

Civil Service LEADER

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Hospitals: statewide Woes

See Page 3

Nassau Judicial Officer Ballots Due By Dec. 12

(From Leader Correspondent)

MINEOLA—An election of officers for the 500-member Judicial Conference unit of the Nassau chapter, Civil Service Employees Assn., will be conducted by mail with a deadline of Dec. 12.

Chapter president Irving Flaumenbaum announced that strict election procedures had been agreed upon by representatives of two slates in the running.

Ballots will be printed and mailed by an independent printer, and will be received and tallied by Long Island field supervisor Edwin Cleary and two members of his staff. In addition, representatives of both slates will be invited to attend the counting.

The two slates in the running are headed by Anthony Greco, the incumbent unit president, and Michael Gilbride. Ballots will also provide for write-in voting.

The Greco slate includes Helen LaPenta for first vice-president, Charles Cimineri for second vice-president, Fran Reder for secretary, Frank Dopman for treasurer.

(Continued on Page 9)

Wenzl Warns Governor, Legislature That CSEA Won't Tolerate Firings

To Balance New Budget

By PAUL KYER

Governor Rockefeller and the leaders of the Legislature have been put on notice by the Civil Service Employees Assn. that the more than 200,000-member organization will not tolerate any revival of employee firings as a means of balancing the forthcoming State budget.

Dr. Theodore C. Wenzl, president of the organization, declared last week that "CSEA is prepared right now to use every means at its disposal to fight any kind of State firings. We aren't waiting for the axe to fall this time."

Wenzl asked for—and got—the unanimous support of the Employees Association Board of Directors to back him in "any ac-

tion I might deem advisable" to protect the jobs of State and local government employees.

"With more than 200,000 members throughout the State, the politicians are perfectly aware of what we can do about this issue," Wenzl said, although he made no mention of a strike or other job action.

The CSEA president was particularly critical of government

exercising budget cuts through layoffs and firings rather than reducing programs such as highways and buildings.

Fighting For People

"We are fighting for the people of the State of New York as well as for public employees," he said. "The extra workloads imposed on civil servants are bringing the quality of public service closer and closer to the danger level. People, not programs, make government function safely and adequately," he declared.

Board members agreed emphatically that "the politicians must get their notice right now."

Although Wenzl declined to disclose any specific battle plans he would set in motion, it was obvious that the CSEA leadership was taking no chances that they would be slipped the axe during a possible emergency session of the Legislature that would deal with an estimated \$800,000 budget deficit. The crisis occurred when voters rejected a \$2.5 billion transportation bond issue.

Wenzl also criticized the State (Continued on Page 14)

Inside The Leader

Tompkins County Election — See Page 3

CSEA Wins Reinstatement For Ballston Spa Employee — See Page 9

Transportation Dept. Seminar

— See Page 16

Wenzl Looks To 'Next Time'

CSEA Narrows Gap In Security Vote

ALBANY—Theodore C. Wenzl, president of the Civil Service Employees Assn., had warm praise and thanks for those employees in the Security Unit who voted for CSEA in the recent representation election.

"The huge voter turnout for CSEA and close margin of the vote proved beyond a doubt that thousands of employees in this unit are extremely dissatisfied with the bargaining representative, Council 82, AFS-CME, and ready to go with CSEA," Wenzl said.

"CSEA lost in terms of number, but won from the standpoint of strengthening our position. The vote count reinforces

our confidence that the next time around, which is not really too far away, we will win and bring all State employees under the CSEA banner.

Rampant Dissatisfaction
"It's surprising to note," Wenzl said, "that in the first election two years ago, CSEA lost by

more than 900 votes, when there was no incumbent union, but lost this election against the odds an incumbent always has by less than 600 with practically the same number of employees casting their ballots. It indicates rampant dissatisfaction with (Continued on Page 9)

Dr. Miller And Yale Deny He's Leaving Albany For Hartford

Reports in a Long Island newspaper that Dr. Alan D. Miller, State Commissioner of Mental Hygiene, would soon leave his post to accept a position with Yale University have been denied by both Dr. Miller and Yale University.

In a conversation with The Leader, a Yale spokesman at Hartford, Conn., denied that the (Continued on Page 14)

Don't Repeat This!

Phase 2 Bringing New Dimension To Bargaining Table

PHASE Two of the National economic stabilization program ushers in a new era for collective bargaining, whose dimensions are as yet uncharted, in both the public and private sectors. The essential characteristics of this new collective bargaining period are blurred by guidelines that (Continued on Page 18)



TOP BRASS — The recent meeting of the State University of New York at Albany chapter, Civil Service Employees Assn., was well attended by top CSEA and State officials. Left to right are John Naughtier, of CSEA Headquarters in Albany and the chapter's

former field representative; A. Victor Costa, second vice-president of CSEA; Dr. Louis T. Benzecet, president of SUNY at Albany; Dr. Theodore Wenzl, president of CSEA, and Ed Buckley, local chapter president.

Admn. Services Unit Convenes

A meeting of the Civil Service Employees Assn. Administrative Services Unit is slated for today, Nov. 23. The one-day meeting will cover the program of negotiations and review any new proposals. The site is the Silo Restaurant, 1228 Western Ave., Albany; the time is 12:30 p.m.

Members of the unit negotiating team are Thomas McDonough, Grace Fitzmaurice, Martha Owens, Scott McCumber, Jolene Hill, Santa Orsino, Kathryn Franze, Veronica Scharer, Walter Maxfield and Rosemary Smith.

Any questions about the meeting may be directed to John Conoby, collective bargaining specialist, at the CSEA office at 33 Elk St., Albany.

BUY U.S. SAVINGS BONDS



GUESTS — Attending a recent St. Lawrence County Civil Service Employees Assn. chapter annual dinner were, from left, seated: Thomas McDonough, State first vice-president; Flora Jane Beaton, chapter president, and Jack Cor-

coran, CSEA field supervisor. Standing, same order, are: Jack Gallagher, State treasurer; Richard Tarmey, State third vice-president; S. Samuel Borelly, Oneida County chapter representative; Assemblyman Daniel Healy, St. Lawrence County, and Donald Brouse, CSEA field rep.

Suffolk State School CSEA Wins Benefits

The Suffolk State School chapter of the Civil Service Employees' Assn. has reported that its negotiations with School officials have been highly successful, resulting in a hot lunch facility, a day care center for children of employees, and the removal of a serious traffic hazard at the entrance to the school.

Reinhold A. Menzel, president of the chapter, noted that the cafeteria area has also been brightened with paneling and murals through the efforts of the chapter. He credited labor and management officials with helping to secure the promise of the Town of Huntington that they will remove the hazardous partition at the entrance to the school grounds.

The day care and cafeteria facilities are provided at a nominal cost to employees. Menzel urged all Suffolk State School employees to attend a Nov. 23 meeting to discuss the day care center.

Changes Jobs

Thomas Curtis, former senior investigator in the New York State Liquor Authority, has become a senior referee in the Department of Human Rights.

Two-Day Meeting Set For Nurses Committee

A meeting of the nurses steering committee of the Albany Civil Service Employees' Assn. has been scheduled for Monday, Nov. 29, at 10 a.m. in the Harlequin Room of the Tom Sawyer Motor Inn at 144 Western Ave., Albany.

Rooms have been reserved at the Inn for the committee members for the night of the 29th. A meeting with Department rep-

resentatives will be held the following morning, Nov. 30, at 10 a.m., in the seventh-floor conference room at the Mental Hygiene Headquarters.

Members of the Committee are Sam Cipolla, Lenora Onash, Judith Wrin, Daniel Schultz, Edward Bookchin, Lucille Wechsler, Charles Thornton, Birdie Moore, Joyce Jewell, Charles Brock, Jean Merritt and Marie Pollard.

Suggestion Awardees

44 Receive State Awards

Mrs. Ersa H. Poston, president of the New York State Civil Service Commission, has announced that 44 State employees have received awards under the State Employee Suggestion Awards Program. In making the announcement, Mrs. Poston noted that during the year the suggestions made by State employees will save the State more than \$154,000.

She added that these savings have been achieved at a cost to the State of only \$7,745 for cash awards granted.

The top citation for October was an award of \$700 to Daniel Keough of Schenectady, an employee of the Civil Service Department in Albany. He suggested an improved health insurance auditing procedure that will result in a large savings to the State.

A joint award of \$150 was given to Walter Rosenow and Bedros Odian, employees of the Law Department in Buffalo.

An award of \$75 went to Frank Pierro of Voorheesville, Department of Mental Hygiene.

Awards of \$60 were presented to Albany employees Mrs. Jean M. Dorr, Department of Environmental Conservation; Mrs. Mary L. Hand, Office of General Services, and Donald Johnson, Department of Motor Vehicles.

Awards of \$50 were made to: Mrs. Sarah Jane Dudley, Workmen's Compensation Board, New York, and Henry C. Kracke, Workmen's Compensation Board, Hempstead.

An award of \$40 went to Mrs. Elizabeth M. Perugini, Department of Transportation, Albany.

An award of \$35 was made to Edith Childress, Department of Mental Hygiene, N. Rome.

A joint award of \$30 went to John Welch, Richard Butler, and J. Robert Hildreth, all of Craig State School, Sonyea.

Awards of \$25 were received by: Mrs. Monica G. Clark, Department of Transportation, Al-

bany; Peter DeMartino, Workmen's Compensation Board, New York; Robert Devlin, Division of Employment, New York; Leon Eisner, Division of Employment, Jamaica; Robert J. Love, Department of Mental Hygiene, Sonyea; Mrs. Frances Mulero, State Insurance Fund, New York; Edward Nadelman, Department of Mental Hygiene, Queens; Joseph Pisani, Workmen's Compensation Board, New York; Diane M. Russell, Division of Employment, Albany; Barbara Sheppard, Department of Health, Geneva; Louis Slavin, Division of Employment, New York, and Mrs. Barbara Terry, Department of Mental Hygiene, Bronx.

Awards of \$20 were given to: Mrs. Elizabeth A. Swartz, Office for Local Government, Albany; Paul J. Urban, Department of Mental Hygiene, Thiells; and two joint awards to Arthur Laff and Edward Baratta, employees of the Workmen's Compensation

Board, New York, and also to Charles Gaetjens and Elizabeth Tansey, Department of Health employees in Albany.

Awards of \$15 were made to: Eric R. Helm, Department of Transportation, Buffalo; Mrs. Martha Howard, Department of Mental Hygiene, Staten Island, and Joseph Merlino, Division of Employment, New York.

A \$10 award was received by Gordon W. Lewthwaite, Department of Transportation, Albany.

Certificates of Merit were awarded to: Jack Cohen, Division of Employment, New York; Glenn Jones, Division of Employment, Freeport; Alfred Koerner, Division of Employment, Tonawanda; Mary M. McCann, Division of Employment, Ithaca; Robert H. Miller, Office of General Services, Albany; Mark X. Oppenheim, Division of Employment, Albany; Mrs. Raytie T. Homsey, Division of Employment, Troy, and Mrs. Kathleen Kennedy, Division of Employment, Troy.

