKIE—A correction officer at the Coxsackie Correctional Facility has been turned down at the third stage of a work grievance in which he said that he had been unfairly "bumped" by another correction officer from a requested work assignment, because the union that represents him "refused to process" his complaint.

According to the officer, he had requested that he be transferred to a new assignment at Coxsackie when that assignment had become vacant, and was granted the new job.

Then a grievance was filed by Security Unit Employees Council 82 of the American Federation of State, County and Municipal Employees, the union that is the recognized representative for State correction officers, claiming a violation of a legal technicality in the transfer of the C.O.

The officer claims that when the grievance was decided in favor of the union, he was "bumped from the new assignment by another C.O. who is a member of Council 82." The first officer is not a member of that union. The officer further said that he was not even given back his old assignment, but was transferred to another, less desirable one.

### Went the Route

He then started a grievance procedure, by going to his supervisor as the first step of the grievance, and then to the head of the institution as the second step. The third step involves the presentation of the grievance to the Department Commissioner by the union representing the employee. It was at this point that the grievance was rejected by Council 82.

According to the officer, the

## Institution Posts Added To Suspension Roster

Two more test suspensions have been added to the State's rapidly increasing list of continuous-filing titles put into deep freeze status in the aftermath of budget cuts.

The pertinent titles are No. 20-197, institution vocational instructor, and No. 20-335, institution teacher.

The Board of Directors of the Civil Service Employees Assn. on May 24 created an Emergency Strike Fund to cover any contingencies that may arise. Each Board member voted to contribute one day's pay to kick off the fund. The Board resolution also called on all 200,000 members of CSEA to each voluntarily contribute \$10 or whatever they can afford to the Emergency Strike Fund.

### CSEA Emergency Strike Fund Contribution

Enclosed is my voluntary contribution to the CSEA Strike Fund.

Amount enclosed: .....

Name & Work Location .....

(If you wish, do not sign your name or work location.)

Make checks payable to the Treasurer, Civil Service Employees Assn., and address your envelope to the "CSEA Emergency Strike Fund, 33 Elk Street, Albany, New York 12207."

local grievance committee of the union refused to file the grievance because it was "their opinion" that the officer was not legally "aggrieved."

"It is not just a matter of the union's not living up to their position as recognized representative," the officer said, "but they are actually violating their own contract with the State in which they say that they recognize their responsibility to represent members of the Security Unit 'without discrimination, interference, restraint or coercion.'"

## PERB Names Aides To Settle Conflicts In 5 Jurisdictions

ALBANY—The Public Employment Relations Board has appointed the following mediators to contract disputes involving the Civil Service Employees Assn.:

Paul Curry, to the dispute between the Rushford Central School District (Allegheny County) and the Rushford unit, CSEA;

James Sharp, to the dispute between the Westmoreland Central School District and the On-aida chapter of CSEA;

Mark Beecher, to the dispute between the Brockton Central School District No. 1 (Chataqua County) and CSEA;

John Logsdon, to the dispute between the Eastport School District Union Free School District No. 11 (Suffolk County) and the Suffolk chapter of CSEA.

PERB has also appointed a fact-finder, George Roukis, to the dispute between the Village of Lindenhurst and the Suffolk County chapter of CSEA.

### Pass Your Leader To A Non-Member

# 200 CSEA Presidents Told Strike Techniques

(Continued from Page 1)

such as Middletown and Gowanda, backing of the action by local merchants was also reported.

In addition, the call for action at the polls was the strongest it has ever been and there was no doubt that CSEA would be entering the political arena—with money and campaign workers—on a full scale.

### The Wenzl Letter

In the meantime, chapter presidents have now received a letter from Dr. Theodore C. Wenzl, CSEA president, which describes in detail the necessity for an effective strike. It reads:

The Board of Directors of the Civil Service Employees Assn. on May 18, 1971, called for a strike of all State employees. The time of the strike has been set for 11:59 p.m. on June 16, 1971, unless 8,250 employees who have been or will be laid off are returned to their jobs through legal steps taken by CSEA or through the appropriation of funds in the supplemental budget or other action.

