

# Civil Service LEADER

America's Largest Weekly for Public Employees

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ALBANY  
33 ELK ST  
PR CSEA  
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## Transportation Seminar

See Page 16



JOSEPH LOCHNER

### 'Mr. CSEA' — After 40 Yrs. Joseph Lochner Has Earned The Title

(Special to The Leader)

"Mr. CSEA" is undoubtedly the best description one can give of Joe Lochner. The ageless executive director of the Civil Service Employees Assn., who has served under ten CSEA presidents, has completed his 40th year with the giant union.

Young in both age and vitality, Joe Lochner joined CSEA as one of the two first full-time employees back in 1931 at the age of 18. His only staff colleague was Bill Thomas, who stayed with the Association through the thirties. Except for serving his country in the Pacific Theater during World War II, Joe has been at his desk continuously, resolving the myriad problems of CSEA and giving advice to the "youngsters" who work under him.

Joe Lochner has been the guiding light in his organization's growth, coordinating and supervising all of the services provided by CSEA to its membership. He views his four decades of working to improve the lot of public employees as extremely gratifying. "Receiving the heartfelt thanks of an em-

ployee you've helped with a problem is a reward in itself," he confides.

He began his CSEA career as a typist, "a position which covered far more duties in those days," he relates. Joe was really a jack of all trades then, keeping track of legislation affecting public employees and the numerous changes in job classifications in the Civil Service system—which he championed back in the thirties and to this day nurtures and protects. He became executive secretary in the late thirties, a position he has held since. The title was changed to executive director some years later.

#### Memory Bank

Joe has the uncanny ability of reaching back into what his colleagues view as a computer

(Continued on Page 14)

### CSEA Effort Saves State Youth Program

(Special to The Leader)

ALBANY—Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn., said last week that he was "overjoyed" to learn that the Mental Hygiene Dept.'s Youth Opportunity Program, long threatened with financial extinction, has received sufficient funds to continue at least for the rest of this fiscal year. The program had come to the end of its insufficient \$1.4 million budget in November.

The new YOP funds were granted by the Labor Dept. after a recent meeting arranged by CSEA collective negotiating specialist Robert C. Guild, where representatives of Mental Hygiene, CSEA, and the Labor Dept. examined the problem of whether the program justified

(Continued on Page 8)

## DOT Consultant Contracts Cancelled; "Proves We're Right," Says CSEA Chief

ALBANY—The Civil Service Employees Assn. has hailed the decision by the State Administration to cancel consultant contracts on highway construction projects under the supervision of the State Department of Transportation.

"Not only will this result in a substantial savings to the taxpayers, but, more important, it completely vindicates CSEA's position of last Spring that State DOT employees can do the job," CSEA president Theodore C. Wenzl said. "Reports have reached our office that qualified State employees already are being assigned to take over the construction inspection chores previously done by consultants."

CSEA has learned that 15 major contracts are due to get the ax because of the State budget crisis. "It took such a crisis to make people aware that State employees are qualified, competent individuals who can handle the work of so-called experts, contrary to statements by the

Administration during last Spring's layoffs that consultants are doing specialized work which could not be handled by State employees. It is extremely regrettable that such a decision had not been made sooner."

#### Money Saved

Among the contracts cancelled is a \$2.9 million one held by Parsons Brinckerhoff Quade & Douglas for supervision and inspection for the South Mall interchange of Interstate Route 787 in Albany. Another \$2.6 million contract for another section of Route 787 in the Patroon Island area, also held by this com-

pany, has also been cancelled.

Boswell engineering firm, formerly handling supervision and inspection for the Thruway Spur in the Town of Rotterdam, Sche-

(Continued on Page 9)

★ ★ ★

### Back Bill To Curb Consultant Hiring

ALBANY—Two bills pre-filed in the State Assembly by Assemblyman Thomas Brown of Albany, both of which concern the hiring of consultants for State departments, have received strong support from the 200,000-member Civil Service Employees Assn.

The first, Assembly Bill 8147, requires that department heads certify to the chairman of the Assembly Ways and Means and Senate Finance committees and to the State Budget Director, before hiring outside consultants, that there are no employees in his department who can perform the job to be undertaken by these consultants.

The second, Assembly Bill 8153, prohibits the employment of consultants by any department or agency of the State unless the number of consultant positions to be filled and the salaries to be paid are specifically itemized in the budget submitted to the Legislature.

CSEA president Theodore C. (Continued on Page 14)

## \$6,000 Base Salary Effective Nov. 14

(Special to The Leader)

ALBANY—New York State employees eligible for the \$6,000 minimum salary after one year of service are being paid at this higher rate effective November 14, 1971, the Civil Service Employees Assn. has learned.

Employees who reached the one year of service during the 90-day period of Phase I of the Wage-Price Freeze, which began Aug. 15, cannot, however, be paid retroactively to their one-year eligibility date at the higher rate, CSEA said. The \$6,000 minimum salary after 26 pay periods, or one year of service, was negotiated by CSEA for employees in the four employee bargaining units the union represents.

CSEA officials said the information came from Federal authorities through the State Office of Employee Relations after an inquiry by CSEA president Theodore C. Wenzl.



**GOOD IDEA** — Violet P. Cobbs, principal file clerk in the Albany office of the Income Tax Bureau of the Department of Taxation and Finance, received a citation and a \$1,000 award for her suggestion of a better way of handling income tax form mailings. Left to right are Robert Daly, director of planning; Violet Cobbs; Norman Gallman, New York State Tax Commissioner who presented the award, and Edward Boehm, assistant director of the Income Tax Bureau.

*Don't Repeat This!*

### Reapportionment To Affect Political Hue Of Legislature

THE special Legislative session on reapportionment may change the character of State politics for the next decade, since the redistricting will reflect the vast population movements during the decade of the sixties. The most ob-

(Continued on Page 6)

**Inside The Leader**

- CSEA Supports Parents Drive Against MH Cuts — See Page 3
- Narcotics Commission Approves New Dress Code — See Page 3
- Capital District Conf. President Wagner on TV — See Page 9



**VA Facilities Set To Hire**

**Specify No Exp. Standard For Nurse Asst. Trainees**

Trainee positions are again available for nursing assistant at the GS-2 level of Federal Service. Neither experience nor training will be required to apply.

In the five boroughs of New York City—as well as in Nassau, Suffolk, Westchester and Rockland Counties—starting salary of \$100 per week is offered. Elsewhere, the pay begins at \$94.

**Sam Molomot Retires After 20 Years**

A testimonial luncheon was held recently honoring Sam Molomot upon his retirement from the State Insurance Department after 35 years of service.

Molomot entered the civil service as a clerk in the Motor Vehicle Bureau. After returning from service in World War Two, he returned to that position and

subsequently was appointed attorney with the State Insurance Department as a policy examiner in 1951. Following successive promotions, he is now retiring as acting chief of the Policy Examination Bureau of the Department.

To Keep Informed,  
Follow The Leader.

Announcement No. NY-1-16, issued in November, lists six locations where vacancies "occur regularly." They are:

- VA Hospital, 800 Poly Place, Brooklyn 11209;
- VA Hospital, 130 W. Kingsbridge Rd., Bronx 10468;
- VA Hospital, Castle Point (Dutchess) 12511;
- VA Hospital, 1st Ave. & 24th St., N. Y. 10010;
- VA Hospital, Northport (Suffolk) 11768; and
- U. S. Naval Hospital, Linden Blvd. & 180th St., St. Albans, Queens 11412.

A written test will be required for those applying to locations outside New York City. Also, within New York City, the written test will be waived for high school diploma holders as well as those with half a year of public contact work experience.

Some GS-3 nursing assistant positions, at higher pay, are also open, but these require six months of non-professional medical experience. Nursing care work in a supervised medical setting is a typical example.

Also okay would be similar experience as a medical technician or lab or pharmacy assistant. The Federal Government also states that one year of "appropriate education" beyond high school can lead to eligibility for GS-3 appointment.

Here again, pay varies geographically. Nursing assistants in New York City or the four surrounding counties mentioned will begin at \$110 per week, while elsewhere in the State, beginning pay is \$106. This work involves rotating shifts on a 40-hour workweek basis; however, night work earns additional pay.

In applying, those taking the written test will submit Form 5000AB, while the others must complete and file Forms SF171 and 5001BC. For veterans preference, be sure to include Form 15.

Full details on the U. S. Civil Service Commission and its filing procedures are found on page 13 of The Leader.

**Boiler Engin. Bid**

On the recent license exam for high pressure boiler operating engineer, 16 candidates took the practical, conducted at the Fordham Hospital power plant.

**Lehman Named To Study NY City Government**

Prof. Maxwell Lehman, director of the Public Administration Center, Long Island University, has been named vice-chairman and staff director of the State Task Force on Structure and Jurisdiction of the New York City Govern-

ment. Prof. Lehman, who was formerly City Administrator of New York, is widely known to civil servants throughout the State. He was at one time editor of The Civil Service Leader, and participated in virtually every major civil service advance. Lehman's appointment was announced by Stuart Scott, chairman of the Commission to Study New York City.

The task force is undertaking a massive survey of every municipal service, in terms of its place in the various levels of government, the manner in which it is delivered to the people, and whether a redesign of those services and a placement of them under greater local or greater regional control would be feasible.