— Walter Klimash —

Funeral services were held Nov. 17 at St. Mary's Russian Orthodox Cemetery for Walter S. (Rocky) Klimash of RD No. 5, Binghamton, head groundskeeper at the Johnson City High School and president of the Johnson City School unit of the Civil Service Employees Assn.

Mr. Klimash died on Nov. 14 at Wilson Memorial Hospital in Johnson City after a brief ill-

ness. He is survived by his wife, the former Helen Wrona, two sons and three daughters, as well as by several grandchildren.

Mr. Klimash was a member of St. Mary's Russian Orthodox Church and a past leader and counselor of the Boy Scouts of America. He was also a veteran of World War Two.

The Reverend Boris Viasenko officiated at the services.

C.S.E. & R.A.

WINTER & SPRING PROGRAM

The Perfect Christmas Gift from Civil Service Education & Recreation Association

FOR YOU AND MEMBERS OF YOUR FAMILY

ST. LUCIA (British West Indies) 8 Days/7 Nights

E-3079 Leaving Feb. 11, returning Feb. 18. LINCOLN BIRTHDAY HOLIDAY.
E-3411 Leaving Feb. 18, returning Feb. 25. WASHINGTON BIRTHDAY HOLIDAY at the luxurious HALCYON DAYS HOTEL \$299
Taxes \$22.

Price includes jet transportation, meals, cocktail party and many extras.

LONDON 7 Days/6 Nights

E-3410 Leaving March 15, returning March 22. At the first class Sherlock Holmes Hotel \$199
Taxes \$10
Flight Only \$149

Price includes jet transportation, breakfast and sightseeing.

LAS VEGAS 4 Days/3 Nights

E-3620 Leaving Feb. 17, returning Feb. 20. WASHINGTON BIRTHDAY at the luxurious INTERNATIONAL HOTEL \$199
Taxes & gratuities 12.50

Price includes jet transportation, dinner, shows and cocktails.

NASSAU - BAHAMAS 3 and 4 Nights

E-3082 Leaving Feb. 11, returning Feb. 14 LINCOLN BIRTHDAY \$142
E-3406 Leaving Feb. 14, returning Feb. 18 LINCOLN BIRTHDAY \$142
E-3083 Leaving Feb. 21, returning Feb. 25 WASHINGTON BIRTH. \$142
(3 from New York)
Leaving Feb. 21, returning Feb. 25 WASHINGTON BIRTH. \$175
(from Syracuse)

E-3407 Leaving March 20, returning March 24 (from Buffalo) \$155
\$14 TAX APPLICABLE TO ALL NASSAU CRUISES

AIR/SEA CRUISES 8 Days/7 Nights

Sailing from SAN JUAN SS ORION
Leaving Jan. 16, Feb. 13, Feb. 20 & March 5 from \$364
Sailing from GUADELOUPE SS DALMATIA
Leaving Jan. 22 and Feb. 12 from \$338
Sailing from CUARACAO SS REGINA
Leaving Feb. 19, March 11 and March 25 from \$316
Price includes jet transportation to port of embarkation, minimum rate cabins — for ports of call and other details ask for special brochure.

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All flyers will be mailed upon request.

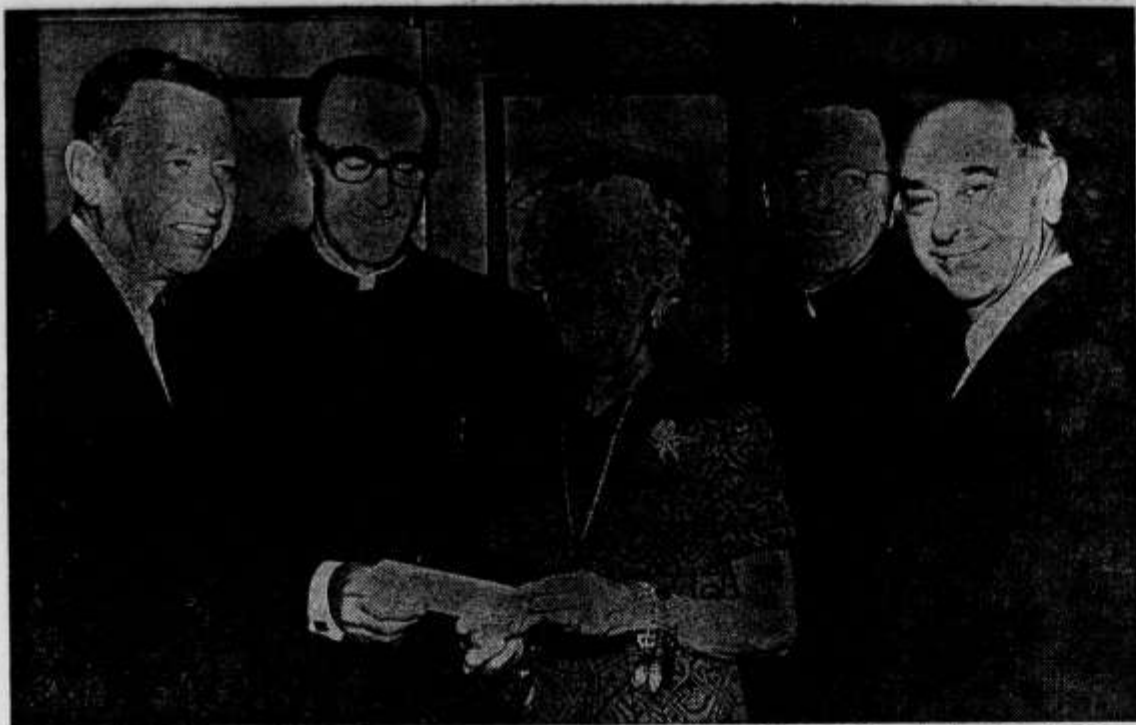
TOUR CHAIRMEN

E-3620: DELORAS FUSSELL, 111 Winthrop Ave., Albany, N.Y. 12203. Tel. (518) 482-3597 (after 6 P.M.).
E-3079 and E-3411: MRS. JULIA DUFFY, P.O. Box 43, West Brentwood, L.I., N.Y. Tel. (516) 273-8633 after 6 P.M.
E-3407: Buffalo Area—MRS. MARY GORMLEY, 1885 Seneca Ave., Buffalo, N.Y. 14210. Tel. (716) TA 2-6069 (after 6 P.M.).
E-3083: Syracuse Area—MRS. MARY MCCARTHY, 104 Farmington Drive, Camillus, N.Y. 13031. Tel. (315) 487-1688 (after 6 P.M.).
MRS. BLANCHE RUETH, 96 Whaley Street, Freeport, N.Y. 11520. Tel. (516) 546-2222 (after 5 P.M.).
E-3079 and E-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.

For Detailed Information and Brochure Write To:

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Available only to CSE&RA members and their immediate families.



MAKES PRESENTATION — At the annual Communion Breakfast of the Dongan Guild of State Employees, Catherine Hafele, center, Guild president, presented a check in support of Salesian Fathers Missions in the Orient. Others, from left, are: Lt. Gov. Malcolm Wilson; the Rev. Anthony Tognocchi, S.D.B., receiving the check; the Rev. Charles Towle, S.J., featured speaker, and Attorney-General Louis J. Lefkowitz.

Drive For Tompkins County Election Victory Sparked By Rally, Mobile Office

ITHACA—At Leader presstime, CSEA representatives here predicted victory for the Civil Service Employees Assn. in the Nov. 30 election for the right to represent employees of Tompkins County in contract negotiations.

The Tompkins County Employees Committee to Elect CSEA also announced that through its efforts, the polling hours will be extended to 6 p.m. at both polling places—the Court House and the County Hospital in Ithaca—to give employees who work far away from these locations ample time to reach them and vote.

rally on election eve—Nov. 29th at the VFW Hall in Ithaca at 7 p.m.—promises to be well attended."

Kehler said the CSEA Mobile Office will be Tompkins County for several days to enable employees to ask questions about CSEA and about the election. The mobile office staff will also attend the Nov. 29 rally.

"We are gearing up in these last few days before the election to let the employees know that CSEA is the best choice for their vote," said committee chairman Charles Kehler. "Our open mass meeting was a success, and our

Kehler also announced additional names of committee members who were not listed in last week's Leader. They are Ed Tarbox, highway department; Elizabeth King, veterans' service agency; Lucille Grinnell, county clerk's office; Emory Guest, sheriff's office; Annette Andrews, Helen Docharty, Margaret Esposito and Thomas Hoffman, County Hospital.

"Our campaigning," said Kehler, "is aimed at informing all Tompkins County employees of the fact that CSEA is the professional experienced negotiator, and that CSEA can do the job best for them.

"We are not maligning our opponent, the TCEA. We think the TCEA is a fine organization and is dedicated to its members. But it is not structured nor does it have the same resources and professionals to do the job of a labor organization. CSEA is the organization that can get the employees what they want in their contract.

(Continued on Page 9)

CSEA Leaders Throughout State Hit Worsening Mental Hygiene Situation

Substandard conditions are prevalent in Mental Hygiene facilities throughout the State—and not limited to Long Island, where last July the only meetings of the Assembly subcommittee to investigate conditions in these institutions were held.

Following up on the rising complaints about conditions at the big Mental Hygiene facilities on Long Island, in particular Pilgrim State, Leader correspondents around the State checked with Civil Service Employees Assn. chapter leaders in their areas.

They discovered near unanimity as to the distress of these leaders, although in some cases the blame was placed at other doorsteps than that of Dr. Alan Miller, who has been most severely under fire by the Long Island CSEA officials.

Shortages of trained personnel, short cuts in patient services—even refusal to admit seriously ill patients—were among the most flagrant abuses mentioned by the various leaders.

McGowan Lists Problems
In Buffalo, William McGowan of the West Seneca State School, CSEA mental representative for the Western and Central Conferences, said patient care and maintenance were deteriorating badly throughout his district. "From all the chapter presidents I have talked to, it seems we are grossly understaffed," said McGowan.

"Consequently," he added, "the patients are not being cared for properly because our people can only do so much in the course of an eight-hour day.

"Gradually, everything is falling back. Staffing is so poor that it is getting impossible to give the facilities the daily care they need. At West Seneca since the freeze in December, we are 167 jobs short. And before the freeze we had 245 vacancies. That makes almost 500 vacancies now.

"In addition, we at West Seneca and Buffalo State have received 150 additional patients each from the patient cutdown at Gowanda, and neither got any additional staffing.

just throw the sheets into a hopper now without pre-cleaning them and then they're bagged and sent to the laundry, sometimes with human waste still inside.

Physical Impossibility
"As far as patient care goes, at West Seneca, where we used to have three and four attendants to every 30 or 35 patients, we now have two or three. They still have to feed, clothe and carry out ward activities for the residents, which is becoming a physical impossibility. Consequently, our patients are starting to sit around and are not getting the care they previously received.

"The food service workers are being denied vacation and are being denied their personal leave days. We now have attendants serving food and we are running grievances on these cases.

"The whole situation is steadily going downhill. It's going back to the days of the 1900s when all we used to give was custodial care and now we're at that point again after spending millions of dollars over the years to bring the system up. That's millions of dollars down the drain.

Look For Foster Parents
"We think the State is trying to get one third of our patient population out of West Seneca. There's notices on the bulletin board looking for foster parents and the State offers to pay \$150 a month room and board.

