

Civil Service LEADER

America's Largest Weekly for Public Employees

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County Division News

See Page 3

WENZL IS INSISTENT ON MEETING WITH GOVERNOR OVER STATE JOB FREEZE



THE WINNERS—Santa Claus, in the person of Albany Times Union reporter John McLoughlin, picks the winning ticket for the 1971 Camaro won by Mrs. Miriam Kumitz of Rockland State Hospital in the Civil Service Employees Assn.'s Super Sign-Up Drive drawing last week. Witnessing the selection of the winning ticket are CSEA president Dr. Theodore Wenzl, left, and Mrs. Dorothy MacTavish, CSEA secretary.

Camaro Winner Is Mrs. Kumitz, As CSEA Adds 17,500 Members

ALBANY—A secretary at Rockland State Hospital in Orangeburg who joined the Civil Service Employees Assn. this Fall has found herself the lucky winner of a 1971 Chevrolet Camaro in the jackpot drawing of CSEA's Super Sign-Up Membership Drive. Mrs. Miriam Kumitz was notified that she had won the Camaro last Thursday, Dec. 18, after "Santa Claus" drew her name and the names of ten winners of RCA color TV's five Panasonic stereo receivers and 24 Helbros wrist watches from a big drum containing the names of new members and those CSEA members who recruited them during the nine-week long CSEA Membership Drive.

Season's Greetings
 To all our friends of the Christian faith, and to all our friends of the Jewish faith, we extend best wishes for a meaningful holiday season and good health and prosperity in the new year.
 Theodore C. Wenzl, President
 Civil Service Employees Assn.

Mrs. Kumitz will receive her
 (Continued on Page 12)

Rejects Talks With Lavine As "Just A Waste Of Time"

By PAUL KYER
 ALBANY—An irate president of the vast Civil Service Employees Assn. last week rejected a meeting with Abe Lavine, director of the State Office of Employee Relations, as an inadequate substitute for a direct confrontation with Gov. Nelson A. Rockefeller on a recent freeze order on hiring and promotions.

POUGHKEEPSIE TREACHERY

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Dr. Theodore C. Wenzl, who heads CSEA, declared in a terse letter to Lavine that "... the Governor's refusal to personally respond to our memberships' demand for a reiteration of his commitment to our collectively negotiated agreements and explanation of the Budget Director's December 4 memorandum will be interpreted as a further failure to adhere to the commitments for bilateral development of terms and conditions of employment provided by our agreements and the law."

Lavine had said in his letter that there were no contract violations. Wenzl rejected that view promptly and went on to say that he had advised Lavine in an earlier telephone conversation that "it is absolutely essential, due to the potentially serious consequence of the Budget Director's memorandum..."
 (Continued on Page 16)

Sen. Basil Paterson Appointed Executive Of NY Law Journal

Jerry Finkelstein, publisher of the Civil Service Leader and the New York Law Journal has announced the appointment of State Senator Basil A. Paterson as executive vice-president and special features editor of the New York Law Journal. Joining in the announcement was former Presiding Justice Bernard Boteln of the Appellate Division's First Department, the chairman of the Law Journal's Board of Editors. Boteln is also president of the Association of the Bar of the City of New York. A recent Democratic-Liberal
 (Continued on Page 2)

Don't Repeat This!

For Civil Service Fiscal Crisis Is Direct Threat To Living Standards

DR. Theodore C. Wenzl, president of the State-wide Civil Service Employees Assn., precisely fingered the pulse of the crisis that threatens the security and living standards of public employees.
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Inside The Leader

- Institutional Bargaining —See Page 14
- Eligible Lists —See Page 11
- Out Of Title Work —See Page 16
- S & H Redemption Centers —See Page 12

DON'T REPEAT THIS!

(Continued from Page 1)

Referring to a directive of the Rockefeller Administration that imposed a freeze on filling civil service vacancies and on promotions and ordered the dismissal of provisional and temporary employees, Dr. Wenzl charged the Administration with "sacrificing State employees in an attempt to dig itself out of financial difficulty."

Whatever may be the differences that divide them, both Gov. Nelson A. Rockefeller and Mayor John V. Lindsay are traveling together along a disastrous route that will lead to a monumental confrontation with civil service employee organizations. What is ironic about all of this is that the timing of their assault on civil service salary schedules and working conditions coincides with notable victories by organized labor in the private sector. These unions include the United Automobile Workers, construction workers, teamsters and railroad employees, among others. Significantly enough, a strike threat among railroad employees was temporarily resolved only by an act of Congress directing the railroads to increase employee wage scales by 13.5 percent, while negotiations continue until a collective bargaining agreement is reached. From all accounts, the Nation's railroads are perched closer to the brink of bankruptcy than either the State or City of New York.