"The objective may be stated in a simple question," Prof. Lehman told The Leader. "It is this: Can we create a model for New York City government that will make it possible for the governmental agencies to deliver public services more effectively and more swiftly?" He added that civil service groups will be asked their views. "We certainly want the input of their experience as we proceed with our task," Lehman stated.

Asked whether the task force

**LoMonaco Gains New Eligibility On Sr. Counslr. Test**

At Leader presstime, it was learned that requirements for the promotional exam to senior employment counselor will be amended by the State Civil Service Dept.

As a result of a grievance registered by the Metropolitan Division of Employment chapter, Civil Service Employees Assn., counselor trainees will now be eligible to compete if they meet these requirements: two years of satisfactory service plus 21 graduate credits completed in counseling.

However, according to chapter president John LoMonaco, actual appointment will be made only upon completion of 30 graduate credits, which must be done by the end of the Fall 1972 school term. LoMonaco received a letter confirming the amended notice from David Baron, the D of E's director of training and employee relations, and was authorized to disseminate this information to workers in the Division who would be affected.



MAXWELL LEHMAN

was considering decentralization, he said: "That word has a variety of meanings. We are certainly looking into every form of localization, and also studying the systems of other major world cities. But we have no preconceived notions about where we'll come out."

While City Administrator, Lehman prepared the recommendation which resulted in a police officer on every subway train during high-crime hours. With former Mayor Robert F. Wagner, he created the Metropolitan Regional Council, which is the organization of local governments in the tri-state metropolitan area. He organized and reorganized many departments of the City government.

An internationally known authority on cities, Lehman is frequently called in by foreign municipal officials to assist them in solving their governmental problems.

**LEGAL NOTICE**

CITATION. — THE PEOPLE OF THE STATE OF NEW YORK, By the Grace of God, Free and Independent. — To Attorney General of the State of New York; Theodore W. Roth; And to the distributees of Bernard Faith, also known as Bernhard Faith, deceased, whose names and post office addresses are unknown and cannot after diligent inquiry be ascertained by the petitioner herein; being the persons interested as creditors, distributees or otherwise in the estate of Bernard Faith, also known as Bernhard Faith, deceased, who at the time of his death was a resident of 1869 Second Avenue, New York, N.Y. Send GREETINGS.

Upon the petition of The Public Administrator of the County of New York, having his office in Room 309, in the Surrogate's Court Building, 31 Chambers Street, New York, N.Y., as administrator of the goods, chattels and credits of said deceased:

You and each of you are hereby cited to show cause before the Surrogate's Court of New York County, 31 Chambers Street, in the County of New York, on the 28th day of December, 1971 at 9:30 o'clock in the forenoon of that day, why the account of proceedings of The Public Administrator of the County of New York, as administrator of the goods, chattels and credits of said deceased, should not be judicially settled.

IN TESTIMONY WHEREOF, We have caused the seal of the Surrogate's Court of the said County of New York to be hereunto affixed.

WITNESS, HON. MORRIS (Seal) AARONS, a Surrogate of our said County, at the County of New York, the 18th day of November, in the year of our Lord one thousand nine hundred and seventy-one.  
Philip Kupkis  
Deputy Clerk of the Surrogate Court.

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- K-3620: DELORAS FUSSELL, 111 Winthrop Ave., Albany, N.Y. 12203. Tel. (518) 482-3597 (after 6 P.M.).
- K-3079 and K-3411: MRS. JULIA DUFFY, P.O. Box 43, West Brentwood, L.L. N.Y. Tel. (516) 273-8653 after 6 P.M.
- K-3407: Buffalo Area—MRS. MARY GORMLEY, 1883 Seneca Ave., Buffalo, N.Y. 14210. Tel. (716) TA 2-6069 (after 6 P.M.).
- K-3083: Syracuse Area—MRS. MARY MCCARTHY, 104 Farmington Drive, Camillus, N.Y. 13031. Tel. (315) 487-1688 (after 6 P.M.). Feb. 19 Cruise only. MRS. BLANCHE RUEHL, 96 Whaley Street, Freeport, N.Y. 11520. Tel. (516) 546-2222 (after 5 P.M.).
- K-3079 and K-3411 AND ALL OTHER TOURS: MR. SAM EMMETT, 1501 Broadway, Suite 711, New York, N.Y. 10036. Tel. (212) 868-3700.
- ALL CRUISES: MISS EMILY RIORDAN, 1501 Broadway, Suite 711, New York, N.Y. 10036. Tel. (212) 868-2959.

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# Parents Drive To Stop Mental Hygiene Budget Cuts Is Backed By CSEA

The Federation of Parents Organizations for New York State Mental Institutions last week threatened to go to court to fight any further reductions in the State's Mental Hygiene Dept. and their stance has received the full backing of the Civil Service Employees Assn.

Speaking at a press conference in New York City called by the Federation of Mental Health and other associations, Dr. Theodore C. Wenzl, CSEA president, said the organization's efforts to keep funds from being reduced not only would receive the full cooperation of the Employees Association but also urged "all of us to fight for improvements as well as against cuts."

Max Schneier, chairman of the Federation, told news media at the press conference that conditions in mental hospitals, schools for the mentally handicapped and children's facilities had already reached dangerous levels as a result of the State's year-old job freeze, and could not be permitted to worsen.

"The Governor and the Legislature must be governed by hu-

mane priorities, especially during times of fiscal crisis, and there is no greater priority than the mentally handicapped," Schneier declared.

### Admits "Strains"

A deputy commissioner of the Mental Hygiene Department, Harold Wolfe, reportedly has agreed that because of the budget cuts last Spring "there has been a decrease in the quality of care at many of our State institutions, especially among those patients who need special care."

Wolfe also confirmed that current conditions were placing "strains" on both workers and patients.

Several parents at the press conference testified that this "strain" was resulting in a terrible lack of treatment of patients that were physically help-



Members of the Civil Service Employees Assn's negotiating team for the Narcotics Addiction Control Commission smile after winning a new, more reasonable dress and grooming code for NACC employees. Seated, left to right, are Jerry Lacavera, Ray Brook; Brant Kehn and Ed Deneen, both of Ridge Hill; NACC director of personnel John Randell; NACC administrative assistant Lenny Granda, and Diane Klump, Masten Park. Standing, from left, are Ron Turner and Douglas Hering, Cooper; John Steuer, Ray Brook; Robert Floyd, Masten Park, and Mrs. Mary Blair, CSEA assistant program specialist.

## New Dress Code OK'd

ALBANY—Several weeks of negotiations between a Civil Service Employees Assn. team of Narcotics Addiction Control Commission employees and commission representatives has resulted in the issuance of a new dress code which should prove acceptable to employees of the Commission.

The new code replaces one which CSEA officials termed "much too stringent and unrealistic."

"The new code sets down acceptable standards arrived at through bilateral dis-

cussions between management and the employees," a CSEA spokesman said.

Representing CSEA in the negotiations were Mrs. Mary Blair, program specialist, and the following employees: Jerry Lacavera and John Steuer, Ray Brook Rehabilitation Center; Brant Kehn and Edward Deneen, Ridge Hill; Diane Klump and Robert Floyd, Masten Park, and Douglas Hering and Ronald Turner, Cooper Center. Thomas J. Linden, CSEA collective negotiating specialist, also assisted.

## Comsewoque School Staff Wins Contract

(Special to The Leader)

COMSEWOQUE—The Civil Service Employees Assn. has won contracts for cafeteria, custodial and clerical employees of the Comsewoque schools in Suffolk County.

CSEA field representative Irwin M. Scharfeld said the agreements were reached after some nine months of intensive bargaining which ended in mediation. Employees ratified the contracts unanimously.

Major provisions in the pacts are:

- A 7 percent increase for all employees during the first year of the contract;
- An 8 percent increase for all employees during the second year of the contract;
- An improved seniority clause;
- Two additional paid holidays, and
- A reduced work week during the second year of the contract for custodians.

Agreements for the clerical and custodial workers are for a two-year period; the cafeteria employees' pact lasts one year.

### Rock Named

ALBANY—Dr. Robert Rock, dean of student affairs at the State University at Oswego, was named as a fact-finder in the dispute between the County of Jefferson and the local Civil Service Employees Assn. chapter.

### Frank Gabor

STONY BROOK — Frank Gabor, second vice-president of the Stony Brook University chapter of the Civil Service Employees Assn., died last week.

Gabor, 61, of Port Jefferson, was stricken Dec. 6 after having returned to work following a brief layup with a heart con-

dition. He leave his wife, Kay, and daughter, Barbara.

Gabor had worked in the central receiving office, and in six years at the university had been one of the most enthusiastic and steadfast CSEA workers. A delegation from the chapter, led by president Albert Varacchi, attended funeral services last Friday.



**HOLIDAY DOLLS** — Twenty-six employees of the State Commerce Department sewed the finery sported by these dolls, which will be donated to the Albany-area Salvation Army for distribution to needy youngsters. The seamstresses are, from left, front row: Linda Giroux, Peggy Hermance, Dorothy Gresham and Nancy Canfield; middle row: Diane Korinek, Barbara Campbell, Connie McGloine, Eleanor White, Audrey Boyle, Delores Harris, Marion Magnolia, Patty Childrose, Carol Brown, Dorothy Small and Ann Marie Finigan; back row: Shirley Trembly, Jean O'Meara, Beverly Dick, Pat Pelton, Claudia Ringwald, Nadine Smith, Marianne Kozlowski and Charles Cadwallader (whose wife Anne made one of the dolls' outfits). Others who dressed dolls were Patty Pochlman, Helen Gibbons and Thomasine Martin.