"It's also becoming very difficult to get admitted. A woman shot her husband, her two children and herself in Buffalo last week, and her brother said afterwards that he tried to get her admitted to Buffalo State, but they gave him the run-around. That's because Buffalo State doesn't want to accept any more patients."
McGowan referred to a 26-

serk with a shotgun in her house. The woman had appeared strange to neighbors for more than a year, police said, and when they finally entered the house, they found parts of trees planted in toilets and bathtubs and litter spread everywhere.

Paul Arquette, president of the CSEA Buffalo State Hospital chapter, agrees with McGowan that getting admitted to the facility is difficult under the State's cutback rules.

"A lot of patients who were previously admitted here and who had been discharged or put on leave are turned down when they come back for readmission," Arquette said.

He pointed out that "we are short of personnel, but it isn't critical as yet. The only department hurting pretty bad that I know of is safety. The shop foreman was in yesterday, though, and he said between sick time, vacations and attrition, he's working at 40 percent of full level when he should be at 80 percent."

Arquette said one of the things that helped the staff problems at Buffalo State regarding attendants was 15 per-

sons were hired under a federal job grant.

Maye Bull, president of the CSEA Gowanda State Hospital chapter, echoed McGowan's sentiments of deteriorating conditions.

Demanding Services
"When you figure the reduced number of employees and the fact that they are still demanding the same services, I would say it was deteriorating," said Miss Bull, a retired nurse.

"There could be a big improvement in the care for the infirmed patients," she said, contending "certain sections have been cut in areas that deal directly with the patients, but other areas that don't deal with the patient have not been cut.

"The employees question that just today a junior personnel man was made a senior personnel man, retroactive to Oct. 14. That's a jump from grade 14 to grade 18. We thought there was a State and Federal freeze on for promotions. We would like to know how employees like this man can get promoted. We have to freeze everything else in caring for the patients, but in the
(Continued on Page 16)

Lackawanna CSEA Wins Pay Hikes

(From Leader Correspondent)

The Civil Service Employees Assn. chapter representing 300 non-teaching employees of the Lackawanna Board of Education has won a contract with the City's Board of Education that provides a 5½ percent pay hike.

During the lengthy negotiations leading to the settlement, the CSEA had threatened to take a strike vote when the Board refused to act on the proposals.

The CSEA is also involved in tangled grievance procedures with the Board and at one time charged the Board with unfair labor practices for not resolving grievances.

The contract with the non-teaching workers calls for a five-step job classification schedule and improved hospitalization benefits.

Edward Morgan is the CSEA chapter president.

Choose Cowles

Reappointment of Garner Cowles of Mount Kisco, chairman of the Board of Cowles Communications, Inc., to the Council of the State University College at Purchase has been announced by Governor Rockefeller.



I & I INSTALLATION — Newly elected officers of the Albany chapter, Identification and Intelligence Agency, Civil Service Employees Assn., are (left to right): Donald Blake, delegate; Cindy Eagen, vice-president; Ronald Lindell, president; Catherine Iacovitti, secretary; Genevieve Merriman, treasurer, and Carol Ferguson, alter-

CIVIL SERVICE LEADER, Tuesday, November 23, 1971

Has your family protection kept pace with today's **inflation!**

NOW! Additional Life Insurance At Remarkably Low Cost Available To CSEA Members!

Supplements present group plan.

Up to \$40,000 available.

Optional coverage for family.

Today's rapidly rising prices have made many a man's life insurance portfolio inadequate.

What about yours?

If your wife and children were suddenly deprived of your income, getting along on your present insurance in the face of today's or tomorrow's costs would probably be a tremendous hardship, if not impossible.

What You Can Do

With this in mind, The Civil Service Employees Assn. has arranged to make available to you additional coverage at remarkable low rates. In many instances premiums will be below what you'd have to pay if you arranged for the insurance on your own. The table at right gives you the story at a glance. And low cost is only one advantage. There are many other wonderful features, which make this plan, we sincerely believe, one of the finest ever offered to any group.

Other Important Features

Eligible members may apply for \$5,000 to \$40,000 in multiples of \$5,000. However, the amount, when combined with the Association's Group Life Insurance Plan, may not exceed three times salary.

Optional Coverage For Your Dependents

If you are insured under this program you may also apply for coverage for your spouse and each unmarried child (including legally adopted children and step-children) who has not reached his 18th birthday.

LOOK AT THESE LOW PREMIUM RATES PER \$5,000 OF TERM INSURANCE

	Semi-Monthly*	Bi-Weekly*
Under 30	\$.45	\$.80
30-34	.85	.80
35-39	1.10	1.20
40-44	1.40	1.30
45-49	1.70	1.75
50-54	2.00	2.60
55-59	3.45	3.65
60-64	5.75	5.30
65-69	8.25	7.60

*Correspondent payroll deduction of premiums for state employees and most political subdivisions. Premiums increase as insured attains a new age bracket.

AMOUNT AVAILABLE

Spouse	\$5,000
Child age 6 months or more	2,500
Child age 15 days to 6 months	500

LOW BI-WEEKLY COST FOR SPOUSE

Member's Age	Member's Age	
Under 30	45-49	\$1.17
30-34	50-54	2.05
35-39	55-59	3.18
40-44	60-64	4.93
	65-69	7.39

Premiums increase as the insured attains a new age bracket. A flat additional charge of \$.57 bi-weekly includes all insured children age 15 days to 18 years regardless of number.

Also, if you should die before your children become 22, their insurance would continue without further premium payments until they are 22.

There is a special Accidental Death Benefit for members equal to the face amount or equal to twice the face amount if the member's death is due to riding as a passenger in an aircraft or other commercially operated public conveyance. These benefits are payable for loss of life resulting from accidental injury and occurring within 90 days after the accident. Death resulting from war, suicide (sane or insane), certain aviation activities and death attributable wholly or partly to disease, is not covered.

In addition, you get WAIVER OF PREMIUM in certain cases involving total disability, plus broad conversion privileges and liberal renewal agreements.

Rates Guaranteed by MONY

The entire plan is underwritten by MONY (Mutual Of New York), one of the oldest and strongest insurance companies in the world. MONY guarantees the premiums for each age bracket. They cannot be increased as long as your policy remains in force. In fact, dividends, as declared, may further reduce your cost.

Who May Apply

Members of the Association who are under age 70 and regularly and actively at full-time work for at least 30 hours per week, and insured by the CSEA Group Life Plan, may apply.

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SPRING

State Announces 9 Titles Having Dec. 27 Deadline

The latest series of titles released by the State Department of Civil Service numbers nine. They all have a deadline date of Dec. 27. Exams are expected to be held Jan. 29.

Two of the larger categories have three titles each: capital program coordinator and plant superintendent. Other positions within this open-competitive group are senior draftsman, surplus property agent and underwriter.

The titles, together with starting pay and general requirements, are as follows:

—Capital program coordinator, senior: \$11,471. Requires six years in business or engineering, three relevant to the job responsibilities.

—Capital program coordinator, associate: \$14,915. Requires eight years of the above experience, four relevant to job responsibilities.

—Capital program coordinator,

principal: \$18,438. Requires bachelor's in a related subject area plus six years in business or engineering, five in capital program coordination.

—Draftsman, senior: \$7,729. Require one year in drafting plus one of these options: two additional years in drafting, or two years of college-level study, or a satisfactory equivalent.

—Plant superintendent A: \$16,599. Four years in plant management serving at least 1,500 people, plus appropriate bachelor's degree and two years

of pertinent planning or supervisory experience.

—Plant superintendent B: \$14,154. Requires three years in plant management serving at least 500 people, plus appropriate bachelor's degree and two years of planning or supervisory experience.

—Plant superintendent C: \$12,103. Requires two years in plant management encompassing construction, operation and maintenance, plus appropriate bachelor's degree and two years in planning or supervisory role.

—Surplus property agent: \$10,844. Requires either bachelor's plus three years of relevant administrative background (in purchasing, acquisition and distribution or merchandising), or five years of such experience, or a satisfactory combination of the above.

—Underwriter: \$9,161. Requires high school diploma or equivalency plus five years of relevant casualty insurance experience; however, college may be submitted on a year-for-year basis.

Two other titles also close applications on Dec. 27 but neither will utilize written testing. Posts as health facilities planner depend on passing an oral exam in January. Associate wildlife pathologists will be hired on the basis of training and experience only. Descriptions of these titles are found elsewhere in this newspaper.

Further information may be obtained by writing the NYS Civil Service Dept., 1220 Washington Ave., Albany, or 1350 Sixth Ave., New York 10019.

City Examination Status

Here is the status of New York City examinations which are in the active stages prior to being established. For status on eligible lists which were promulgated as a result of earlier examinations, see List Progress which appears elsewhere in this edition.

A—Examination ordered; B—Filing open; C—Filing closed & test pending; D—Test completed, proposed key pending; E—Key released, rating started; F—Rating half complete; G—Rating three-fourth complete; H—Rating complete; medical/physical pending; I—Seniority-performance being compiled; J—List being compiled; K—List to be released shortly; L—List released. Follow Test and List Progress in The Leader each week for any action.