What I must tell you now is that the State has no intention of stopping at 8,250 jobs. Reliable sources report that more State employees face the very definite threat of layoffs. If the Governor and his Administration are allowed by CSEA and State employees to get away with firing more than 8,000 workers,

many of whom have from 10 to 30 years of service, then the additional layoffs are just around the corner. This is a cold, hard fact all of us must face.

The officers and the Board of Directors of CSEA have confronted this problem and acted. We have no choice. We must go ahead with a strike, because it is our only alternative. We must be strong and unified in this time of crisis. If we stand together: officers, Board members, chapter presidents and members, than we can lick this problem, get the jobs back and wipe out this cruel and inhumane administrative approach to meeting a budget crisis.

The manner in which the layoffs have been carried out makes a shambles of everything CSEA has worked for and everything the Civil Service Merit System has stood for. Seniority and security are gone. Any employee, no matter how safe he thinks he is, can be fired with three weeks' notice. Events of the last two months have proved that. This is the worst crisis we have ever faced and we must fight this problem together.

Personal feelings must be put aside. The membership has voted; the Board of Directors has acted. We, all of us, must move ahead together to block further layoffs and reinstate those who have left the payroll.

I also understand that rum-

ors and misinformation, apparently circulated by management, have been going around in various State departments and agencies relative to the strike. I've heard that management is asking employees if they would go on strike or cross a picket line. You don't have to answer these questions. Our attorneys advise us that employees cannot be forced to answer such questions. I ask you to pass this information on to your members. CSEA already has announced that it will demand amnesty—no penalties for striking employees—before we return to work. Also, CSEA will provide free legal representation where necessary.

We have given much serious thought to the question of providing essential services to patients in our mental institutions and other State facilities. We feel that the State Administration, namely management, has created this terrible situation and, therefore, should be responsible for providing these necessary services. It's time that the institution director, his personnel officer and other management people roll up their sleeves and find out what patient care is all about.

We must fight to save the jobs of our more than 8,000 co-workers and prevent the impending layoffs of thousands more. The State Government must be convinced that economies can be achieved in other ways, along with the Board of Directors and our entire membership, am counting on your support.

## Attention: State Aides

# Enroll For Free Dental Insurance Prior To The June 30 Deadline

Many State employees have failed to enroll in the FREE dental insurance plan negotiated between the Civil Service Employees Assn. and the State, according to the State Health Insurance Section of the Civil Service Dept.

Those who have not yet filled out and returned their enrollment cards for the plan which took effect April 1, 1971, to their personnel offices are urged to do so before June 30, 1971; otherwise, they will have to wait more than six months before obtaining coverage.

Following is the text of a memorandum sent to all State agencies by the Health Insurance Section outlining the changes in the enrollment procedures for the Dental Insurance Program:

A review of the dental insurance reports received from State agencies thus far indicates that a significant number of employees have failed to return their enrollment cards to their personnel offices. This has created a serious problem in preparing payments to GHDI since these payments must reflect the enrollment status of the entire State group. As a result, it has become necessary to institute the following changes in the enrollment procedures for the program.

1. All employees who were eligible to have coverage effective on April 1, 1971 and who have not returned their enrollment cards by June 30, 1971 will have to satisfy a waiting period before their coverage can become effective. Coverage for these employees will not become effective until the first day of

the seventh month following the month in which they apply for coverage.

2. All employees who initially declined coverage and all new employees who do not submit an enrollment card within the first three-month period following their employment will be eligible for coverage on the first day of the seventh month following the month in which they indicate they wish dental insurance coverage.

3. These waiting periods will not

(Continued on Page 16)

## Syracuse Slate

(Continued from Page 3)

na Murray, State Insurance Fund.