Max Schneier, chairman of the Federation of Parent Organizations, announces drive to prevent any further budget cuts in the State Department of Mental Hygiene. At the news conference promising support was Dr. Theodore C. Wenzl, right, president of the CSEA.

less, a theme that has been consistently proclaimed by CSEA members who actually work at institutions and have been crying for more help.

Schneier noted that the Federation had purposely rejected a tax-free status in order to be able to lobby extensively against any Mental Hygiene fund cuts as well as to fight for improved care.

Dr. Wenzl told newsmen that "these unhappy parents here are lending further evidence to the truths my organization has been proclaiming—that the people working in our State institutions are being forced to the breaking point. This absolutely must stop. We are more than happy to become allies in this just and humane battle."

## Deputy Sheriffs Get Civil Service Status

WHITE PLAINS — Deputy Sheriffs in Westchester County are now part of the civil service. The State Supreme Court's Appellate Division recently handed down a decision upholding the law passed early this year by the Westchester County Board of Legislators to include deputy sheriffs in the civil service.

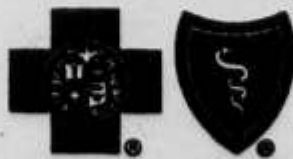


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## Promotion Test Set For Asst. Surveyor Title

A Dec. 31 deadline has been established for promotion entries for assistant surveyor, only open to incumbent assistant civil engineers in the City Finance Administration.

A late January written exam is planned. Its content may include questions on supervision,

records and reports, public relations and other pertinent areas. Announcement No. 1699 outlines typical tasks for the \$14,000 position.

For a knowledge of where and when to file, consult page 13 in this issue of The Leader.

### Dudan Named

The Governor has given a recess appointment on the Palisades Interstate Park Commission to Peter Dudan, of West Nyack.

# State State of Competitive Promotional Exams Is Out

A new announcement of 37 titles now open for competitive promotional examinations was issued by the New York State Department of Civil Service last week. Application deadlines fall on Dec. 20.

From soil engineer to underwriter, and with pay scales from G-8 to G-33, the posts are available in a number of State departments. All examinations will be held on Jan. 29, 1972.

For application forms contact the State Department of Civil Service, at any of the regional offices. Addresses are provided on page 13 of The Leader.

**Interdepartmental:** Associate Administrative Analyst G-23 (34-656), Chief Account/Audit Clerk G-22 (34-661), Head Account/Audit Clerk G-18 (34-660), Principal Account/Audit Clerk G-14 (34-659), Principal Administrative Analyst G-27 (34-657), Senior Internal Auditor G-18 (34-654).

**Audit & Control, including Retirement System:** Chief Actuarial Clerk G-20 (34-664), Head Actuarial Clerk G-16 (34-582).

**Correctional Services:** Plant Superintendent B G-22 (34-643), Plant Superintendent C G-19 (34-647).

**Department of Transportation:** Assistant Soils Engineer G-19 (34-847), Senior Cartographer G-18 (34-653), Senior Draftsman (Cartographic) G-11 (34-653), Senior Soils Engineer G-23 (34-655).

**Environmental Conservation Dept.:** Assistant Supervisor of Stream Improvement G-15 (34-629), Associate Sanitary Engineer (Env. Cons.) G-27 (34-662), Principal Sanitary Engineer (Env. Cons.) G-31 (34-635), Regional Director of Environmental Quality Engineering G-29 (34-636).

**Executive, Division for Youth:** Plant Superintendent B G-22 (34-644), Plant Superintendent C G-19 (34-648).

**Health, including Hospitals:** Associate Sanitary Engineer G-27 (34-634).

**Labor, Division of Employment:** Senior Employment Interviewer G-18 (34-577), Senior

Employment Counselor G-19 (34-578), Senior Unemployment Insurance Claims Examiner G-18 (34-579).

**State Insurance Fund:** Associate Underwriter G-21 (34-496), Principal Underwriter G-24 (34-497), Senior Underwriter G-18 (34-495), Senior Underwriting Clerk G-8 (34-658), Underwriter G-14 (34-520).

**Mental Hygiene:** Plant Superintendent A G-25 (34-641); Plant Superintendent B G-22 (34-645), Plant Superintendent G-19 (34-649).

**State University of New York:** Plant Superintendent A G-25 (34-642), Plant Superintendent B G-22 (34-646), Plant Superintendent C G-19 (34-650).

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- New York State and the Civil Service Employees Association and other employees' organizations are to be complimented for their recognition of the wide-spread need for dental care, maintenance and protection among their people.

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TUESDAY, DECEMBER 14, 1971

## Cancelling Consultants

**D**URING its fight earlier this year to save the jobs of State workers axed by budget cuts, the Civil Service Employees Assn. urged the State to save tens of millions of dollars by cancelling extravagant consultant contracts. Their contention was that the State had talented personnel who, in most instances, could do the same job.

The CSEA also argued that the resultant savings could prevent deep cuts in the funds of such vital departments as Mental Hygiene.

Last week, the State announced the cancellation of several million dollars in consultant contracts in the Department of Transportation and said that State employees would do the jobs, which proves that CSEA was right in the first place.

We believe the State should and can go further in this area. Not only do State workers have a right to a raise; they are overworked in several vital areas and more employees are needed to keep services from sinking below the danger levels. It might be possible to find the money to do both things by cancelling more of these contracts.

## Dignity Counts Too!

**W**E ARE happy that apparent agreement has been reached between the City and the majority of its uniformed forces. While the economic issues basically have been resolved, only the matter of working conditions, productivity and manpower have to be finalized and these are well under way in most cases.

We hope the Transit Authority talks with its employees meets the same success, only quicker. Eleven and a half months is too long to go without a contract.

One word of warning, however, minor issues should not be used as a barrier to fruitful talks. The childish, pointless, harassment tactics used by government agencies in the past have not met with success. Rather, they have been met with strong retaliatory measures by the employees and then only the public suffers.

As has been shown in the recent uniformed contract talks, money was not the only issue. Dignity counts too!

## Questions and Answers



**Q.** When I first applied for my social security card, I used my nickname. Now that I've started working full time, I use my proper name. Does it make any difference that my nickname is on my card?

**A.** Yes. To ensure that your earnings record is accurate and up to date, you should call or visit any social security office and have your name corrected.

**Q.** I have a 20-year-old daughter who is studying to be a beautician. If I retire, can she get monthly benefits from social security on my earnings record?

**A.** If you receive monthly social security benefits, your daughter can also receive benefits until she reaches age 22 if she is a full-time student at a State-approved school and remains single.

## Don't Repeat This!

(Continued from Page 1)

vious characteristic of those movements have been population shifts from both urban centers and rural areas to suburban communities.

By the same token, the Democratic Party becomes the most obvious victim of the population changes. This is manifest from the fact that New York City, a Democratic stronghold, will lose three Assembly seats; Suffolk County, a bastion of Republicanism, will pick up three Assembly seats. The Liberal Party will be similarly adversely affected since its power base is also centered in the City. On the other hand, the Conservative Party, with its power base firmly entrenched in suburbia, is likely to play an increasingly significant role in State politics.

### Faces Court Challenge

The immediate problem arising from the reapportionment of State Senate and Assembly seats is whether it will stand up under the Supreme Court "one man, one vote" ruling. In essence this ruling requires minimal population variations among the districts. During the past decade, this ruling raised havoc with the State's Legislature. At one point, the State Assembly consisted of 162 members instead of the traditional 150. One year, the Legislature was elected for a one-year term, while litigation over apportionment traveled a weary path through the labyrinths of the judicial process. Whether the new reapportionment will conform to the Supreme Court requirements is uncertain, but there can be little doubt that it will be challenged in the Courts.

The realignment of Legislative seats may also frustrate the hopes and plans of Senate Minority Leader Joseph Zaretzki and Assembly Minority Leader Stanley Steingut to capture control of the Legislature in the 1972 elections. Republican candidates for President have not carried the State since President Dwight D. Eisenhower in 1956. The Democrats had hoped that the coattails of the 1972 Democratic Presidential candidate would be long enough to carry into the Legislature enough candidates to give them a majority. With ticket-splitting now so common a voter habit, and the shift of seats from New York City to the suburbs, Zaretzki and Steingut may find it impossible to gain control of the Legislature.

### Conservative Influence

On the other hand, the Republicans, while the principal beneficiaries of the reapportionment, will also face a series of imponderable political problems in relation to the Conservative Party. In the last ten years that the Conservatives have been on the political scene, J. Daniel Mahoney and Kieran O'Doherty, the Party founders and leaders, have demonstrated that they are tough-minded political bargainers. It is not likely that they will continue to play the role of tall to the Republican kite. This is particularly so in view of Conservative Party success last year in electing its candidate James L. Buckley to the United States Senate.

During the present term of the Legislature, a majority of the Republican Senators and Assemblymen ran with Conservative Party endorsement. It is not unlikely that in 1972, the Conservative Party will demand Re-

## 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.

## Improper Labor Practice

(First part of a two-part article)

**RECENT DECISIONS** by the New York State Public Employment Relations Board have brought into sharp focus the ability of an employee organization to institute improper labor practice charges against an employer with regard to unilateral changes of terms and conditions of employment. Such unilateral changes may take place in three major areas: (1) a unilateral change in violation of an existing labor agreement—such change being general in nature; (2) a separate agreement with an employee while a labor agreement is in existence; (3) a unilateral change when no labor agreement is in effect.