TITLE	STATUS
Admin Asst—71 cand, pract, Sept 2	J
Admin Personnel Exam (pro)—58 cand, writ, Oct 23	D
Airbrake Maint—Group 2, 25 eligibles	L
Airbrake Maint—Group 3, 23 eligibles	L
Airbrake Maint—Group 4, 42 eligibles	L
Asst Budget Exam—352 cand, writ, Oct 16	E
Asst Building Cust (pro)—1 cand, writ, Sept 16	E
Asst Civil Engr—1 cand, writ, Oct 18	E
Asst Dpty Register—10 cand, tech-oral, Oct 16	E
Asst Mangmt Analyst—422 cand, writ, Nov 6	D
Asst Methods Analyst—326 cand, writ, Nov 6	D
Asst Monument Restorer—4 cand	J
Asst Personnel Exam—450 cand, writ, Oct 23	D
Assoc Med Exam—18 cand, oral, Sept 7	L
Budget Exam—241 cand, writ, Oct 16	E
Budget Exam (pro)—131 cand, writ, Oct 16	E
Cable Splice—8 cand	J
Cable Splice's Helper—61 cand, pract, July 13	J
Captain (Engr)—9 cand	J
Cashier & Housing Teller—198 cand	L
Car Maintainer—Group 1, 110 eligibles	L
Car Maintainer—Group A-2, 82 eligibles	L
Car Maintainer—Group A-3, 62 eligibles	L
Car Maintainer—Group A-4, 45 eligibles	L
Car Maintainer—Group C-1, 41 eligibles	L
Correcta Off (Women)—204 cand	J
Custodial Asst—mea, 959 eligibles	L
Dpty Chief Medical Exam—9 cand, oral, Sept 7	L
Detective Investigator—222 cand	J
District Super of School Custodians—12 eligibles	L
Electr Inspr—49 eligibles	L
Engineering Tech (pro)—12 eligibles	L
Fireman—32,768 cand, writ, Sept 18	L
Foreman (Dept. Sanitary)—324 eligibles	L
Housing Caretaker—769 cand	J
Key Punch Oprtr—160 cand, pract, Aug 28	L
Lieutenant, F.D. (Spec #1 pro)—1,342 cand, writ, July 31	E
Maintener's Helper—Group B-2, 131 eligibles	L
Mangmt Analyst—264 cand, writ, Nov 6	D
Mangmt Analyst (pro)—2 cand, writ, Nov 6	D
Methods Analyst—358 cand, writ, Nov 6	D
Methods Analyst (pro)—96 cand, writ, Nov 6	D
Model Cases, Police, Fire Housing Aide—3,017 cand, writ, Oct 2	J
Monument Restorer—2 cand	J
Parking Enforcement Agent—680 cand, writ, Oct 12	E
Personnel Exam—193 cand, writ, Oct 23	D
Personnel Exam (pro)—51 cand, writ, Oct 23	D
Pilot (pro)—19 eligibles	L
Pipe Caulker—97 cand	J
Planner—101 cand, writ, June 29	L
Planner (pro)—17 cand, writ, June 29	L
Power Maintainer (pro)—4 cand, writ, Sept 23	E
Princpl Budget Exam (pro)—62 cand, writ, Oct 16	L
Princ Mangmt Analyst—50 cand, writ, Nov 6	D
Princ Mangmt Analyst (pro)—2 cand, writ, Nov 6	D
Princ Methods Analyst—488 cand, writ, Nov 6	D
Princ Methods Analyst (pro)—85 cand, writ, Nov 6	D
Princpl Planner (pro)—28 cand, writ, June 29	F
Program Research Analyst—266 cand, writ, Nov 6	D
Program Research Analyst (pro)—64 cand, writ, Nov 6	D
Repair Crew Chief (HDA)—75 eligibles	L
Sc Budget Exam—244 cand, writ, Oct 16	E
Sc Budget Exam (pro)—4 cand, writ, Oct 15	E
Sc Building Custod—6 cand, pract-oral, Oct 7	L
Sc Engineering Tech (pro)—11 eligibles	L
Sc Hull & Machinery Inspr—8 cand	J
Sc Mangmt Analyst (pro)—2 cand, writ, Nov 6	D
Sc Mangmt Analyst—218 cand, writ, Nov 6	D
Sc Methods Analyst—232 cand, writ, Nov 6	D
Sc Methods Analyst (pro)—36 cand, writ, Nov 6	D
Sc Personnel Exam—101 cand, writ, Oct 23	D
Sc Personnel Exam (pro)—27 cand, writ, Oct 23	D
Sc Repair Crew Chief (HDA)—119 eligibles	L

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TUESDAY, NOVEMBER 23, 1971

Planning Ahead

RECENTLY, these columns took note of the fact that voter disapproval of the State's two-and-a-half billion dollar transportation bond issue would produce a budget crisis on every level of government in New York and Governor Rockefeller has already announced there will be a special session of the Legislature on this issue next month.

Remember that the State budget crisis earlier this year was solved by indiscriminate firings of public employees—among other things. The Civil Service Employees Assn. has given advance notice that it intends to "use every means at our disposal" to protect the jobs of its more than 200,000 members in State and local government positions.

Dr. Theodore C. Wenzl, CSEA president, rightly has accused government of failing to create alternatives for new revenues should measures such as the bond issue fail and has attacked again the fact that people and services should have priority over new building and highway programs when it comes to cutbacks.

He has put the Governor and the leaders of the Legislature on notice that a new budget will not be shaped out of the hides of public employees.

Civil service unions can create crises, too, you know.

Fire Department's Illness

FIREFIGHTERS throughout New York City are reporting sick and demanding rest and recuperation time whenever they feel that they have suffered from carbon monoxide poisoning or extreme fatigue to the extent that their work is adversely affected.

The public must realize that firefighters have consistently reported for duty when they should be in bed taking care of their health. So, too, have they remained on duty even when they are extremely fatigued. Their sense of duty has prevented them from staying off the job, unless it is physically impossible.

No one can expect them to act above and beyond the call of duty when the City cannot even respond to the issues of settling their contract, which has already been delayed almost a year.

A new contract will not cure the physical ills of our firefighters. It will, however, demonstrate there is appreciation of their deeds in protecting the lives and property of the community.

Social Security Questions & Answers

Q. My husband, who served 20 years in the U.S. Army, was recently killed in Vietnam. My 9-year-old son and I now get monthly payments from the Veterans Administration. Could we also be eligible for monthly social security benefits?

A. Yes. Since service in the United States Armed Forces is covered under social security, you should call or visit any social security office immediately to apply for survivors insurance benefits.

Q. I am 68 and collect monthly social security retirement benefits. But I also work part time during the year. How often should I ask the social security office to refigure my benefits based on additional earnings to

see if I am due an increase in my checks?

A. You do not have to request the social security office to refigure your social security benefits. This is done automatically each year.

Q. I am not eligible for a monthly social security check, but I did sign up for Medicare. I am being billed every three months for my medical insurance premiums. Since I receive a Veterans Administration pension, can I arrange to have my Medicare premium deducted from it?

A. No. The premium may be deducted only from social security, railroad retirement and civil service annuity checks.

Don't Repeat This!

(Continued from Page 1)

are broad and imprecise. Presumably the picture will be clarified by Pay Board rulings in specific cases.

According to Pay Board guidelines, the annual aggregate wage and salary increase is established at 5.5 percent. This standard was arrived at by a simple mathematical computation. Annual productivity gains have averaged three percent annually, and the Price Board has ruled that an annual living cost increase of 2.5 percent is tolerable. By adding the productivity gain and the inflationary factor, the 5.5 percent wage and salary increase standard was arrived at.

Surrounded By Fedges

Superficially what appears to be a precise and definite arithmetical formulation is well surrounded by Pay Board hedges. According to its guidelines the appropriateness of the 5.5 percent figure will be periodically reviewed in order to take into account the changes that may take place in average productivity levels, cost-of-living trends, and the objective of reducing inflation. In addition, in reviewing new contracts and pay practices, the Pay Board will consider ongoing collective bargaining and pay practices, and the equitable position of the employees involved, including the impact of recent changes in the cost of living upon the employee's compensation. This may be a sufficient loophole through which to steer a 39 percent wage increase over a three-year period gained by the United Mine Workers.

In the quaint quirk of legal definitions, the Economic Stabilization Regulations define a "firm" to include "Federal, state or local government" entities. This definition brings government into the three tier set-up in the stabilization regulations, which require prenotification to the Pay Board of all pay adjustments involving 5,000 or more employees and may not take effect "unless such pay adjustment has been approved or permitted to take effect in accordance with" Pay Board regulations, which require reporting to the Pay Board all salary adjustments affecting 1,000 to 5,000 employees; which subject to "monitoring and spot checks" of pay adjustments involving fewer than 1,000 employees.

Different Negotiations

An organization of public employees similar to the Civil Service Employees Assn. will find itself involved in each of the three tiers: negotiations with the State for State employees clearly come within the scope of the first category involving more than 5,000 employees where Pay Board approval will be necessary before an agreement is approved; in cases of negotiations with various local government entities involving less than 5,000 employees, but more than 1,000 employees, the reporting requirement will have to be complied with. And in cases where local government employment is less than 1,000, the pay agreement will be subject to monitoring and spot-checking.

Those in essence are the applicable rules of the economic stabilization regulations. Precisely how they will affect concrete collective bargaining situations will remain uncertain, un-

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.

Ratification Procedures

THE TAYLOR LAW provides that public employers and employee organizations may enter into written agreements resulting from collective negotiations. The Taylor Law does make some reference to the procedures to be used by the public employer and the employee organization to ratify such agreements.

WITH REGARD to the employee organization, the law provides a permissive procedure for ratification. Ratification by the membership is not mandatory. The statutory provision reads as follows: "Every employee organization submitting such a written agreement to its members for ratification shall publish such notice, include such notice in the documents accompanying such submission and shall read it aloud at any membership meeting called to consider such ratification." The notice that the statute is referring to concerns a statement that any provision of the agreement which requires approval by a legislative body shall become binding only when the legislative body gives its approval to such provision. This permissive statutory procedure is, however, somewhat cumbersome. It requires that the parties reduce the results of collective negotiations into a final written agreement, which rarely occurs until at least a few weeks after a settlement has been reached at the negotiating table. This delay in the ratification procedure can be extremely dangerous to a successful conclusion of collective negotiations.

IN LIEU of the statutory permissive procedure for ratification, there is nothing in the Taylor Law which would prevent an employee organization from making the settlement contingent upon some less formal ratification procedure by the membership. Such a procedure could involve a distribution of the highlights of the settlement in laymen's rather than legal language. The vote, based upon such a general notice, could either be by secret ballot or at a membership meeting. This less formal procedure can be instituted very quickly and is not dependent upon the parties actually agreeing on the final, formal and written agreement. Therefore, with regard to the employee organization, while ratification by its membership is not mandatory, and a permissive procedure is provided in the Taylor Law, it is better that the parties make a settlement contingent upon ratification by the membership at a somewhat less formal procedure than provided by the Taylor Law.

THE PROCEDURE to be used by the public employer to ratify an agreement is more clearly spelled out in the Taylor Law. The Taylor Law provides that the labor agreement shall contain the following language: "It is agreed by and between the parties that any provision of this agreement requiring legislative action to permit its implementation by amendment of law or by providing additional funds therefore, shall not become effective until the appropriate legislative body has given approval." In order to provide full coverage to employees, the procedure to be used for ratification by the public employer should be as follows: The chief executive officer of the public employer and the authorized personnel of the employee organization should sign the agreement before it goes to the legislative body. The legislative body should then ratify the agreement by its most formal legislative process short of a local law. If any local law or State legislation is required to implement the agreement, they should be incorporated in the contract either by reference or in the form for which they should be adopted. The use of any other procedure, such as ratification by resolution, may very well result in the loss of terms and conditions actually negotiated. This has happened in a recent case where a contradictory ordinance was held to prevail over an agreement merely ratified by resolution.

CAREFUL ATTENTION to the ratification procedures used to complete the settlement reached by collective negotiations is extremely important. A breakdown in such ratification procedures can easily result in either a total disruption of such a settlement or that the intentions of the parties will not in fact be carried out. A settlement that is not carried out can be extremely disruptive to harmonious labor relations.

til the Pay Board acts on spe- require Pay Board approval or
effic agreements that will re- rejection.

Suffolk Seeks More Therapist Personnel

Physical therapist posts exist in Suffolk at the biweekly starting wage of \$353. Moreover, no written test will be required.

Evaluation of entrants rests on having a bachelor's degree in physical therapy or a high school diploma plus graduation from an approved school in this field. Local residence won't be required but State licensure to practice is a must.

For further details, get the relevant bulletin from the Suffolk Civil Service Dept., County Center, Riverhead, L.I. 11901. Continuous exams have been set.

Pell Entrusted

John H. G. Pell, of Ticonderoga, has been reappointed to the Board of Trustees of the New York State Historic Trust for a term ending Sept. 30, 1975. There is no salary. The Trust acquires property for the State for historic purposes, operates and maintains historic sites and designates appropriate locations as such.