**Second Vice-President:** John J. Capozzi, General Services (Incumbent), and Ethel Chapman, Transportation.

**Third Vice-President:** Catherine Harrington, Employment (Incumbent), and Dominick Mercurio, Parole.

**Treasurer:** Raymond Field, Taxation & Finance (Incumbent), and Donald Hansen, Motor Vehicles.

**Secretary:** Nancy Topp, Parole (Incumbent), and Helen Hanlon, Transportation.

**Executive Secretary:** Evelyn Fazio, Law Dept., and Anne Corrigan, Vocational Rehabilitation.

## CSEA Charges MH Dept. With Pact Violation

ALBANY — The Civil Service Employees Assn. has filed a grievance charging the Mental Hygiene Dept. with violating the "benefits guaranteed" section of the CSEA-State contracts.

CSEA executive director Joseph D. Lochner said a recent memorandum from Department Commissioner Dr. Alan D. Miller, "New Policy on the Provision of Medical Services to Employees," which was sent to all Mental Hygiene institutions, violates the following contract article:

With respect to matters not covered by this Agreement, the State will not seek to diminish or impair during the term of this Agreement any benefit or privilege provided by law, rule or regulation for employees without prior notice to CSEA; and, when appropriate, without negotiations with CSEA; provided, however, that this Agreement shall be construed consistently with the free exercise of rights reserved to the State by Article 5 of this Agreement.

Lochner contended that "The new policy stated in your (Miller's) memorandum reduces benefits enjoyed by employees at the time the CSEA-State contracts took effect, and thus your action constitutes a violation of such contracts."



## Scholarships

(Continued from Page 6)  
 tuition, board and reasonable incidental expenses at any certified school or college in the State willing to enroll them.

"The recent appalling increase in deliberate, ideologically motivated murders of police officers

## Don't Repeat This

(Continued from Page 11)  
 dum on Duryea's public policies, which have been largely directed to the suburban vote, but we have antagonized civil service employee groups and voters in urban areas.

No doubt that Duryea will play a significant role in the 1972 legislative elections. Later in the year, the Legislature will be called into special session to reapportion legislative seats in accordance with the 1970 census. The reapportionment plan will necessarily have to conform to Duryea's views, and certainly he is not likely to approve a plan which will be an obstacle to his political ambitions. All political considerations make it clear that Assembly Speaker Perry B. Duryea is a man to be watched.

has introduced a new and horrifying dimension of risk into the lives of a group of men whose careers were already dangerous enough," Assemblyman Pisani commented.

"While it is, of course, beyond our power to compensate policemen or their survivors for willful murder in the line of duty, we can, at least, assure every officer who is exposed to this hazard that his children's future prospects will not be prejudiced by the loss of his income. They will be eligible for the best education to which their talents entitle them without regard to their family's income.

"There will be some who will object to the costs of this measure and assert that more modest benefits meet our obligation to the children of these men," Assemblyman Pisani said. "To them I would reply that, in these cases, the least that we can do is simply not enough."

## For A Clean Sweep

Some 46 applicants on City Exam No. 7110 recently received list notices. They were competing for the title of housekeeper.

## Oswego FSA

(Continued from Page 6)

Dwyer, Mrs. Gertrude Schlatt and John Corrigan were the winners. They will represent the institutional, professional, administrative and operational units on the new executive board.

The other new officers include: Anne Gaynor, treasurer; Nora Mohoney, recording secretary; Gwen Colquhoun, corresponding secretary, and Vincent Pucci, sergeant-at-arms. The incoming delegates are Barney Pendola and Margaret Lyons.

The composition of the new board of directors is: Michael Schinn, supervisor nurse; Blanche Wolfer, food service; Rabbi Hyman Wachtfogel, an institution chaplain; Nellie Mosely, Brooklyn Unit No. 2; James Jewell, occupational therapy teacher, and Gregory Sznicki and Linda Schwarz, Northeast Nassau.

## Onward To Olana

Governor Rockefeller has reappointed Albert S. Callan, Jr. of Old Chatham and Raymond C. Kennedy of Hudson as trustees of the Olana Historic Site near Hudson. Both would serve new terms ending in 1976.