### (1) A unilateral change in violation of an existing labor agreement.

**AN EMPLOYEE** organization negotiated a provision for sabbatical leave. The public employer unilaterally changed its policy concerning sabbatical leave in conflict with the provision of the labor agreement. The employee organization filed an improper practice charge.

**THE FIRST QUESTION** to be decided was whether or not the labor agreement could properly contain an effective provision concerning sabbatical leave. This issue was disposed of on the basis that sabbatical leave is a term and condition of employment which is the proper subject of collective negotiations. Thus, if the law did not permit collective negotiations on a particular term and condition of employment, an improper practice charge for a unilateral change in violation of the existing labor agreement could not be sustained.

**THE SECOND QUESTION** was whether or not an improper practice charge could be filed on the basis of a direct violation of an existing labor agreement or must the basis be the failure of one party to negotiate in good faith. On this issue, PERB held that a breach of a labor agreement is not in itself an improper labor practice, but such breach may also constitute an improper practice on the basis of failure to negotiate in good faith. Thus, the availability of the use of contract grievance procedures did not take away jurisdiction of PERB to hear the improper labor practice. The Board specifically refused to decide if it would take jurisdiction if such grievance procedures provided for binding arbitration. This issue is still open despite the fact that in a later decision PERB stated its position that in some instances if the labor agreement provided for binding arbitration it would not entertain jurisdiction for an improper labor practice. 4 PERB 3031.

**THE THIRD QUESTION** the Board had to decide was whether the "public interest" has any bearing on good faith negotiations. The public employer claimed that the unilateral change was not motivated by any bad faith but rather to protect the "public interest." The Board upheld the hearing officer's position that such unilateral change "cannot be condoned, even if based upon an erroneous legal premise of a bona fide business consideration." 3 PERB 5-8021. Therefore, good faith is determined without regard to the public, but rather in the viewpoint of the parties to collective negotiations.

**THE FINAL ISSUE** was whether the Board should send in a decision in a case where at the time the matter came before the Board the labor agreement in question had expired so that the point was now moot. The Board held that the expiration of the labor agreement did not vindicate the public employer or relieve it of its improper labor practice, but rather went only to the issue of the nature of the remedial order which PERB could issue.

**IT WOULD APPEAR** that this landmark decision by PERB will grant employee organizations, who have public employers unilaterally change terms and conditions of employment in violation of existing labor agreements, an additional remedy to court action and grievance procedure. This remedy of an improper labor practice will be certainly used in the future. Its main drawback is that the remedy is extremely limited.

publican endorsement of some dates as their price for endorsement of Republican candidates.



# 29 Fire Department Members To Retire

Fire Commissioner Robert O. Lowery gave notice recently of the retirement of 29 uniformed members from the Department. Their pension payments will all begin early next year.

Battalion Chief John C. Chapela of the 54th Battalion, who has been with the Department since 1951, and Battalion Chief Raymond E. Lemaitre, also of the 54th, who has served since 1934, will retire and receive their pensions beginning January and April, 1972, respectively. Also retiring are Captain Charles A. Merz of Ladder 159, who has served since 1937; Lieutenant Francis E. Murphy of Ladder 113, also with the Department since 1937, and Marine Engineer Fred Wehden of Marine 1, serving the Department since 1942.

Retiring Firemen first grade are Francis Val, of Engine 312; Edward H. Rockwell Jr. of the 13th Division; Paul J. Barrere of the 54th Battalion; Joseph F. McKeon of Engine 268; Edwin A. Kiley of Engine 162; Thomas J. Mahoney of Ladder 103; Philip J. Morelli of Engine 158; John S. Mattres of Ladder 121, and Vernon V. Healy of Ladder 36.

Retiring for service-incurred disabilities are Marine Engineer Carl H. Swanson of Marine 9, with the Department since 1937; Captain James F. Geraghty of the 17th Division, with the Department since 1954; and the following Firemen First Grade: Archer J. Fry of the Bureau of

Accounts and Procurement; Robert T. Sydlo of the Bureau of Personnel and Administration; Joseph P. Dentato of Engine 90; Frederick V. Burkley of the Division of Repairs and Trans.; William J. Knopf of Engine 184; James J. Moran of District Office 7, and Robert R. Sutherland of Ladder 162.

Retiring for non-service disabilities are Battalion Chief Joseph A. Henning of the Third Division; Captain Richard J. Wrensen of Ladder 166; Lieutenant Harry W. Ehret of the 18th Battalion; and Firemen First Grade Karl M. Steinhauer of District Office 7, Stanley J. Liebota of Engine 242 and Christopher Sullivan of District Office 5.

## Curry Mediates

ALBANY—Paul Curry, of the Buffalo office of the Public Employment Relations Board, has been named mediator in the dispute between the Steuben County Civil Service Employees Assn. and the County of Steuben.

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# Potter, 44-Year Vet, Honored In Binghamton

(From Leader Correspondent)

BINGHAMTON—Some 85 persons gathered at Morey's Restaurant on Upper Front St. in Binghamton recently to honor CSEA retiree Stanley Potter who left State service after a career spanning 44 years.

Potter retired officially Nov. 1 from his post as assistant right of way agent in the Department of Transportation's Binghamton office. He joined the State in 1927 in Syracuse in the then Bureau of Rights of Way and Claims. He came to Binghamton in 1931.

One of the highlights of the evening was the presentation to Potter by dinner chairman Lou Visco of a letter from Department of Transportation Commissioner T. W. Parker commemorating Potter's many years of service. In his letter, Parker noted that Potter was one of the charter members of the old Bureau of Rights of Way and Claims and congratulated him for "a career that certainly has been most fulfilling."

Other presentations included a certificate from the CSEA signed by Binghamton chapter president Stanley Yaney and presented by former Binghamton chapter president Al Dexheimer, a gift certificate presented by Lou Visco and a copy of a 1927 engineer's handbook found in Potter's desk.

Other gifts included a "Dr. Potter toy medical bag," awarded in recognition for Potter's penchant for coming up with quick cures for common ailments and an "Office Sidewalk Superintendent's Hard Hat" for those times when the itch to get in on the act becomes too overwhelming.

In his remarks following the presentations, Potter offered his sincerest thanks for "a most wonderful evening. 'I don't really like all of these accolades,'" he said. "I prefer doing things for others instead." He added, "I could have retired several years ago but I've stayed on because I've liked working with you all so much."

Asked to cite his most rewarding experience over the past 44 years, Potter said simply, "It has to be the enjoyment I've experienced in working with the public at large and especially my co-workers. The experiences I've had in dealing with property owners have given me too many memorable moments to single out one of them alone."

Questioned about his future plans, Potter said he hoped to just take it easy for a while and then move into research work at the laboratory at Binghamton General Hospital. He added, however, that "a lot of friends in Florida" have been encouraging him to go south to enjoy the fishing.

Guests at the head table were Dexheimer; Mr. and Mrs. Lou

## Two Appointed

Governor Rockefeller has given the Rev. Aurelius Loop, OFM, of St. Bonaventure University, a recess appointment to the Board of Visitors of Gowanda State Hospital for a term ending Dec. 31, 1974. Receiving a recess re-appointment to the same board was Mrs. Robert Bentley, of Arcade, for a term ending Dec. 31, 1978.

Visco; Potter's brother and sister-in-law, Mr. and Mrs. Nathan Potter and a nephew, Richard Lyons. Other guests included Ralph Roland, DOT, Albany; Frank Dagostino, DOT—Syracuse; and William Biell, Ed Kelly and Ray Smith, DOT—Hornell.

Dinner co-chairman was Margaret Peeko.



Retiring after 44 years in State service, Department of Transportation employee Stanley Potter, left, receives a certificate of merit from former Binghamton Civil Service Employees Assn. chapter president Al Dexheimer, right.

# Monroe County Urging Elderly To Retire Now

(From Leader Correspondent)

ROCHESTER — Monroe County employees over 70 will not be granted further extensions beyond the mandatory State retirement age.

County civil service and personnel director Fred A. Herman said that employees between the ages of 65 and 70 and some between 62 and 65 will be encouraged to retire now.

He said County legislators told him to seek the retirements rather than force the firing of younger employees.

The 1972 budget adopted by the County Legislature last week eliminates about 300 jobs. Herman's office is determining who will be fired or retired.

There are 57 employees over 70, including one 87-year-old deputy sheriff in the district attorney's office; 197 between 65 and 70, and 60 between 62 and 65 who have 30 or more years' service.

He said that with one possible exception—John A. Temmerman, director of the County public safety laboratory—no further extensions will be given to employees over 70.

Temmerman, 72, would be excluded because his job is so specialized he would be too difficult to replace, Herman said.

The County cannot force the retirement of those between 65 and 70, as it can with those over 70.

"But," says Herman, "they'll be encouraged to retire early. We're sending out letters reminding them of the better retirement benefits they will get if they retire before April 1."

## Opposes Mental Hygiene Cutbacks

# WRUN Radio Supports CSEA

UTICA—Positions taken by the CSEA have recently received editorial support in the Utica/Rome area from one of the leading news media combinations—WRUN and WRUN-FM radio.

A recent editorial by the station's president, John Woods, of Woods Communication Corp., opposed the State Department of Mental Hygiene's decision to close down Sampson State School at Willard. Woods took the position that, despite the fact that the buildings had been declared to be in violation of fire regulations, the potential harm to the patients at the institution was hardly worth the amount of money the State might be saving itself; and further, that perhaps the patients wouldn't really be any safer in some of the buildings to which they were being transferred.