McKinley Appointed

Dr. Robert A. McKinley has been promoted from associate commissioner to deputy commissioner for mental health in the State Department of Mental Hygiene. He succeeds Dr. John H. Cumming, who is retiring, in the \$38,520 post.

Succeeding Dr. McKinley in the associate commissioner spot will be W. Ralph Michener, who has been serving as deputy director for administration in the Syracuse Psychiatric Hospital. His salary will be \$36,673.



"It was the only thing to do after the mule died."

Three years back, the Hinsleys of Dora, Missouri, had a tough decision to make.

To buy a new mule.

Or invest in a used bug.

They weighed the two possibilities.

First there was the problem of the bitter Ozark winters. Tough on a warm-blooded mule. Not so tough on an air-cooled Volkswagen.

Then, what about the eating habits of the two contenders? Hay vs. gasoline.

As Mr. Hinsley puts it: "I get over eighty miles out of a dollar's worth of gas and I get where I want to go a lot quicker."

Then there's the road leading to their cabin. Many a mule pulling a wagon and many a conventional automobile has spent many an hour stuck in the mud.

Also, a mule needs a barn. A bug doesn't. "It sets out there all day and the paint looks near as good as the day we got it."

Finally, there was maintenance to think about. When a mule breaks down, there's only one thing to do: Shoot it.

But if and when their bug breaks down, the Hinsleys have a Volkswagen dealer only two gallons away.

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Bronx Bruckner Volkswagen, Inc.
Bronx Jerome Volkswagen, Inc.
Brooklyn Aldan Volkswagen, Inc.
Brooklyn Economy Volkswagen, Inc.
Brooklyn Kingsboro Motors Corp.
Brooklyn Volkswagen of Bay Ridge, Inc.
Buffalo Butler Volkswagen, Inc.
Buffalo Jim Kelly's, Inc.
Cortland Cortland Foreign Motors
Croton Jim McGlone Motors, Inc.
Elmsford Howard Holmes, Inc.
Forest Hills Luby Volkswagen, Inc.
Fulton Fulton Volkswagen, Inc.
Geneva Dacht Motors, Inc.
Glens Falls Bromley Imports, Inc.
Great Neck North Shore Volkswagen, Inc.
Hamburg Hal Casey Motors, Inc.
Hempstead Small Cars, Inc.
Hicksville Walters-Donaldson, Inc.
Homebush Suburban Motors, Inc.
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Hudson Colonial Volkswagen, Inc.
Huntington Fearn Motors, Inc.
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Rochester Ridge East Volkswagen, Inc.
Rochester F. A. Motors, Inc.
Rochester Mt. Read Volkswagen, Inc.
East Rochester Imer Volkswagen, Inc.
Rome Valley Volkswagen, Inc.
Roslyn Dar Motors, Ltd.
Saratoga Spa Volkswagen, Inc.
Sayville Bianco Motors, Inc.
Schenectady Colonia Motors, Inc.
Smithtown George and Dalton Volkswagens, Inc.
Southampton Lester Kaye Volkswagen, Inc.
Spring Valley C. A. Heigh, Inc.
Staten Island Staten Island Small Cars, Ltd.
Syracuse Dan Cain Volkswagen, Inc.
East Syracuse Precision Autos, Inc.
North Syracuse Finnegan Volkswagen, Inc.
Tonawanda Granville Motors, Inc.
Utica Martin Volkswagen, Inc.
Valley Stream Val-Stream Volkswagen, Inc.
Watertown Harbin Motors, Inc.
West Nyack Foreign Cars of Rockland, Inc.
Woodbury Courtesy Volkswagen, Inc.
Woodside Queensboro Volkswagen, Inc.
Yonkers Dunwoodie Motor Corp.
Yorktown Mahagan Volkswagen, Inc.



Reinstatement Of Employee Won By CSEA

(Special to The Leader)

BALLSTON SPA—Marjorie C. Escher, a member of the Civil Service Employees Assn., and an employee of the Saratoga County Clerk's Office, has been reinstated to her position of senior stenographer, thanks to CSEA's Legal Assistance Program.

Mrs. Escher, who has worked for the County Clerk's Office for 14 years, had been dismissed in July 1969, on charges of incompetency by the newly elected County Clerk.

James D. Featherstonhaugh, Jr., CSEA assistant attorney, defended Mrs. Escher at her initial hearing, and later brought the matter to the Appellate Division of the New York State Supreme Court, which recently ordered her reinstatement.



OFFICERS ALL — State Civil Service Employees Assn., officers headed the list of distinguished guests at the Albany Tax chapter's recent 25th anniversary and installation dinner. Seated, from left, are: CSEA president Theodore A. Wenzl, first vice-president Thomas McDonough, second vice-president A. Victor Costa, Capi-

tal District Conference president Ernest Wagner, and chapter treasurer David Hodgkins. Standing, from left, are chapter officers: president John Daley, second vice-president Ann Henderson, third vice-president Ron Townsend, secretary Santa Orsino and first vice-president William Irving.

Lift Freeze On Broome College Pay

(From Leader Correspondent)

Members of the Broome Community College unit of the Civil Service Employees Assn. will be among some 300 employees at the two-year institution slated to receive salary increases under Phase 2 of President Nixon's national economic guidelines.

Broome County Executive Edwin L. Crawford said the 5.5 percent pay hikes will be retroactive to Nov. 13, 1971. Crawford hastened to add, however, that the granting of the pay hikes does not preclude the possibility of higher salaries at a later date under Taylor Law agreements with the County, providing, of course, the potential increases fall within the Phase 2 program.

The non-professional employees governed by the CSEA pact were to have received 6 percent pay hikes Sept. 1, according to the second-year phase of the unit's three-year pact now in effect.

Crawford said the decision to pay the 5.5 percent at the earliest possible date stemmed from the recommendations of Broome County personnel director Kenneth Meade Jr. after meetings with officials of the Syracuse regional office of the Internal Revenue Service.

The County Executive said, however, that he is still awaiting formal word on future policy governing employees now under contract with the County.

Joins Welfare Board

Mrs. Thomas Johnson, of Millbrook, has been appointed to the State Board of Social Welfare for a term ending in 1976, succeeding David Bernstein, of Binghamton, who resigned in March 1970. Members receive \$75 per day up to a total of \$2,250 per year.

Heelan Named

William Heelan, supervising investigator with the New York State Liquor Authority, has been named executive officer in the Westchester ABC Board.

CSEA Makes Strong Challenge In Security Representation Vote

(Continued from Page 1)

Council 82 and growing support for CSEA.

"In fact, Council 82 received 35 fewer votes than they did in 1969, while CSEA received 273 more votes than it got in the same election.

"CSEA is encouraged and will continue to strive for victory. Our representatives will continue to visit work locations and meet with and assist the Security Unit employees. We will prove that we are vitally interested in their futures so as to leave no doubt in their minds come the next election."

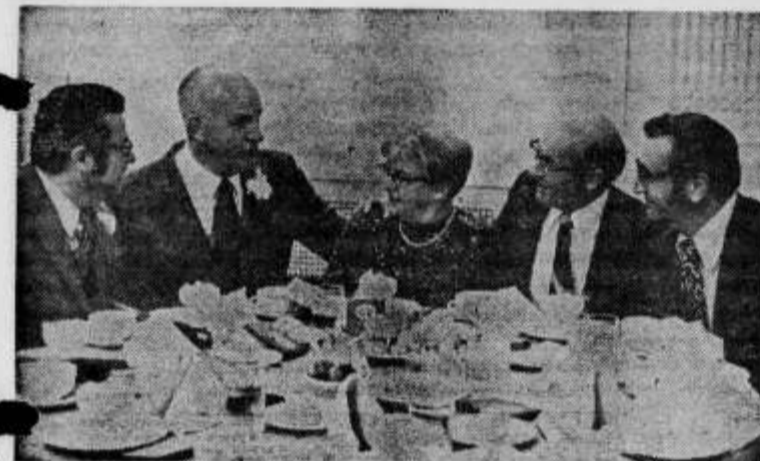
Small Turnout

The CSEA president was somewhat discouraged with the voter turnout, noting that more than 2,000 eligible voters failed to send in their ballots. "Either they didn't care or failed to realize the importance of this election to them personally. We plan to reach these people between now and the next election

and convince them of the absolute necessity of their casting ballots, especially in view of the fact that Council 82's vote tally constituted slightly more than one-third of the employees in the unit—hardly a vote of confidence."

Wenzl was strong in his praise of the CSEA chapter leaders and staff members who worked during the election campaign. "They fought against seemingly insurmountable odds and produced an extremely healthy return. Working with this group nucleus of dedicated people, and adding to it with others who have joined the CSEA ranks, we have no doubt that CSEA will be victorious in the not-too-distant future."

Out of 7,588 eligible voters, 5,242 cast ballots. Of that number 2,691 voted for Council 82 while 2,098 supported CSEA. Ballots challenged numbered 397; 56 voted for "no representation" and 10 votes were voided.



PAST PRESIDENTS PARLEY — Five of the six living past presidents of the Albany Tax chapter, Civil Service Employees Assn., were able to show up for the recent silver anniversary dinner. From left they were Jack Dougherty, Bernard Schmall, Sue Long, Charles Stricos and Frank Carr.

2 Field Reps Appointed For Western Area

(Special to The Leader)

ALBANY — Staff changes in field services of the Civil Service Employees Assn. were announced recently by Patrick G. Rogers, CSEA director of field services.

Danny F. Jinks, formerly a field representative for County Division chapters in western New York State, has been promoted to the position of collective negotiating specialist.

To fill the field representative position left by Jinks, CSEA president Theodore C. Wenzl has appointed Thomas Fritsch.

Also in the western New York area, Wenzl promoted field service assistant Thomas Pomodoro to the position of field representative to fill the vacancy left by the death of field representative Harry Johnston. Pomodoro has been with CSEA since October 1970, servicing the County Division chapters and units in the Rochester area.

Examiner Retires

Retiring senior beverage examiner Henry Grauerholz of the State Liquor Authority has retired after 33 years of service. He was honored at a dinner at Mama Leone's restaurant in New York City.

Judicial Election

(Continued from Page 1)

urer, Ed Fransitelli for corresponding secretary and Anthony Chimenti for sergeant-at-arms.

The Gilbride ticket includes Gene Norman for first vice-president, Ann Rehak for second vice-president, Agnes Cammann for secretary, Frank Dopman for treasurer, Agnes Ferrantello for corresponding secretary and Frank Russell for sergeant-at-arms.

Ballots will be mailed to court employees Nov. 26, and must be returned with a postmark before midnight Dec. 12. The counting will be conducted Dec. 15. Both slates will be invited to watch the counting of ballots.

Tompkins County

(Continued from Page 3)

Kehler urged all employees to vote: "No matter whether you are a member of CSEA, TCEA, or neither one, you are eligible to vote in this election," he said. "Every employee should make it his duty to vote on Nov. 30. If he doesn't vote, he gives up his right to complain about things. This may sound blunt but it is the truth. Only by voting in this election can every employee make his feelings known."

Balloting at the County Hospital, for hospital and County home employees, will take place from 6 a.m. to 9 a.m. and also from 2 p.m. to 6 p.m. on Nov. 30. Balloting at the Court House, for all other employees, will take place during the same hours.