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# — At Rochester Installation — No Strike Settlement Without Victory & Amnesty, Wenzl Says

(From Leader Correspondent)

ROCHESTER—State Civil Service Employees Assn. president Dr. Theodore Wenzl vowed here recently that if a job action is taken June 16, the CSEA would not agree to any settlement unless the State agreed to an amnesty wiping out all possible penalties.

Wenzl made the statement in reply to questions at the installation dinner and meeting of the 700-member Rochester chapter at Eddie's Chop House here.

Wenzl installed Sam Grossfield of the Division of Employment as president. Grossfield is serving his second two-year term and also served as chapter president from 1960 to 1964. Other officers installed were:

Ralph Palmer of the Division of Social Services, first vice-president; Peter Robinson of the Vocational Rehabilitation, second vice-president; Linda Crowner of the Department of Labor, secretary; Bernard Rubin of the Field Tax Audit office of the Division of Employment, treasurer, and Kay Ashton of Tax and Finance, Morris Gardner of Motor Vehicles and John Kavanaugh of Division of Employment, all delegates.

Answering concern by a few members that a job action would be an illegal action under the Taylor Act, Grossfield said the action would not be illegal because the Governor and Legislature had violated the Taylor Act.

"They violated the Taylor Act because they had no discussions with the CSEA about their so-called economies and firings. They paid no attention to seniority or bumping rights," he said.

Grossfield said that because the Governor and Legislature had violated the spirit and letter of the Taylor Act by their disregard for human relationships, CSEA "should press very strongly" by bringing grievances against the State under the Taylor Act in the courts.

Wenzl indicated that the CSEA is taking the necessary steps to do this. He also pointed out to members that he CSEA's Board of Directors had rejected a suggestion to move up the job action deadline from midnight June 16 to midnight June 1.

Grossfield said that nearly half of the chapter's membership turned out for the meeting and that many questions concerned safeguards for employees

## Bus Boycott

(Continued from Page 3)

buses," because they were not driven by union members.

"CSEA unequivocally supports the position of Local 1321 of the Amalgamated Transit Workers Union, which opposes the use of non-union bus drivers," Wenzl said.

The CSEA head offered some suggestions to correct the situation: The State can

- (1) Cancel the current contract with the non-union bus line;
- (2) Re-employ CSEA members who have been fired in recent weeks to drive the shuttle buses owned by the State University at Albany, most of which are not in use during the Summer months, and
- (3) Award a new contract in the Fall to a bus company which employs union drivers," he said.



Among those seated at the dais for the Rochester chapter installation dinner were from left, standing: Ralph Palmer, second vice-president of the chapter; Merely Schwartz, social chairman; George DeLong, State fifth vice-president, and Joseph Sykes, CSEA field representative. Seated, same order, are: Joseph Mahany, outgoing chapter first vice-president; CSEA State president Theodore Wenzl, and Samuel Grossfield, the newly re-installed chapter president.

who take job action.

Besides Wenzl, guests included George DeLong, fifth vice-presi-

dent of CSEA; Joseph Sykes, CSEA field representative, and Carmen Farrugia, president of the CSEA's Industry chapter.

## Conduct City Chap. Workshop Session

(Continued from Page 8)

have showed the State how to save money through attrition and keep everybody on the job, but they simply had the axe out and were going to use it come hell or high water."

Bendet said he was further dismayed to discover that normal retirement figures showed that an average of 10,000 to 15,000 persons left State service every year "and they will not be replaced."

This means, said Bendet, that it is not just 8,500 persons being fired but an additional 10 to 15,000 items not being filled. "No matter how you figure it, the State is cutting its payroll by over 20 percent and they figure they will sweat the swollen workload out of the employees that are left. That's why we have been forced to go out on strike."

His concern was echoed by Irving Flaumenbaum, CSEA first vice president, who urged his more than 200 listeners to "realize that never before in the history of this organization has the need for unified action and mutual support been so great."

Some are safe this year, Flaumenbaum warned, but it is obvious that the politicians have found a new "sacrificial goat" in the public employee and intend to bleed him senseless "unless we stand up and fight back."

"Don't be smug if you still have a job," Flaumenbaum warned. "The next pink slip you see may have YOUR name on it.