In another editorial on the two stations,

the microphones were turned over to Dr. Newton Bigelow, director of Marcy State Hospital, which is located between Utica and Rome. He took issue with the findings of the O'Connor Report, which recommends the phase out of either Marcy State or Utica State Hospital over the course of the next decade. Bigelow's position was that the report's basic assumptions that there would be a decline in the demand for mental health care facilities in the Utica/Rome area, were already being proven to be in error just one year after being drawn up.

Bigelow further stated that if there should come a decision to phase out one of the institutions, it should not be Marcy State Hospital, as the report suggests, but rather Utica State. Bigelow based this contention on the better suitability of Marcy

(Continued on Page 9)

## Chanukah Fete Set By Jewish Employees

The Jewish State Employees Association of New York will hold a Chanukah celebration at its Dec. 22 meeting in Room 1 of the State Office Building in Manhattan. The meeting will begin at 5:30 p.m. and will include a presentation of the historical facts and tradition of Chanukah by vice-president Ben Kramer, and a meal hosted by former president Morris Solomon.

# State Typist Wins Rehabilitant Award

Arlene Hendrickson, a State employee who has been confined to a wheelchair since childhood, was recently honored with the Rehabilitant of the Year award from the metropolitan chapter

of the National Rehabilitation Association.

Miss Hendrickson is a senior typist with the State Department of Social Services Bureau of Disability Determinations in Manhattan. Stricken with polio as a child, she was a patient at the New York State Rehabilitation Hospital at West Haverstraw until the age of 17. Through tutoring, she earned

her high school diploma. She took a speed typing course and was subsequently employed as a home typist for six years.

She entered the civil service with a dictating machine transcriber appointment in 1964, and in 1970 was promoted to her present position.

The award was presented at a dinner at the Statler Hilton Hotel on Dec. 1.

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**RETIREMENT SYSTEM RETIREES**—Seven outgoing employees of the Member Services Bureau of the State Retirement System were honored by more than 150 of their co-workers at a recent Albany luncheon, and were congratulated by Bureau director Frank E. Simon. Seated, left to right, are Catherine Griffin, Bureau director Simon, Constance Manning and Ann St. Yves. Standing are Bessie Stein, Mary Hargrave, Aurelie Biglow and David London.

## Youth Program

(Continued from Page 1)

additional funds, and where those funds would come from.

"There was no doubt in our minds that the program had to be saved," said Guild. "Its record of achievement so far, with a large percentage of educational and employment success, and a small percentage of drop-outs, speaks louder than any rhetoric against it."

"The program would now be lost if it weren't for CSEA," said Andrew Gill, YOP program supervisor. "If CSEA hadn't insisted on that meeting in New York, this program would be only a memory to us and to all the kids it benefits."

Gill agreed with others in the program, however, that the battle will begin all over again when next year's budget must be faced.

"It looks like another tough fight to me," he said.

**Pass Your Leader To A Non-Member**



# Situation Bleak, Wenzl Warns CD Conf. Delegates

By MARVIN BAXLEY

ALBANY—Civil Service Employees Assn. president Theodore C. Wenzl said here the State situation in the year ahead will be "indeed bleak."

Speaking to delegates of the Capital District of the Association, Wenzl predicted that the legislative mood would be even tougher next year than it had been in 1971.

He called for the patience, confidence, understanding and

support of the membership because "things will be moving rapidly." The statewide president told the delegates that he had recently spent an entire day meeting with representatives of the teachers and the nurses associations and with ten unions from private industry, discussing how to cope with the expected truculence of management during the next year. He emphasized, however, that these discussions were strictly exploratory at this time.

Wenzl began his talk to the delegates by informing them that the validity of the statewide election last September had been cleared by the Supreme Court. The case had been decided, the president explained, because there was inadequate supportive evidence to back up the specific charges. Consequently, the eight current statewide office holders hold clear and uncontested claim to their positions.

### Welcome New Chapter

In regular business, Capital District president Ernest Wagner welcomed Montgomery County as a new member of the Conference. Montgomery thus becomes the first county in the area to respond to Howard Cropsey's efforts to expand county participation in the Conference. Cropsey, of Albany County, and John Vallee, of Rensselaer County, representatives of the two county chapters that have been long-time members of the Conference, both serve on the Capital District executive board.

Wagner also conducted a lengthy debate on the best way to respond to an editorial on one of the local television stations which attacked public employees. The editorial charged that demands for a four-day week were outrageous and that this was not the time to be demanding a big pay hike.

It was agreed that the Conference would take unified action in supporting Wagner in a televised rebuttal over the same station. (At Leader press-time, Wagner had taped his rebuttal, which was scheduled to have appeared four times on WAST-TV between Dec. 7 to 12. The full text of his reply appears elsewhere on this page.)

### Procedural Matters

Much of the meeting was given over to discussion of procedural matters and questioning statewide operational policies.

Following Conference first vice-president Jack Daugherty's announcement of departmental negotiating team members, Office of General Services chapter president Boris Kamarczyk asked how it was possible for a chapter president not to be consulted about negotiating team members to represent his own department. Wagner explained that the CSEA constitution gave the responsi-

(Continued on Page 14)



Attending the Capital District Conference meeting were the above members of the Mental Hygiene Central Office, who are, left to right: Peter Sheremeta, president; Paul Orsini, vice-president; Betty McLean, delegate, and Velma Lewis, delegate.

## Sorrentino Honored On Retirement

(From Leader Correspondent)

BALDWIN — Civil service employees of Nassau County's Sanitary District Two said good-bye to a veteran associate, Sylvester Sorrentino, district superintendent, upon his retirement after 33 years.

Sorrentino directed the work of 65 routemen, four mechanics and three office workers operating 27 trucks in serving 65,000 persons in the Baldwin - South Hempstead - Roosevelt area. He recalled that when he started, the district had five open trucks and 18 men, and that helpers were paid \$28.50 and drivers \$32.50 for a six-day work week. Salaries have increased six times plus other benefits since those late Depression days.

Sorrentino, of Freeport, is married and has two daughters and two grandchildren.

He has been succeeded as superintendent by William Jeremiah of Baldwin, who had been with the Town of Hempstead Highway Department for 20 years.

### Rich and Earl Named

WILLARD — Mrs. Harry E. Rich of Marion and Marie Earl of Trumansburg have been named to the Board of Visitors of Willard State Hospital, for terms ending Dec. 31, 1971, and 1977, respectively. Positions are unsalaried.

## Refutes Editorial Charges

# Wagner Goes On TV To Defend CSEA Stand

ALBANY—Capital District Conference president Ernest K. Wagner last week appeared four times on Channel 13, WAST-TV, in the Albany area, to rebut an unfavorable editorial recently televised by that station against public employees.

The rebuttal was rebroadcast a comparable number of times as the original station editorial had been.

Wagner refuted the station's charges that State employees "were first with most" in requesting a pay raise. He also explained the facts about what the editorial had termed "an outrageous four-day week."

The full text of the Wagner's rebuttal appears below:

"The Capital District Conference of the Civil Service Employees Assn., representing 40,000 public employees, takes strong exception to Channel 13's recent editorial attacking the CSEA proposals for a pay raise and four-day workweek for State employees.

"The editorial misrepresented the facts. Specifically the editorial said, and I quote: 'Now is not the time for State employees to be demanding any big pay hikes or an outrageous four-day week. If the taxpayers have to work 40 hours a week to earn

their pay, then we do not think it is too much to ask the same of State workers."

"We agree—that's exactly the proposal called for by State workers, who by the way, also are taxpayers. To put your statement in its proper perspective, it should have said that the four-day proposal calls for State employees to work the same number of hours they now work—40 hours or 37½ hours, whatever the case may be. And, State agencies would continue to operate five days a week.

"What's outrageous about this?"

"It's simply equal pay for equal work—no change except for a different schedule.

"You also state that the benefits sought by CSEA are not

## Cancel DOT Consultant Contracts

(Continued from Page 1) nectady, now has lost its \$1.2 million contract as a result of cancellation by the State.

Clough Associates has lost a \$1.5 million contract for a section of Interstate 787 in Watervliet.

Wenzl had these comments:

followed.

The adverse effect on employment at the two institutions has prompted the CSEA chapters at each to hold a round of meetings with various legislators and officials to discuss the report.

## Utica Radio Station Gives CSEA Support

(Continued from Page 8)

State from both a staffing and physical lay-out point of view for providing adequate care for mental patients.

### Both Urgently Needed

But Bigelow's main thrust in the editorial was that neither institution should be diverted from the purpose for which both are at present urgently needed. Bigelow pointed up the fact that as many as 2,500 jobs could be lost at the two institutions if the report's recommendations were



Also at the meeting were, left to right, Carmen Albano and Arthur Hasbrock, delegates from Cozsockie Correctional Institute; Jean Book, Board of Education delegate; Eileen Salisbury, Margaret Dittrich and Pat Rutledge, all delegates from the Department of Motor Vehicles.