HELPING HAND — In a Civil Service Employees Assn. give-away raffle, members of St. Lawrence State Hospital chapter contributed \$230 to the Ogdensburg Volunteer Rescue Squad. Making the presentation is Robert J. ...

president of the local chapter. Looking on from left to right are Fred Kotz, CSEA delegate; Langstaff; Kenneth McWilliams, president of the Rescue Squad; Dr. Lee Hanes, director, and Je-

This Week's City Eligible Lists

ASSISTANT DEPUTY REGISTER

1 John P Curran, Stanley M Budin, Joan C McDermott, John J Gilmore, John J Lagattuta, Margaret M Vanhouten.

STRUCTURE MAINTAINER—GROUP G

1 Adriano E Oliva, Stanley J Kaczanowski, Hyman Berman, Raymond A Adams, Julio R Pagan, Edward Padilla, Thomas J DiMauro, Michael Manfra, John F Flaherty, Ernest Perry, George L Johansen, Mario Rodriguez, Giovanni Bassi, Salvatore Falla, Charles A Terysen, Trevor A Vassell, Alexander Perri, Eugene P Grimes, Salvatore Prestia, Jack Grodensky, John A Fantozzi, Joseph L Johnson, Peter Zweig, Archie H Anthony, John W Wilson.

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76 Belton S Dunlap, James C Delemar Jr, Doris R Stillely, Ellen D Smith, Ernest N Butler.

Feds Issue Pair Of Announcements On Skilled Trades

The U. S. Civil Service Commission has just issued two new announcements covering a broad range of skilled trades. Applications are now being accepted from those with journeyman level experience in a skilled trade. Applications are also being accepted from refrigeration and air conditioning mechanic's helpers.

These announcements supersede Announcement NY 9-09. All those who attained eligibility under the old skilled trades announcement must reapply in order to keep their eligibility.

Individuals interested in New York City employment should file under Announcement NY 1-11, while those wanting employment in Nassau, Suffolk, Westchester, Orange, Rockland, Putnam or Dutchess counties should file under Announcement NY 1-12. Both announcements and application forms may be obtained from the Federal Job Information Center, 26 Federal Plaza, New York, N.Y. 10007, (212) 264-8330, or from main post offices throughout the area.

Buildings Supt. Vacancy On L.I.

Suffolk County is seeking, through Dec. 29, applicants for the \$8,500 post of assistant superintendent of grounds and buildings.

Omitting residence requirements, the County asks for high school graduates with six years in the supervision of grounds and buildings maintenance activities. Higher education may be applied as an experience substitute.

Announcement No. 12-104 is available from the Suffolk County Civil Service Dept., County Center, Riverhead 11901.

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Summer & Full-Time Jobs for College Students, Grads

CIVIL SERVICE LEADER, Tuesday, November 23, 1971

(Continued from Page 8)

- 20 (1).
- 3 jobs—Intelligence Specialist 22(3).
- 1 job—Investigator (General) 1(1).
- 10 jobs—Labor Management Relations Compliance Officer 65(10).
- 3 jobs—Library Technician 9(1), 23(2).
- 11 jobs—Loan Assistant 2(5), 4(6).
- 5 jobs—Loan Specialist 3(4), 50(1).
- 3 jobs—Management Analyst 16(1), 20(1).
- 5 jobs—Manpower Development Specialist 65(5).
- 1 job—Materials Inspector Trainee 62(1).
- 3 jobs—Personnel Assistant 14(2), 53(1).
- 10 jobs—Personnel Management Specialist 16(1), 18(2), 40(1), 51(2), 57(1), 60(1), 64(2).
- 2 jobs—Personnel Specialist 41(2).
- 32 jobs—Personnel Staffing Specialist 15(1), 32(30), 58(1).
- 2 jobs—Procurement Agent 20(2).
- 15 jobs—Procurement Assistant 22(12), 62(3).
- 1 job—Procurement Specialist 15(1).
- 1 job—Property Management Assistant 62(1).
- 1 job—Property Specialist 62

- (1).
- 1 job—Program Analyst 28(1).
- 15 jobs—Quality Control Specialist 30(15).
- 3 jobs—Realty Assistant 62(3).
- 4 jobs—Recreation Specialist 14(1), 21(2), 33(1).
- 99 jobs—Revenue Officer 47(99).
- 200 jobs—Social Insurance

- Representative 31(200).
- 6 jobs—Supply Specialist 13(1), 18(2), 62(3).
- 59 jobs—Tax Auditor 47(59).
- 25 jobs—Tax Technician 47(25).
- 1 job—Trade Reference Assistant 9(1).
- 2 jobs—Transportation & Communication Specialist 62(2).
- 9 jobs—Urban Renewal Spe-

- cialist 36(9).
- 20 jobs—Veterans Claims Examiner 48(10), 54(7), 59(3).
- 2 jobs—Wage-hour Development Specialist 65(2).
- 1 job—Writer 23(1).
- GRADUATE STUDENTS**
- 1 job—Administrative Assistant 15(1).
- 2 jobs—Aerospace Engineer 42(2).

- 1 job—Audiologist & Speech Pathologist 15(1).
- 7 jobs—Clinical Psychologist 57(4), 58(2), 60(1).
- 7 jobs—Economist 16(2), 65(5).
- 7 jobs—Electronics Engineer 22(5), 42(2).
- 1 job—Guidance Counselor 14(1).
- 1 job—International Trade Specialist 9(1).
- 3 jobs—Librarian 21(2), 53(1).
- 1 job—Medical Officer 33(1).
- 3 jobs—Psychologist 52(2), 53(1).
- 3 jobs—Social Science Program Specialist 31(3).
- 12 jobs—Social Worker 49(3), 52(4), 53(2), 54(1), 60(2).
- 1 job—Various: 50(1).

Who Has Federal Jobs Open Now?

(Continued from Page 8)
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VETERANS ADMINISTRATION

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48—Veterans Administration Regional Office, 252 Seventh Ave., New York 10001.

49—Veterans Administration

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For further information contact John Crowley, U.S. Naval Station, 136 Flushing Ave., Brooklyn, N.Y. 11251. Telephone MAIn 5-4500, ext. 598.

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50—Veterans Administration Hospital, Batavia, New York 14020.

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52—Veterans Administration Hospital, 800 Poly Place, Brooklyn, New York 11209.

53—Veterans Administration Hospital, 3495 Bailey Ave., Buffalo, New York 14215.

54—Veterans Administration Regional Office, 1021 Main St., Buffalo, New York 14203.

55—Veterans Administration Hospital, Canandaigua, New York 14424.

56—Veterans Administration Hospital, First Avenue at East 24th St., New York 10010.

57—Veterans Administration Hospital, Montrose, New York 10548.

58—Veterans Administration Hospital, Irving Ave. and University Plaza, Syracuse, New York 13210.

59—Veterans Administration Regional Office, 20 Washington Place, Newark, N.J. 07102.

60—Veterans Administration Hospital, Lyons, N.J. 07939.

OTHER ACTIVITIES

61—Federal Power Commission, New York Regional Office, 26 Federal Plaza, New York 10007.

62—General Services Administration, 26 Federal Plaza, New York 10007.

63—National Credit Union Administration, 126 Lincoln Street, Boston, Mass. 02111.

64—U.S. Civil Service Commission, New York Region, 26 Federal Plaza, New York, New York 10007.

65—U.S. Department of Labor, 341 Ninth Ave., New York 10001.

OTHER POSITIONS

- 22 jobs—Air Traffic Control Specialist 41(200).
- 2 jobs—Appraiser 47(2).
- 2 jobs—Attorney (Estate Tax) 47(2).
- 7 jobs—Attorney (General) 39(7).
- 15 jobs—Border Patrol Agent 39(5), 44(10).
- 3 jobs—Computer Programmer Trainee 18(3).
- 1 job—Computer Specialist 29(1).
- 7 jobs—Corrective Therapist 49(1), 51(3), 52(2), 53(1).
- 5 jobs—Dietitian 52(2), 53(2), 60(1).
- 1 job—Educational Therapist 51(1).
- 10 jobs—Laboratory Technician 49(5), 53(5).
- 1 job—Pharmacist 53(1).
- 4 jobs—Manual Arts Therapist 49(1), 51(1), 53(1), 60(1).
- 40 jobs—Medical Technologist 21(2), 33(5), 49(4), 50(3), 52(6), 56(20).
- 90 jobs—Nurse 33(10), 49(20), 51(25), 53(30), 55(5).
- 9 jobs—Occupational Therapist 33(1), 49(1), 51(3), 52(2), 53(1), 60(1).
- 1 job—Pharmacist 53(1).
- 9 jobs—Physical Therapist 49(2), 51(3), 52(2), 53(1), 60(1).
- 1 job—Ranger 38(1).
- 1 job—Recreation Therapy Specialist 60(1).
- 1 job—Social Work Associate 33(1).
- 2 jobs—Social Worker 33(2).
- 12 jobs—Staff Nurse 21(12).
- 6 jobs—X-Ray Technician 53(5), 57(1).
- 5 jobs—Various: 36(5).

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through Dec. 27.

Using an unassembled exam, the State asks applicants to produce proof of a bachelor's plus four years of work in wildlife pathology. Acceptable majors are pathology, parasitology and related science areas.

Data on substitutions permitted are printed in Announcement No. 27 27-141. For details on "Where to Apply," read page 00 of The Leader.

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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., and Saturday from 9 a.m. to 12 noon.

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

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

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

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

STATE — Department of Civil Service has regional offices at: 1350 Ave. of Americas, N.Y. 10019, phone 765-3211; The State Office Campus, Albany 12226; Suite 750, 1 West Genesee St., Buffalo 14202; State Office Bldg., Syracuse 13202; 500 Midtown Tower, Rochester 14604 (Wednesdays only). Not open Saturdays.

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

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

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

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Filing will close Dec. 27 and a written exam will be conducted Jan. 29. Further information is contained in Announcement No. 23-438.

For details on "Where to Apply," see page 13 of The Leader.

Set Sr. Emplm't Counselor Exam

A State exam for senior employment counselor has been announced for Jan. 29, with filing set to close Dec. 20. Vacancies exist throughout the State.

These positions are open to employment counselors; also, senior employment interviewers having completed either a master's or 30 graduate credits in a related major, such as vocational guidance or psychology. Detailed information can be found in Exam Notice No. 34-578.

See the column "Where to Apply," see page 13 of The Leader.

Scotia Appointee

Mrs. Joseph Whittlesey, of Scotia, has been reappointed to the unsalaried post of member of the Council of the State Agricultural and Technical College at Cobleskill for a term ending July 1, 1980.

Economy-Price Homes Offered In Pocono Mts.

CANADENIS — Budget-minded retirees who are still eager for a place of their own may be interested in investigating a vacation retreat in the Pocono Mountains, where Lake in the Clouds has three-bedroom dwellings beginning at \$9,950.

The homes are said to be fully furnished and ready to move in. Special features are said to be all-new appliances such as refrigerator, range and oven and kitchen cabinets, as well as carpeting, vinyl tiling throughout and an outside redwood deck.

The homes are built on a permanent foundation, spokesmen for Lake in the Clouds said, although the above-stated price does not include the cost of the lot or the well.