More Inflation

The gains made by unions in the private sector will push the cost of living further into the

stratosphere. General Motors and Ford have increased the price of automobiles; an increase in taxi fares in New York City is inevitable; costs of home maintenance and repairs and rents are all moving upward. Apparently it is the view of both the Rockefeller and Lindsay Administrations that civil service employees must bear the full burden of increased living and government costs. In addition, civil service employees, like all other citizens, are faced with prospective hikes in income sales, and local property taxes.

The full dimensions of the State's fiscal crisis have not yet been fully disclosed by the Rockefeller Administration. Presumably, the crisis hovers around the billion dollar mark since that is the amount that the Governor is demanding in Federal revenue sharing. A realistic appraisal of the calendar indicates that the State's budget year beginning April 1, 1971, will have to be prepared without any increase in Federal financing. As of this very moment, Congress is still wrestling with appropriation bills for the Federal fiscal year that began six months ago, July 1, 1970. After Congress adjourns, it will not come back into session until Jan. 21, 1971, just about the time when Governor Rockefeller will be required to submit the proposed State Budget to the Legislature. When the Governor does so, Congress will certainly not have acted upon any Federal revenue sharing program. Washington services in-

dicating that some 200 Congressmen and 50 Senators are prepared to support some kind of Federal revenue sharing program.

Promise Anything, But

Thus far, however, public attention has been focussed exclusively on the sharing part of the program, and no one has yet paid any special attention to how the Federal government will raise the revenue it is supposed to share. This being the Christmas Season, many Congressmen may be reacting to the advertisement which advises promising anything but to give only Arpege. And perfume may be all that the State Administration will get from Washington once the Congressmen are faced with the necessity for increasing Federal taxes to provide revenue sharing.

The militant response of leaders of the Civil Service Employees Assn. provides the best hope that State Administration retrenchment policies will be brought to an immediate halt. This note of militancy was forcefully expressed by Dr. Wenzl in a letter to the Governor in which Dr. Wenzl warned:

"Your failure to respond immediately to the demand of our members for a personal guarantee that no action will be taken by the State contrary to the protections afforded by law and our written agreements with your administration will require me to apprise them of the State's unwillingness to keep its commitments to them, and I shall have to ask them for advice relative to action they propose regarding your administration's breach of our contracts."

Paterson Named

(Continued from Page 1)

candidate for Lieutenant Governor and a long-time friend of civil service employees, Senator Paterson has served on the Senate Select Committee on Public Employee Relations among other Senate committees.

In his new position, Paterson will direct a project of expanded coverage by The Law Journal of Federal, State and City agencies in areas of interest to the legal profession and the civil service community.

The Senator is a visiting professor of history and political science at the State University at New Paltz and a member of the National Panel of Arbitrators of the American Arbitration Assn., a director of the Harlem Lawyers Assn., counsel to the West Harlem Community Organization and the Upper Park Avenue Community Fund Company which is engaged, jointly with the New York Federation of Reform Synagogues, in the rehabilitation of East Harlem.

Inside Fire Lines



by Michael J. Maye

President, Uniformed Firefighters Assn.

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

The Ghost Of Christmas-Present

ON BEHALF of the Executive Board and the 11,000 members of the Uniformed Firefighters Assn., I want to extend to the readers of The Civil Service Leader and all New Yorkers our best wishes for a Merry Christmas and a Happy and Safe New Year.

IT IS UNFORTUNATE, however, that the festive holiday season has to be marred by the specter of increased danger, injury and death by fire in the coming year.

NOT ONLY have the facts—and statistics—shown this skyrocketing trend in fires, false alarms, deaths and injuries over the past decade, but the City's foolish and dangerous decision to cut back on fire protection portends additional grief.

AND, OF COURSE, the big losers again will be the residents and visitors as well as firefighters.

THE CUTBACK posture of the Administration is clearly a meat-axe tactic in the current non-negotiations with the firefighters for a new contract.