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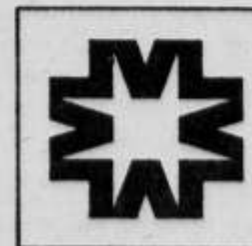
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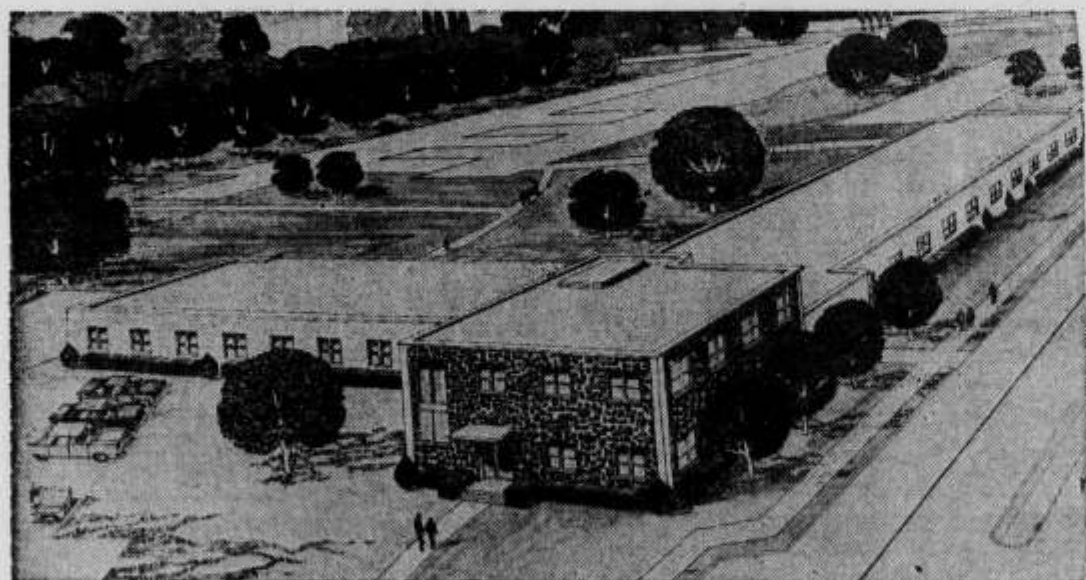


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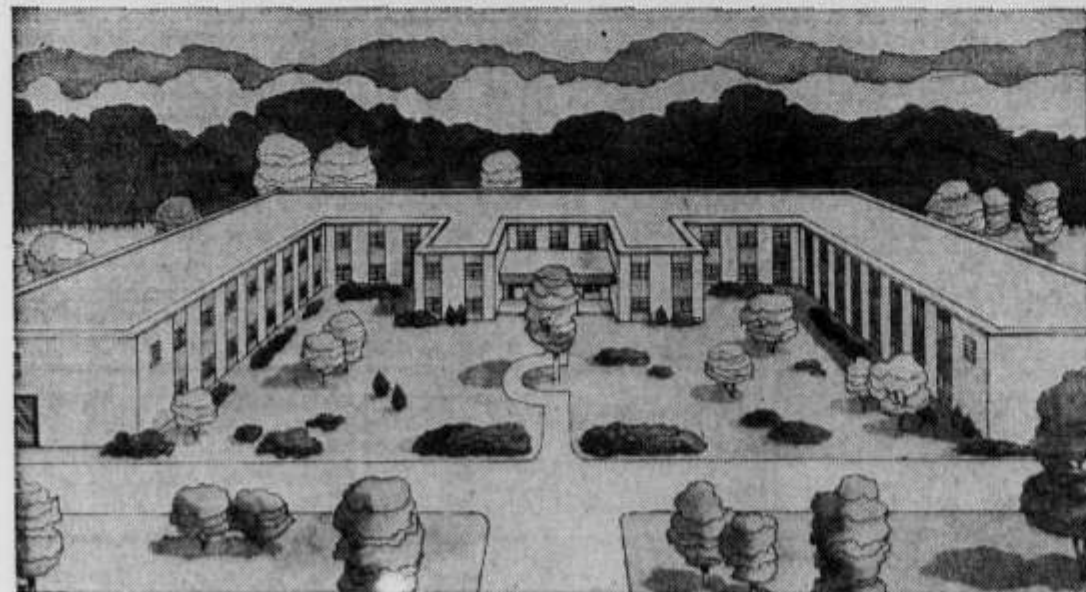


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# waste.

wast (wōst). Scot. var. of WEST.

wast (wast). Scot. var. of WEST.

wast'age (wās'tij), *n.* Loss by use, decay, etc.; waste.

**waste** (wāst)-*v. t.* **1.** To lay waste; devastate. **2.** To use up; consume; to wear out. **3.** To emaciate; to cause to be consumed or weakened as by overuse, disease, or the like; to enfeeble. **4.** To expend needlessly, carelessly, or without valuable result; to squander. — *Syn.* See WASTAGE.

—*v. i.* **1.** To lose bulk, substance, strength, value, or the like, gradually; to be used up or worn away by degrees. **2.** To fall away in flesh, health, or vitality; to become gradually feeble; — often with *wast*. **3.** To be consumed without serving its purpose; to be

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## Where to Apply For Public Jobs

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

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

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

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

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

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

Completed application forms which are filed by mail must be sent to the Personnel Department and postmarked by the deadline. Transit Authority applicants must file at 370 Jay St., Brooklyn.

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

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

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

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

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

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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

In the Professional field, Licensed Medical Lab Technicians and Technologists with a City license are wanted. Some openings require membership in American Society of Clinical Pathologists. The salary range is from \$130 to \$200 a week . . . Physical Therapists who have graduated from an acceptable school and have a State license can fill positions paying from \$8,000 to \$15,000 a year . . . There

are numerous attractive openings for Social Case Workers with a Master's Degree in social work plus one year of experience. The beginning salary is \$10,000 a year, and higher salaries are offered for additional experience . . . X-ray Technicians with a State license are wanted for jobs paying \$150 to \$220 plus a week . . . Apply at the Professional Placement Center, 444 Madison Ave., Manhattan.

able on a part- or full-time basis at \$2 per hour . . . Jobs are available for Auto Mechanics, first-class, who have their own tools and an operator's license.

There are a variety of job openings in Brooklyn. For example, Yarn Winders are wanted to operate Foster yarn winding machine on all types of yarn at \$80 to \$100 per week . . . Polishers are also wanted to color, cut down and polish brass, pewter, steel, aluminum or bronze. The pay range is \$2.25 to \$3 per hour . . . Sheet Metal Workers are needed to lay out from prints and fabricate items. The pay range is \$2.50 to \$4 per hour . . . There are a few jobs for Machinists able to set up and operate lathe, miller, drill press and other machine shop tools to make parts from blueprint sketch or sample. The pay range is \$2.90 to \$4.50 per hour . . . Also, Maintenance Mechanics to repair and adjust various types of machines. Electrical, mechanical, and welding involved. Specific experience is necessary for these jobs paying from \$3.10 to \$4.25 per hour . . . There are also a few openings for Platen Press Operators able to operate Heidelberg, Chandler and Price imprinting on greeting cards and stationery. The pay is \$110 a week . . . Apply at the Brooklyn Industrial Office, 250 Schermerhorn St., Brooklyn.

Our office on Staten Island has the following job opportunities . . . There is a demand for Sewing Machine Operators to operate factory machines in the manufacture of dresses, slacks and children's clothes. Training will be given and jobs are avail-

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### LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK. JEAN L. KLEBE ROSENFELD, Plaintiff, against THOMAS A. DUGAN and THOMAS A. DUGAN, JR., Defendants. Index No. 23880/1971. Plaintiff designates New York County as the place of trial. — SUMMONS. — To the above named Defendant. YOU ARE HEREBY SUMMONED to answer the complaint in this action and to serve a copy of your answer, or, if the complaint is not served with this summons, to serve a notice of appearance, on the Plaintiff's Attorney(s) within 20 days after the service of this summons, exclusive of the day of service (or within 30 days after the service is complete if this summons is not personally delivered to you within the State of New York); and in case of your failure to appear or answer, judgment will be taken against you by default for the relief demanded in the complaint. Dated, New York, New York, July 20, 1971. Defendants' address: 1365 Somerset Road, Teaneck, New Jersey. BUDIN, BUDIN & BUDIN, Attorney(s) for Plaintiff; Office and Post Office Address: 291 Broadway, New York, New York 10007; (212) WO 4-2210; File No. 102,309. To: THOMAS A. DUGAN, JR.

The foregoing summons is served upon you by publication pursuant to an order of the Hon. Harold Biras, a Justice of the Supreme Court of the State of New York, dated the 9th day of December, 1971, and filed with the complaint and other papers in the office of the Clerk of the County of New York, at 60 Centre Street, City, County and State of New York. The object of this action is to recover money damages for personal injuries sustained in an automobile accident which is alleged to have occurred on December 14, 1968, in Bergen County, New Jersey. The contractual obligation of the Factory Mutual Liability Insurance Company of America to defend and indemnify the defendant, Thomas A. Dugan, Jr., under a policy of automobile liability insurance having been attached. Dated: December 14, 1971. BUDIN, BUDIN & BUDIN, P.C. Attorneys for Plaintiff Office & P.O. Address 291 Broadway, New York, New York 10007 964-2210

### LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BRONX. In the Matter of the General Assignment for the Benefit of Creditors of SHARP SHOES INCORPORATED Assignor to ALFRED A. ROSENBERG, Assignee. TO THE CREDITORS OF THE ABOVE ASSIGNOR: SIR: PLEASE TAKE NOTICE that the undersigned will sell through MARTIN FEIN & CO., INC. Auctioneers at Public Auction on the 23rd day of December 1971 at 10:30 A.M. at 235 East 167th St., Bronx, New York, assets of the above named Assignor consisting of Merchandise & Fixtures. PLEASE TAKE FURTHER NOTICE that pursuant to an order of Hon. Birdie Amsterdam, a Justice of this Court, all creditors of this estate are required to file duly verified claims, with vouchers attached, against the above Assignor, formerly doing business at 235 East 167th St., Bronx, New York, with the undersigned Assignee on or before the 19th day of January 1972. Dated: New York, N.Y. Dec. 9, 1971 Alfred A. Rosenberg, 16 Court St., Brooklyn, N.Y. Assignee Louk P. Rosenberg, Attorney for Assignee, 16 Court St., Brooklyn, N.Y.