The 600 heavily wooded acres at the top of the Poconos are reported to be carefully preserved in a natural state. Shopping, dining and recreational facilities are within a ten-mile radius.

Lake front, lake view and panoramic view sites reportedly are available.

For Lake in the Clouds bro-

Homes Offered In Pocono Mts.

chure and driving instructions, write: Empire Clay Products, Inc., 222 Cedar Lane, Teaneck, N.J. 07666 or phone (201) 692-1770 Monday through Friday or (717) 676-3344.

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<p>CAMBRIA HTS PROPER \$35,990 ALL BRICK</p> <p>Over 7,000 sq ft of landscaped grounds. Beautiful location. Cape Cod style ranch. 4 bedrooms plus huge living room, dining room, modern kitchen, finished bsmt with bar, Center hall, 2-car garage, wall-to-wall carpeting, air conditioning, washing machine, dryer . . . everything goes! Low down payment can be arranged for everyone. Near huge shopping center and bus/Subway. Ask for Mr. Soto.</p>	<p>LAURELTON \$29,990 ENGLISH TUDOR STYLE</p> <p>For a long time we have not had such a down-to-earth-priced house! It has 6 1/2 rms, main flr powder rm, 3 lge bdrms, 20 ft living rm, banquet sized dining rm, modern up-to-date kitch, fin nite club bsmt w/extra lav. Gar. w/w cptg & loads of extras. Exceptional area. Ne bus/subway transp. Low down payment for GI or FHA purchases. Make appt with Mr. Fredericks.</p>

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Wemple Calls For Non-Lethal Riot Weapons

Assemblyman Clark C. Wemple (R. - Smithtown), chairman of the Assembly subcommittee on correctional services, last week called for investigation into the possibility of using non-lethal gases or chemicals for quelling prison riots.

In a letter to Dr. E. Preston Sharp, general secretary of the American Correctional Association, Wemple urged the Association to develop and implement chemical weapons which would avoid the use of deadly force in the suppression of prison insurrections.

Wemple urged the Association, a national organization in the professional correction field, to put pressure on the Federal Department of Defense to develop such non-lethal weapons. "In view of the fact that millions of dollars have been spent by the Defense Department on research and development in this field," Wemple stated, "I feel that an effort by the ACA directed at the Department of Defense might be productive, and if not productive, at least would rule out this approach as an alternative to the use of deadly force."

Wemple was present during the Attica prison uprising, in September in which 33 prisoners and 10 prison employees died during the retaking of the prison.

Wenzl Cautions

(Continued from Page 1)

leadership for not having any alternative to fall back on when the bond issue failed. "Government," he said, "is constantly creating crisis that must be paid for out of the hides of public employees. We are no longer going to stand for being punished because of the mistakes of others."

Insist On Pay Raise

The Civil Service Employees Assn. is in the beginning stages of negotiations for a new contract with the State and Wenzl also let it be known that the issue of firings was not the only priority among State employees.

He pointed out that "the grocery bills of civil servants have increased just as much as those of any other citizen" and declared that "we intend to exert the full muscle of our organization for a respectable salary increase that will take care of the burden of inflation, which has not yet stopped."

Miller Denies

(Continued from Page 1)

University was hiring Dr. Miller as a full-time professor of community psychiatry. And Dr. Miller reiterated his statement made to The Leader last week when he said that "I've got too many things to do here to quit."

However, reports persist that communications between the Mental Hygiene Dept. director and the university do exist on arrangements for him to come to Yale.

Dr. Miller and his department have been under heavy fire for months and his departure would coincide with repeated demands for resumption of investigations into the operations of the Mental

Listing Of Hotels & Motels Offering Favorable Rates To Government Employees

ALBANY — The Civil Service Employees Assn. has compiled a listing of hotels and motels in New York State which offer favorable rates to State employees traveling on State business.

In most cases, these rates are also offered to local government employees traveling on business.

Any CSEA member who knows of other lodging facilities offering such favorable rates should contact Thomas Linden, CSEA collective bargaining specialist, at CSEA headquarters, 33 Elk St., Albany, N.Y. An addenda to this list will be published as it becomes available.

The locations are:

Albany		
Name	Rate	Remarks
Albany Travel Lodge	\$10.00	Single per night
The DeWitt Clinton	12.00	Single per night
Sheraton Inn Towne	15.00	Single per night
	20.00	Double or twin
Hotel Wellington	10.00	Single per night
	15.00	Double per night
Ardaley		
Inn Town Motel	12.50	Single per night—Monday thru Thursday only
Batavia		
Treadway Inn	15.00	Double or twin
Binghamton		
Schrafft's Rest & Motor Inn	10.00	Single per night
Sheraton Motor Inn	10.00	Single per night
	8.50	Per person for double occupancy
Treadway Inn	10.50	Single per night
	15.00	Double per night
Brockport		
University Motor Inn	9.90	Single per night
	12.90-14.90	Double
Bronxville		
Hotel Gramatan	12.00	Single per night
Bruynswick		
Sunnycroft Ponderosa	19.00	Single (includes meals)
Buffalo		
The Executive	17.50	Double per night
	21.00-22.00	Twin
Hotel Lafayette	10.00	Single per night
	15.00	Double per night
		Single per night
The Regency Motor Hotel	10.50	Single per night
Canandaigua		
Sheraton-Canandaigua Inn	12.00	Single per night
Canton		
University Treadway Inn	10.50	Single per night
	18.50	Double per night
Castleton		
ABC Motel	8.00	Single per night
Clarence		
Fountain Court Motor Inn	8.00	Single per night (during summer months)
	10.00	Single per night (except summer months)
Cobleskill		
Hotel Auguston	10.00	Single per night
Corning		
Treadway Baron Steuben	10.50	Single per night
	15.00	Double or twin
Cortland		
Downes Motel	10.00	Single per night
	15.00	Double
Imperial 400 Motel	10.00	Single per night
Delhi		
Buena Vista Motel	9.00	Single per night
Diamond Point		
Blue Water Manor	19.00	Single per week night (Includes two meals)
Geneva		
Chanticleer Motor Lodge	10.70	Single per night
	17.12	Twin
Glens Falls		
Quality Motel	10.00	Single per night
Queensbury Hotel	14.00	Single per night (Nov.-June)
Gloversville		
Sir William Johnson Motor Court	10.00	Single per night
Highland		
Rocking Horse Ranch	10.00	Single per night (off season only —not July and August)
Horseheads		
Quality Motel	12.00	Single per night (Oct.-June)
	13.00	Single per night

Walt Whitman Motel	12.00	Single per night
	17.00	Double
Huntington Sta.		
Ithaca		
Sheraton Motor Inn	10.50	Single per night
Wonderland Motel	13.95	Single per night (Includes dinner)
Johnstown		
Johnstown Motor Inn	9.00	Single per night
LaGrange		
LaGrange Motel	9.00	Single per night—breakfast included
Lake George Village		
Surfside Motel	10.50	Single per night—Labor Day thru last weekend in June
Lake Minnewaska		
Mountain House	10.50	Single per night
Towne House Motel	10.00	Single per night (except June through Labor Day)
Lake Placid		
Mirror Lake Inn	14.50	Includes dinner and breakfast
Liberty		
Holiday Inn	10.50	Single per night
Lockport		
Sheraton Motor Inn	10.50	Single per night
Long Island		
Wane Crest Motel, Montauk	14.00	Single per night
Eden Rock Motel	11.00-13.00	Single per night
Ronkonkoma	13.00-15.00	Double per night
	15.00-17.00	Twin and Twin Doubles per night
Gurney's Inn, Montauk	24.00	Single per night (include meals)
Hempstead Motor Hotel	14.00	Single per night
Pickwick Motor Inn, Plainview	17.00	Single per night
	22.00	Double
Woodbury Motel, Woodbury	13.00	Single per night
Malone		
Hotel Flanagan	8.50	Single per night
Massena		
Village Motel	8.00	Single per night
Monticello		
Newburgh		
Imperial 400 Motel	10.00	Single per night
Temple Hill Motel	10.50	Single per night
Delano Motor Lodge	12.00	Single per night
Patic Motel	10.00	Single per night
New York City		
Abbey Victoria Hotel	14.00	Single per night
	18.00	Double
Hotel Bedford	14.00	Single per night
Hotel Bossert (Brooklyn)	11.00-13.00	Single per night
	15.00-18.00	Double per night
Century Paramount Hotel	10.00	Single per night
	14.00	Double per night
The Coliseum House	10.00	Single per night
	14.00	Double per night
The Commodore	14.00	Single per night
	22.00	Double per night
Hotel Dixie	12.00	Single per night
	17.00	Double per night
Hotel Edison	10.00	Single per night
	15.00	Double
	16.00	Twin
Gramercy Park Hotel	14.00	Single per night
	24.00	Double per night
Hotel George Washington	11.00	Single per night
	16.00	Double per night

(Continued on Page 15)



CONTRACT — Vincent Rubano, right, president of the State Insurance Fund chapter of the Civil Service Employees Assn., smiles over the signing of an agency contract with Leon J. Elterman, left, deputy executive director of SIF. The contract covered working conditions such as health and safety regulations in the branch and main offices of the Fund. Other members of the CSEA negotiating committee were Randolph V. Jacobs, Nat Goldstein, Adele B. Padgett, Casey Wilbert, William F. Coll, Grace Hillery and Helen Bynam.

Capital Conference Newsletter By Jean Gray

At a gala evening at Saratoga Raceway, the Capital District Conference enjoyed an excellent buffet and didn't even mind too much parting with their hard-earned cash at the betting windows. From the number of long faces, I assume that not too many people had the winning ticket.

Announced at a recent joint meeting of the activities-social-publicity - telephone committee, was a gala evening at Radio City Music Hall's Christmas Show on Nov. 20 in connection with the Conference bus trip to New York.

The Palace Theatre in Albany has announced three of the forthcoming offerings for the theatre: Guy Lombardo on Nov. 30, 1971; Last of the Red Hot Lovers on Jan. 13, 1972, and Company on April 4, 1972. All these will be available to Capital District Conference members, and by showing their CSEA membership card, they will receive a 10 percent reduction. A limit of four tickets will be sold with each member's card.

Some of the events for Spring, discussed at the dinner meeting on Nov. 8, were the possibilities of a bowling tournament, bus trip to Utica Club Brewery and dinner at Trinkus Manor. Mention was made of a special package for skiing enthusiasts that will be revealed in its entirety at a later date.

As usual our favorite event of the Spring will be the Ice Capades at the R.P.I. field house. This is always a popular event with young and old, and the Capital District Conference will again offer an evening at the Ice Capades.

Helen LaPierre of the Thruway Authority Headquarters chapter has been appointed official artist for the activities committee, and all the artistic posters which you will see distributed from this point on will be products of her artistic talent.

WGY, a local radio station in the Capital District, and the local Salvation Army are sponsoring a "Horn of Plenty" Fund. This is a collection of food made to benefit needy families in the area. A suggestion was made at a recent committee meeting that a canned ham from each chapter would be a welcome addition to any Thanksgiving menu. The telephone committee has contacted each chapter to urge them to bring a canned ham to Duson's Restaurant for our Nov. 20 meeting. Volunteers will see that these hams are delivered to WGY and the Salvation Army.