## Agency Personnel Officers Can Counsel On Training Program

ALBANY — E. Norbert Zahm, the Civil Service Employees Assn.'s education director, said last week that all State employees who are interested in or have questions about any of the four stages of the CSEA-negotiated education and training program should contact the personnel and training officer at his institution or agency.

Zahm said that many employees have contacted him, requesting applications and/or specific information about various aspects of the program. "Employees should contact me with suggestions for the program," he said, "but we cannot answer specific questions about the program. The personnel officers can supply these answers, and application forms for the programs as well."

## Dental Program

(Continued from Page 14)

apply in situations where there has been a change in an employee's eligibility (e.g. a female spouse whose husband has terminated his State employment). As at present, coverage in such cases will become effective on the first day of the month following the month in which application is made.

Please advise all your employees of these changes.

Pass Your Leader To A Non-Member



104 YEARS YOUNG — Matilda Gugenberg, second from right, celebrates her 104th birthday recently at Willard State Hospital in Willard. "Tillie," as she called, has resided at the hospital since 1945, when she was 73. Honoring her are Theodore C. Wenzl, Statewide president of the Civil Service Employees Assn., left; Georgeanna Stenglein, president of the Willard CSEA chapter, and Hospital Director Dr. Anthony N. Mustille, who holds the birthday card.

# Mental Hygiene Farm Closings Violates Pact; CSEA Sets Grievance

ALBANY—The Civil Service Employees Assn. has filed a fourth-stage grievance charging that the State Administration has violated the CSEA-State contracts by closing farms at Mental Hygiene institutions, resulting in the State

## Nassau Bargaining

(Continued from Page 3)

contracting out for goods while laying off many State employees. working conditions, streamlining of job rules, and employee benefits. A further meeting will be held to cover salary issues. Seventy members of the committee attended.

Flaumenbaum noted that details of the program would be announced after completion of the committee's work.

Negotiations on behalf of 14,000 County employees are to begin next month. The negotiating team will be led by regional attorney Richard Gaba and CSEA staff collective bargaining specialist Manny Vitale, who is on loan from the Albany office.

## Layoff Legislation

(Continued from Page 1)

ed from one department to another to assume jobs held by temporary and provisional employees who would be let go.

A CSEA spokesman said that if the bills passed, it would "at least correct the current inequities in the job layoffs."

Under the present law, the Civil Service Commission may designate layoff units within the departments and agencies.

## Trio On State Parole Board Reappointed

The Governor's office has recommended the reappointment of three members of the State Parole Board whose terms had expired. Those renamed to terms expiring June 18, 1976, were: expiring June 18, 1976, were: Frank A. Gross of Sayville; Alfred R. Loos of Blauvelt, and John F. Schoonmaker of Cornwall.

Board members receive an annual \$32,071.

contracting out for goods while laying off many State employees.

Theodore C. Wenzl, president of CSEA, said the Office of Employee Relations had agreed to waive the first three steps of the grievance procedure and commence the matter at the fourth stage, a hearing before the OER, because the decision to phase out the farms had been made above the institution and department level.

CSEA claims the closings violate the contract section which provides that "there shall be no loss of present jobs by permanent employees as a result of the State's exercise of its right to contract out for goods and services." The dairy, meat and other products produced by the farms were used by the institutions and surrounding State facilities, and the State will now have to contract out for the same products. "Many people will lose their jobs on these farms," said Wenzl, "and meanwhile the State will most likely have to pay more money to outside contractors to obtain the same food products. This is not economy; this is wasteful spending. But more important than the false economy aspect is the fact that closing these farms violates our contracts with the State."

## New Member Joins Ogdensburg Auth.

Governor Rockefeller has made recommendation of the appointment of George B. Looney of Ogdensburg as a member of the Ogdensburg Bridge and Port Authority and the reappointment of Dr. David D. DePue of Ogdensburg as a member of the Authority.

Looney was named for a term ending in 1974 and Dr. DePue was named for a new term ending in 1976. Authority members serve without salary.