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### LAURELTON \$30,990 ENGLISH TUDOR

6 room house with garage and patio consisting of living room, dining room, kitchen, 3 large bedrooms, bath, finished basement with 1 bath. Wood-burning fireplace, automatic gas heating system, wall to wall carpeting, refrigerator, washer, screens, storms . . . everything goes! Beautiful location. Near schools, transportation and shopping centers. Low down payment terms can be arranged. Ask for Mr. Alex.

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6 room, 1 1/2 baths, completely detached duplex. 2-car garage, finished bsmt, automatic heating system plus all conceivable appliances. Near huge shopping center and only short walk to bus/subway. Low down payment can be arranged. Ask for Mr. Rogers.

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## Retiring Clerk Cited For 27 Years' Service

STONY BROOK—Approximately 100 co-workers feted Mrs. Helen Rienzo, senior clerk at the Stony Brook University library, at a recent retirement dinner.

Mrs. Estelle Gremmell, library representative for the Stony Brook University chapter of the Civil Service Employees Assn., presented Mrs. Rienzo a chapter scroll. Mrs. Gremmell also represented chapter president Albert Varacchi, who was in Albany for negotiations. Library director Dr. Ruben Weltsch was another official attending.

Mrs. Rienzo, who was known for her friendliness, had been in the State service 27 years, the last seven at Stony Brook U.



**DOT RETIREES FETED** — The Civil Service Employees Assn.'s Department of Transportation Chapter 511 recently hosted a dinner dance for the above DOT employees who have retired in the past year: front row, left to right: R. J. Steinhoff, master of ceremonies and past CSEA chapter president; Ray F. Reynolds, retired highway light maintenance foreman, 22 years; Mrs. Julia Phillo; Roy P. Tanner, retired highway equipment operator, 23

years; Mrs. Tanner and C. P. Vieni, resident engineer, Columbia County. Back row: M. J. Crank, chapter president; R. C. Trobridge, CSEA field representative; H. F. Dunbrook, Region 3 highway maintenance engineer, and F. A. Tamburro, assistant resident engineer. Not shown are retirees E. E. Davis, 18 years; F. Waldorff, 14 years, and C. Haynor, 23 years, all laborers. CSEA Chapter 511 was host. Over 80 attended and Bud Celentano provided the music.

## Joe Lochner Celebrates 40 Years

(Continued from Page 1) memory bank for facts and figures about CSEA, State laws, etc., dating back to the thirties. His knowledge of all phases of CSEA business, from collective negotiations to complex insurance matters and Civil Service Law, is recognized far and wide.

His native ability and endurance place him in a premier position as a CSEA negotiator, as any State official who has faced him, down through the years, will attest.

Unlike many other people in a similar position with a progressive organization, Joe has grown, as CSEA has grown — from a one-room office serving a comparative handful of members to a multi-million dollar, 200,000-member powerful labor union with widespread and diverse interests. At one time, he handled practically all of the work himself, from typing, delivering packages and putting out a CSEA newsletter to making command decisions. But, as the organization grew, increasing both its membership and staff, Joe recognized the need for decentralization and gave his top assistants many of the jobs he once handled.

### Talent For Enthusiasm

In all his 40 years on the job,

Joe has never lost his enthusiasm or his belief that CSEA is the only effective organization for public employees in New York State. He has worked diligently to maintain that position and provide the best kind of service available.

### Led Campaign

When CSEA's status as the representative of all State employees was challenged by rival unions in 1969, Joe led the successful campaign which saw CSEA keep its rightful position as the number one public employee union in New York State. One co-worker recalls a time during the campaign when CSEA staff members were mobilized to meet the threat. "Joe was everywhere. He worked side by side with mailers and printers, sending out campaign material to all State workers. He was an inspiration to everyone during those uncertain days."

Blessed with a quick wit and an unquenchable sense of humor, Joe's relaxing effect in a social atmosphere is like taking a trip down memory lane, or, better yet, getting a crash course on what makes CSEA tick. His conversation abounds with anecdotes about people who have played prominent roles in CSEA's rise to pre-eminence.

Considered a dynamo, who can keep two top grade stenographers hopping all day while handling other administrative duties, Joe has a resiliency and tenacity few executives can match. If he believes a CSEA member has been given a bad time by his employer, pity the boss, for Joe will relentlessly pursue the issue until satisfaction is achieved.

Dedication to his job has been Joe's hallmark. He admits to making mistakes with the terse pronouncement, "I'm human," but his co-workers will also readily admit that his mistakes are few and far between.

### Set Example

All through his 40 years, Joe has set an example for his subordinates. You'll find him at his desk before the start of the working day. And if he's home sick, you know he should be in the hospital. He keeps healthy and fit by working out several nights a week at a local health spa, in addition to pitching on CSEA's staff softball team.

As he enters his 41st year with the organization of which he is very much a part, Joe remains in full stride and looks to the future with unbounded enthusiasm.

## Wenzl Assesses Future At Capital District Meet

(Continued from Page 9) bility for these appointments strictly to the State president.

Statewide conventions also came under fire, with many delegates asking, as delegates at all the other conferences do, why the important business gets crammed into the closing hours of the convention, while mundane resolutions are read ad infinitum during the opening ses-

## Consultant Hiring

(Continued from Page 1)

Wenzl commented on the bills: "CSEA wholeheartedly supports both of these bills. They are definitely a step in the right direction and will help to curb the outrageous spending by the State on unnecessary consultants. Our dedicated force of State employees can do most of the jobs that are farmed out to consultants—and at a lower cost to the taxpayer."

"Although we plan to push for even stronger guidelines limiting the use of consultants, CSEA will fight for passage of Assemblyman Brown's two bills."

Both bills have been sent to the Assembly's Governmental Employees Committee.

sions. Wagner announced that he planned to call a special Conference caucus just prior to the Spring statewide meeting in order to better brief Capital District delegates on expected topics to be brought up at the meeting.

### New Fieldmen's Status

John Corcoran, Headquarters director of field service for the Capital District area, explained that new fieldmen are being interviewed, and that two men should be added to service the Albany area. The area's coverage will be restructured to provide smaller jurisdiction for each man, but to include all State and local governmental units within the area, he said.

Wagner informed delegates that the individual chapters may make reservations now for next year's flu shot program. In addition, he gave recognition to Peg Piggoli, who is retiring from the Labor Department on Dec. 30 after more than 40 years of public service.

Activities chairman Dorothy Honeywell announced that attendance at a local presentation of "Fiddler on the Roof" had been the most successful social venture the Conference had ever sponsored.

## DOT Representatives Meet In Syracuse

(Continued from Page 16) Timothy McInerney, the DOT employee units' representative on the CSEA Board of Directors, termed "excellent."

McInerney chaired the three-day meeting.

Another highlight of the sessions came Saturday night when Vincent D. McDonnell, chairman of the State Mediation Board, spoke at the delegates' dinner in the motel.

McDonnell told the group that the mediator is "the catalyst" to bring opposing sides together. "He is there as long as the parties think he can be of help," he said.

He also recounted some of his experience as a mediator in the New York City sanitation and police labor disputes.

Also speaking briefly was Dr. Theodore C. Wenzl, CSEA president. Attending the meeting

were Thomas McDonough, first vice-president, and William McGowan, fourth vice-president. John Rice, CSEA legal counsel, acted as dinner master of ceremonies.

McDonnell said he is "a firm believer in collective bargaining."

He told the group that the mediation board is finding "it very difficult to fit the (Federal) Wage-Price Board's decision on 5.5 percent with the 16 percent granted the coal miners. I find this very confusing."

### Group Meetings

Saturday morning, the delegates divided into three groups—representing operational, administrative and the professional, scientific and technical bargaining units—to discuss with CSEA bargaining representatives contract language for the current negotiations.

McInerney said the CSEA bar-

gaining representatives also "got the pulse and response of our people to help guide them in negotiations." And the CSEA officials brought the DOT representatives up to date on the status of negotiations. A 14-page pamphlet, outlining demands agreed upon, and those that went to impasse during the negotiations, was distributed to the DOT representatives.

Friday night, the DOT delegates—including the presidents of 32 CSEA chapters representing the workers—talked over general problems in the 63 department residencies throughout the State.

The meeting wound up with a Sunday morning breakfast session during which the delegates could discuss with CSEA officers and representatives what had been talked about during the meeting, and ask other questions.



**METS GET A BOOST** — Former president of the Mets Boosters, Irving Flaumenbaum, president of the Nassau chapter of the Civil Service Employees Assn., joined the Mets for the recent Meet the Mets Day at Roosevelt Field Shopping Center on Long Island. Left to right are Paul Enus, a young fan; Tommy Agee of the Mets; Flaumenbaum, and Al Jackson of the Mets.