Any chapter or individual, in addition to Capital District Conference members, may contribute to this fund, and it would be greatly appreciated by this committee.

As you can see by the above, we have a busy season ahead, planned to appeal to everyone. Please get your chapter involved in some of the offerings coming up this Spring!

On Council

DELHI — Arthur W. DaBrescia, of Hancock, is a new member of the Council of the State University Agricultural and Technical College at Delhi. His term runs to June 30, 1980.



WAGNER'S TROPHY — Capital District Conference members at Saratoga Raceway recently brought these people to the center's circle for the trophy presentation. From left, Capital Dis-

trict Conference, Civil Service Employees Assn., leaders are Dorothy Honeywell, activities chairman; Jean Gray, second vice-president, and Ernest K. Wagner, president, shown with the owners and driver of the winning horse.

Offer Discounts For Public Employees

(Continued from Page 14)

Edward Hotel	9.00	Single per night	Mohawk Motor Inn	19.00	Double (\$3.00 each additional)
	13.00	Twin per night		10.50	Single per night
City Square	14.00	Single per night		18.00	Twin
Star Inn	24.00	Double	Sheraton Hotel & Motor Inn	10.50	Single per night
McAlpin	10.00	Single per night		15.50	Double or twin
	15.00	Double or twin	Sheraton Inn—	14.00	Single per night
McCurice	14.00	Single per night	Rochester Airport	19.00	Twin
Windsor Hotel	16.00	Single per night	Treadway Inn	10.50	Single per night
	21.00	Twin per night		15.00	Double or twin
New Yorker	14.00	Single per night			Rock Hill
	18.00	Twin per night	Holiday Mountain	10.50	Single per night
Paris	9.00-12.50	Single per night			Salamanca
	12.50-19.00	Double per night	Hotel Dudley	9.00	Single per night
Golden Hotel	12.00	Single per night			Saranac Lake
	17.00	Twin	Hotel Saranac	7.00-10.00	Single per night
Piccadilly	12.00	Single per night		9.00-12.00	Double
	17.00	Twin		10.00-14.00	Twin
President	10.00	Single per night			Schenectady
	14.00	Double or twin	Imperial '400' Motel	10.00	Single per night
De George Hotel	12.00	Single per night			Skaneateles
	16.00	Double per night	Sherwood Inn	7.50-11.00	Single per night
Central Manhattan Hotel	13.50	Single per night		7.50-18.00	Double per night
	20.00	Double			South Glens Falls
Royalton	14.00	Single per night	Towne & Country Motel	10.50	Single per night
Star Hilton Hotel	15.00	Single per night		16.00	Twin (effective Labor Day-June 28)
	20.00	Double or twin		16.00	Single per night
City Square	9.00	Single per night		21.00	Twin (effective June 29-Labor Day)
Star Hotel	13.50	Double per night			Stamford
Wellington	13.00	Single per night	The Delaware Inn	8.00	Single per night
	16.50	Double		14.00	Double
	17.50	Twin			Syracuse
Tudor	12.00	Single per night	Country House	13.00	Single per night
	18.00	Double per night		19.00	Twin
		Niagara Falls	Northway Inn	13.00	Single per night
McInn Motel	10.00	Single per night		16.00	Twin
Delodge	10.00	Single per night	Syracuse Airport Inn	10.50	Single per night
Treadway Inn	10.50	Single per night	Hotel Syracuse	10.50	Single per night
		Orangeburg		16.00	Twin
Way Inn	11.00	Single per night			Hotel Syracuse
		Oswego	Motor Inn	10.50	Single per night
Treadway Inn	10.50	Single per night	Travelodge	11.00	Single per night
	15.00	Double or twin		16.50	Double per night
		Painted Post	Treadway Mohawk Inn	10.50	Single per night
Home on the Green	11.00	Single per night		13.00	Double
		Plattsburgh		16.00	Twin
Mont Motel	10.00	Single per night			Utica
	16.00	Double per night	Hotel-Motel Utica	9.00	Single per night in hotel
		Poughkeepsie		10.50	Single per night in motel
Man Motor Inn	10.50	Single per night	Treadway Inn	10.50	Single per night
McKissick Hotel	10.50	Single per night		15.00	Double or twin
		Ravena			Walkkill
Blake's Motel	10.00	Single per night	Sunnycraft Ponderosa	19.00	Single per night (includes 3 meals)
		Rhinebeck			Warrensburg
Man Arms	7.50-9.00	Single per night	Colonial Arms Hotel Motel	10.00	Single per night
		Rochester	Hotel	9.00	Single per night
Central Cadillac	9.00	Single per night			White Plains
Montown Motor Inn	11.00	Single per night	Roger Smith Motor Hotel	10.50	Single per night
	18.00	Twin			Yonkers
Flagship	10.50	Single per night	Tuckahoe Motel	14.00	Single per night
	16.00	Double or twin			
Day Inn	12.00	Single per night			
Main St. E.	16.00	Double or twin			
Day Inn, Ridge Rd.	14.50	Single per night			

Broome County Unit Contests Parking Fee For Employees' Cars

(From Leader Correspondent)

An allegedly illegal change in employee parking policy is the subject of continuing talks between the Broome County unit of the Civil Service Employees' Assn. and Broome County officials. A meeting set for Nov. 23 is the latest attempt to resolve the dispute.

Unit grievance chairman John Tangi says a formal objection has been filed with County officials based on the unit's contention that a new monthly paid parking arrangement established recently by the County violated the unit's contract with the County despite the fact that no mention of parking is contained therein.

Prior to the levying of the \$12 monthly parking fee by the County, County employees had parked free on County property at the Broome County Court-

house.

Tangi says the unit's position is that the CSEA should have been consulted before any change was implemented last June and was therefore arbitrary, due to the fact that employees had regarded the free parking privilege as a normal employment benefit.

Tangi also contended that the paid parking situation was discriminatory against employees who work at the Courthouse in that County employees who work elsewhere are permitted to park their cars free on County property.

County officials, meanwhile, say the parking issue is non-negotiable since there are not enough parking spaces to be allocated to each employee. "If we had the space," said one County source, "there would be no problem."

The upcoming meeting will include a State Public Employment Relations Board arbitrator as the grievance proceedings enter their fourth phase.

Join Develm't Body

Governor Rockefeller has named five New York City residents to seats on the United Nations Development Council. Appointees include Luke W. Finlay and John Mosler, for three-year terms; George Klein and Frederick O'Neal, for two-year terms, and Mrs. Florence P. Shientag for a one-year term. The positions are unsalaried.



INSTALLATION — New officers of the Audit and Control chapter of the Civil Service Employees Assn. were installed at an Albany dinner-dance recently. Left to right are F. Donald Ruggaber, vice-president; Marilyn Dickert,

secretary; A. Victor Costa, CSEA second president and installing officer; Harold J. R. president; Grace Fitzmaurice, conference delegate; H. Earl Bouchev, treasurer, and Paul M. ski, Association delegate.

Mental Hygiene Woes Statewide

(Continued from Page 3)

personnel department they promote somebody. It just doesn't make sense."

Both mental health institu-

tions in Syracuse have personnel shortages, according to the presidents of Civil Service Employees Assn. chapters at the two units.

Clarence Laufer, president of the Syracuse State School chapter, said the shortages at that institution for retarded children are principally in the ward services.

Cites Nurse Shortage

Mrs. Audrey Snyder, president of the Syracuse Psychiatric Hospital chapter, said that institution is "way down in nurses," and that there are shortages of personnel "probably in every department."

However, both said that no deterioration of services to patients has occurred "so far." Mrs. Snyder said that some programs which could be implemented are not being done, because of the budget cuts which have reduced funds for State institutions.

Laufer's unit protested last month and earlier—both to legislators and by picketing the Mental Hygiene Department's proposed closing of the school's farm operation, which the employees feel is "therapy needed" by the youngsters at the institution. As a result of that protest, the farm closing has been delayed at least until next January. Adding in that effort, he said, was the school's Parents' Association.

The school's bakery has been

closed, resulting in the "temporary layoff" of three employees, Laufer said. Three others are off when the farm's cattle is sold last month — over CSEA protest—retired. All were eligible for retirement, he said.

Another seven employees will be affected if the farm is closed later. The farm is considered one of the areas of the school where the children get an opportunity to work at jobs they possibly could fill later in the private sector—and so become either fully or partly self-supporting.

Mrs. Snyder said that employees of the hospital have not a need to protest—"so far"—they realize that the hospital administrators are trying to obtain more funds for the institution.

The only layoffs have occurred for employees who were hired with funds obtained through State grant, she said. These people would have been kept on employees if funds had been made available through State budget, she said.

Reduced Staff

No problems with sanitation have been experienced at the institution.

Rochester State Hospital now operating with a 30 percent vacancy factor, that is, with only 851 of 1,100 staff it had 14 years ago. Except for a short emergency hiring thaw in September, the hospital has not hired any new employees since December 1970, according to Robert Conley, the hospital's deputy director. He said the 14 employees retired between April 1 and Sept. 1 because of dissatisfaction with their jobs. Instead of the attrition rate leveling off, the hospital is in a worse predicament than it had expected, even in view of the hiring freeze.

An employee is also more likely now to find himself receiving disciplinary action from the hospital. Among the reasons employees find it harder to kind in stressful situations which they are tired and overworked.



LONG SERVICE — These retirees were honored at the recent silver anniversary dinner-dance of the Kings Park State Hospital chapter, Civil Service Employees Assn., for 25 years of service. Left to right, are, first row: Lillian

McErlain, Ethel Cannon, Eileen Sottong, Geraldine Mankuski and Alberta Blackwell; second row: Isabelle Greco, Dorothy Aiello, Alberta Bennett and Florence Craig; third row: Frank Mankowski, Joseph Rudelmier and Arthur Nichols.

Seminar Set For Transportation Dept.

ALBANY — Details of the Labor Seminar for Department of Transportation employees were announced last week by the Civil Service Employees Assn. which is hosting this seminar at the Northway Inn in Syracuse, Dec. 3, 4 and 5.

Featured speaker at the banquet Saturday, Dec. 4, will be Vincent D. McDonnell, chairman of the State Mediation Board. The banquet follows a full-day session Saturday, which

will include separate morning meetings of employees in the different collective negotiating units and a general session to discuss grievances and disciplinary cases.

Also featured Saturday afternoon will be a film on collective bargaining, followed by an open discussion.

Registration will take place Friday afternoon. Chapter presidents will meet that evening to discuss the Special Department of Transportation committee and

field services. This meeting will be followed by a general meeting on parliamentary procedure.

Attending the seminar will be CSEA collective negotiating specialists Joseph P. Greedy, who coordinates activities in the Operational Services Unit; John A. Conoby, Administrative Unit, and Bernard J. Ryan, Professional-Scientific-Technical Unit. These and other CSEA officials will be available to answer employees' questions on retirement,

grievances, insurance and other matters.

Those DOT employees who wish to attend the seminar should contact their chapter presidents, who will receive tickets and reservation forms in the mail from CSEA.

A CSEA spokesman urged each chapter to send at least one delegate for each bargaining unit. CSEA will reimburse the chapter for the expenses of one delegate.