THE FACTS are clear:

- The UFA submitted formally our contract demands Oct. 9.
- Since Oct. 9, we have repeatedly stated our willingness and eagerness to sit down across the bargaining table and hammer out a new contract.
- Since Oct. 9, the City has dawdled, dragged its feet, hemmed and hawed, cried poverty and economy—and said not one thing which could be interpreted by any objective observer as even the start of serious negotiations.
- Since Oct. 9, after a Monday-to-Friday routine of no meaningful negotiations, the City has used virtually every Saturday to issue a prejudiced and incorrect press release to try and browbeat us through the press.

AS WE ENTER the final weeks of the year, there is no holiday spirit in the air for the firefighter.

WE ARE BEING pushed into a posture of greater aggression and determination.

WE SEE NO Christmas cheer in our Christmas stocking—and apparently the City is determined to start the New Year off on the wrong foot.

ALL I CAN say at this late date is that we have tried to be responsible and cooperative—only to find the door being slammed shut in our face and a campaign of public and press intimidation continued against us.

WE DON'T KNOW how it is going to end.

BUT WE DO know that the firefighter is not going to be treated in a cavalier fashion.

OUR CONTRACT demands are fair and just—and we are determined that the firefighter is not going to be lost in a bureaucratic shuffle of vilification by press release.

THE MOVE to harmony, peace and understanding clearly must now be launched by the City.

WE'RE ALWAYS ready to sit down and talk.

Kurzman To Direct City's Youth Corps

The Youth Services Agency has announced the appointment of Paul A. Kurzman as assistant commissioner for the City's Neighborhood Youth Corps program, which is administered by the Agency. The Neighborhood Youth Corps is composed of a Summer program for high-school

Entrants In Descent

The City Personnel Dept. has noted that some seven hopefuls for hoists and rigger inspector who took the written test fell below the falling level.

Vacation Bonanzas!

PORTUGAL — Feb. 11 to 15 at the luxurious Estroril Sol Hotel. Only \$199, plus \$15 gratuities. Includes round trip jet fare, breakfast, gourmet dinner and hotel room. Write to Irving Flaumenbaum, 25 Buchanan St., Freeport, N.Y. 11520. Telephone (516) 868-7715.

PUERTO RICO — Feb. 11 to 15 at the glamorous Raquet Club. Only \$165, plus \$6 tax and tips. Air Fare Only—\$105. Write to Mrs. Julia Duffy, P. O. Box 43, West Brentwood, L.I., New York. Telephone after 5 p.m. (516) 273-8633.

Air/Sea Caribbean Cruise — SS REGINA — Via KLM Royal Dutch Airlines New York/Curacao and sailing from Curacao — leaving Feb. 20 and returning Feb. 27, \$296.00 up. Price includes: Cruise with all meals at minimum cabin value of \$129.00; Transfers. PORTS VISITED: Curacao, Trinidad, Barbados, Martinique, St. Vincent, La Guaira (Caracas, Venezuela), Curacao. Write to Mrs. Blanche Rueth, 96 Whaley St., Freeport, N. Y. 11520. Tel: Home (516) FR 9-4529; Office (516) 489-1202.

Air/Sea Caribbean Cruise — SS REGINA — Via KLM Royal Dutch Airlines New York/Curacao and sailing from Curacao — leaving March 13 and returning March 20, \$296.00 up. Price includes: Cruise with all meals at minimum cabin value of \$129.00; Transfers. PORTS VISITED: Curacao, Antigua, Guadeloupe, St. Lucia, Grenada, La Guaira (Caracas, Venezuela), Curacao. Write to Miss Emily Riordan, 1501 Broadway, Suite 709, New York, New York 10036. Tel: (212) 868-3700.

ISRAEL — March 2 to 11. Via KLM and with beautiful weather. Only \$515, plus \$20 gratuities. Visiting Tel Aviv, Jaffa, Haifa, Jerusalem, Bethlehem, Negev, Gaililee, Caesarea. Hotel rooms, breakfast, dinner and sightseeing included. Write Mr. Flaumenbaum (see Portugal trip).

ARUBA — April 24 to May 1. Only \$326 complete, with flight, hotel rooms, deluxe meals, glorious beach and sun. Write Mrs. Grace Smith, R.D. Box 1195, Waterford, N.Y. Phone (518) 371-6729.

ROME AND FLORENCE — At Easter, only \$371 complete. Five days in Rome, three in Florence. Meals, flight, rooms, sightseeing throughout. A CSE&RA favorite. Write Samuel Emmett, 1060 East 28th St., Brooklyn, N.Y., 11210. After 5 p.m. telephone (212) 253-4848, 4488.

Open only to members of Civil Service Education & Recreation Assn and their immediate family. For Fall and Winter program brochure, write to CSE&RA, P.O. Box 772, Times Square Station, New York, N.Y. 10036.