# This Week's City Eligible Lists

## 671 Prom. Sergeant

TAPD — 105 Eligibles

1 J M Carney, J B Sochacki, T P Strong, N Mehd, T J Rior-dan, R E Down, K A Jonas, R J Agatowski, T M Moriarty, P I Bohrer, L J Pezzillo, S B Reiter, W C Wiese, M F O'Connor, R C Ward, R C Kearney, R P Hoyle, T P Griffin, A M Faraldo, L Armstrong, M A Ansbro, A J Abrano, B A Braccella, G W Nicholson, J J Accomando.

26 P Pardalena, M R Logan, R R Rowland, W D Smith, J T McGovern, W Flynn, V J Hardy, J T Clifford, M Purtil, G J Donovan, J J Cullen, J R Carlo, C J Harrington, F A Brogan, R A Gollinge, R J Stewart, R P O'Neill, L J Maniscalco, W F Nieroda, J G McCarthy, J H Cummings, W L Moore, L P Blackman, A D Agellre, J D Cannon.

51 D W Nieroda, R Abraham, J Evensen, R D Hoffmann, M T Rooney, M A Cosola, R C Bon-tempo, R R Gouldner, L A Alper, W J Bacchi, H C Hassler Jr, C Braxton, G T Laine, W P Burke, E J Eastwood, C J Boedigheimer, R P Greenidge, B R Gaskin, J J Negron, S M Katz, R E Douglas, J A Clark, D G Neumeier, M Ruotolo, A De Lia Jr.

76 D J O'Keefe, R M Beck, M Allveto, F M O'Hare, J P Neville, R L Johnson, L A Pal-ladino, F Guinyard, W H Holl, V Di Spigna, S Josey, G A Kroll, R J Kent, J J Murray, M Diamond, G H Epstein, D J Rivituso, J R Wilson, D F Rowley, J A Roberts, M Berrios, J F Bond, P Bardes, J W Madden, C J Russo, N C Laird, J M Keels, M Birbiglia, C Casey, J A Galantini.

## Prom Sergeant

HAPD — 66 Eligibles

1 P Cirinocione, A Melillo, K McCabe, R Guerra, G Kempf, W Popper, N DeStefano, C Clark, V Galluzzo Jr, R Katz, F Man-zi, R Burgher, S Hellman, S Hellman, R Toppin, G Morton, J Foley, G Moorehead, P Lynch, C Hamilton, R Edwards, F Auri-ana Jr, F Vignone, J Rose, P Zarrella.

26 D Cade, R Mollinari, F Walker Jr, M Williams, V Kell-man, M Fucito, J Dantonl, R Daniel, O Jefferson, L Trotter, M Leon, H Bonaparte, P Ablasog-nio, H Smith, N Cervelin, J Con-nolly, M Allen, W Thomas Jr, E Vance, J Deas, H Duren, M Woods, C Brown, R Esposito R Casella.

51 G Spillers, G Schmotzer, R Koenig, J Lauterborn, H Pier-son Jr, W Caldwell, J Phelan, E Darlenzo, R Harris, S Guarino, C Cruickshank, R Walwyn, J Dadamo, A Slater, C Silverstein, J White.

## Railroad Stock Asst.

(20 Eligibles) - (Group 7) - (TA)

1 J. J. Chadwick, A O Coker, E A Solomine, L L McGill, J F Vanacore, J N Zuccaro, N F James Jr, V J Sekac, R E Cross, S O Holness, J M Serrano, C E Dawkins, M Eady, R Singleton, O I Sullemun, J A Chamble, P J Farrell, M H Brown, J Soto.

## Group 8 — 20 Eligibles

1 J Pepe, L Incandela, J W Hawkins, S Spaho, R V Gibbons, M G Mulhern, J F Harrell, E L Wellons, R J Hardy, R J Rus-sell, J P Herzhaft, R D Pittman,

B A Flynn, J T Carmody, J E Rhodes, V Mazza, J B Miller, D Kelly, Y W Ayala, R H Blitz.

21 D Felder Jr, M Spiegel, S J Carmody R Bronzo, J P Crec-co, A Aloggio, B Corapi, J Swan-gin, A Dezinna, J P Palamar, H N Gonzalez, J Gibson, Jr, R A Jacobowitz, E Gray, M A Ter-rizzi, M Sturdivant, F Mincuzzi, M J Gagliardi, H J Seayer.

## 1543 Prom. to Station Supervisor

TA—64 Eligibles

1 J Sampson, J P Murphy, W F Earle, J F Gallagher, S Forgiato, D Felix, P W Williams, H P Venable, J A Bromfield, L D Cummings, H Chironky, T J Gallagher, F A Davino, J E Mc-Cann, I D Carter, H King, L C Bostick, W J Hall, S B Paul, J W Maloy, J Goldberg, C E Bourke Jr, I Shapiro, T H Mer-rick, J E Volk.

26 R H Donohue, R B Burt, M W Duchan, L Lazarowitz, J L Madden, J C Raymond, P A Nerone, L E Morgan, R L Elverson, J Wesselhoft, R May-hew, R H Hendrickson, A L Peaceman, F A Wilson, J T Curtis, H M Rector, M D Wil-liams, J M Mason, N R Augus-tine, P V Shiver, R G Esposito, E Haywoode, M J MacMillan, L R Irizarry, F P Peranto.

51 D L White, J Caldari, E R Leake, M L Barrett, R J Smith, W D Coughlin, P Brown, B Fish, M Henner, A E Williams, C BrBraccio, M T Farrington, M G Lewis, M T Wilson.

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## The Job Market

(Continued from Page 13)

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# DISCUSS NEGOTIATIONS AT DOT SEMINAR

## McInerney Chairs Statewide 3-Day Meeting In Syracuse

(From Leader Correspondent)

SYRACUSE—Elimination of two steps to streamline State workers' contract bargaining procedures was discussed at a Statewide seminar for Department of Transportation members of the Civil Service Employees Assn.

"We want to provide the employees with a much better, more efficient and faster grievance procedure," James Featherstonehaugh, CSEA staff legal counsel, told representatives of the employees' DOT bargaining units. Approximately 100 delegates and CSEA officials attended the three-day meeting.

Discussions of grievance procedures drew most of the questions—and the most heated questions—at the Saturday session in the Northway Inn just north of Syracuse.

Featherstonehaugh admitted that "we made a mistake when we negotiated this" (the five-step grievance procedure in the contract).

"It only ends in a delay of from six to nine months," he said.

The CSEA counsel termed the fourth step as "entirely futile." This is the step at which the grievance goes to the State Office of Employee Relations, one of the procedures whose elimination is being sought.

### Two Years' Experience

"In two years of grievances," Featherstonehaugh said, "we have never settled a case at this step. The Office of Employee Relations has just held up a grievance."

In reply to several delegates' questions about taking the grievances to a court when the State delays, the attorney told the meeting, "You really don't gain

any time by a law suit. It can take four, five or six months for the court to reach a decision.

However, he said, "the State knows it can not win in a court suit, that it can only delay" the final settlement of a grievance.

The lawyer explained briefly both the five-step grievance procedure in the State contract and the four-step procedure instituted as a result of Executive Order 42.

He noted that grievances under the contract procedures are confined to "a very limited and narrow use"—only those which involve an interpretation or violation of a term in the contract. These end in binding arbitration.

He explained that Executive Order 42, which also ends in a binding decision by the Grievance Appeals Board, provides the procedures for:

- 1—Any person who works for the State not covered by a collective bargaining contract, and
- 2—Anyone who complains about working conditions or treatment by a supervisor.

Featherstonehaugh said he feels that the State "is going to be agreeable" to a change in the grievance procedures.

### Age Requirements

The attorney also commented on other heated questions from the delegates on the age requirements for retirement. The delegates wanted to know why the contract does not include retirement after a required term of service only—as do the State Police troopers and officers, for example.

"This demand has been made," the attorney told the meeting. "But it has been bargained away for those things which members have indicated to delegates (contract negotiating team) that they wanted more—as salary increases."

Mary Blair, CSEA retirement specialist, discussed changes in the retirement plan enacted by the 1971 Legislature, particularly



Chatting before the DOT seminar dinner are, from left, Vincent D. McDonnell, State Mediation Board chairman; Timothy McInerney, DOT representative on the CSEA Board, and Dr. Theodore C. Wenzl, CSEA president.

the change in figuring final average salary.

After April 1, 1972, she pointed out, final average salary will not include such items as termination pay, vacation pay, accumulated sick leave pay and similar pay for "time not worked." These items have been included in computing final average salary until the change, she said.

Overtime pay will still be included, she said, but only if it does not make the total pay for one of the three years used more than 20 percent higher than the total received the year preceding retirement.

### CSEA Challenging Point

CSEA is challenging this point, she said, but there has been no decision yet.

The afternoon session ended with a film on collective bargaining and mediation, which

(Continued on Page 14)



James Featherstonehaugh, right, CSEA legal counsel, answers questions on retirement, as Mary Blair and Tim McInerney listen in.



Albany delegate Stewart Hardy, standing, asks a question on using only actual working days in State service as a basis for computing retirement. Joseph Gambino, president of DOT Region 10, listens.



On the panel discussing operational employees' problems are, from left, Nicholas Cimino, Utica delegate to

the seminar; Aaron Wagner and Joseph Riedy, CSEA staff, and William McGowan, CSEA fourth v-p.