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'We Want Our Money Not Your Troubles' Flaumenbaum Says

MINEOLA—"I don't care where you find the money. That's your problem."

Thus, Irving Flaumenbaum last week notified the Nassau County Board of Supervisors that it has a contractual obligation with the Civil Service Employees Assn. to pay a 7.6 percent cost-of-living adjustment effective Jan. 1, 1971.

Flaumenbaum, president of the 18,000-member Nassau chapter of CSEA, said regional attorney Richard Gaba had been instructed to prepare a law suit in case the County Board attempts to stall action.

The County budget included a 7.1 percent boost that had been established by the County before the CSEA filed a grievance claiming a 7.6 percent increase. The CSEA contingent was upheld.

The CSEA action won a half-a-million dollars additional for the County's 13,000 employees.

Flaumenbaum appeared at the Board meeting last week to demand that the full raise be included in the County's first ordinance of the new year, which is traditionally the ordinance establishing pay scales. Polling the Board, Flaumenbaum elicited from the majority concessions that the 7.6 percent figure was clearly a contractual obligation.

But County Executive-elect Ralph G. Caso, who also conceded the obligation, pleaded that funds were short and asked Flaumenbaum to meet with him after he takes office Jan. 1, in an effort to find the funds.

"The CSEA lives up to its obligations and we expect the County to do so, too," Flaumenbaum said. "We don't have to negotiate about this. It is their obligation."

Hamburg Aides Gain 20 Year Pension Plan Plus Pay, Fringe Plan

HAMBURG — The Civil Service Employees Assn. has won a two-year contract for employees of the Town of Hamburg Highway Dept. which includes a 20-year retirement provision and a raise of 7½ percent for 1971.

CSEA unit president Larry Feldman, who headed the negotiating team, reported these other benefits in the new contract, which runs from Jan. 1, 1971, through Dec. 31, 1972:

- Six percent raise, or raise equal to cost-of-living increase, whichever is greater, for 1972;
- Personal lockers for every employee in the unit;
- Appointment of a labor-management committee to study job inequities;
- Ladders to be put on all cinder spreaders and other equipment where necessary for safety;
- Increased Blue Cross and Blue Shield coverage, including adaptation of 50-51 coverage when it becomes available;
- Retirement plan at 1/50th corresponding to that won by State employees, with retirement after 20 years of service; military credit for veterans of WW II; conversion of sick leave credits to retirement credit;
- Death benefit equal to three years' salary, with a \$20,000 maximum;
- Holidays granted to other Town employees will also be granted to Highway Dept. employees;
- Three personal leave days per year;
- The right to refuse to

operate unsafe equipment;

- Sick days, personal leave days and vacation days will be compiled for all workers and published quarterly by the Town, and other benefits.

Feldman called the CSEA contract, "A big step in the right direction, and a contract to be proud of."

The CSEA negotiating team was assisted by field representative Robert A. Milling.

Fulton Mediation

Martin Ethers, an associate professor of education at the State University, is about to take over mediator duties in the dispute between Fulton County and the Civil Service Employees Assn., Unit No. 2 nurses.

Leader Price Increase

Effective with the issue of Jan. 5, 1971, the newsstand price of The Leader will go up to 15 cents per copy and effective Feb. 1, 1971, the subscription will be \$7 for non-affiliated readers.

Heavily rising costs of publication over a five year period have made this step necessary much to the regret of the publishers. The last increase in the price of The Leader was 1952 when the present 10-cent price was instituted.

To Keep Informed, Follow The Leader.

Poughkeepsie Aides Picket City Hall To Protest Action Retracting Newly-Won Pact



ACTION LINE—City of Poughkeepsie employees who inaugurated picket action in front of City Hall last week are briefed by Lois Cunningham, front left, field representative of the Civil Service Employees Assn., which represents all City employees except police and firemen.

By LA CLAIRE TREVOR

POUGHKEEPSIE—City employees marched on City Hall Thursday night as the executive session of the Common Council met inside to consider a two-year contract being negotiated.

The Poughkeepsie unit of the Civil Service Employees Assn. had been denied admittance to the meeting, at which the councilmen rescinded previously approved contract terms and as a result of which they declared an impasse in negotiations and filed an unfair labor practice charge against the city.

The unit is the recognized bargaining agent for all City workers exclusive of police and firemen.

Negotiations on the contract started in September, with final agreement reached on Oct. 13.

On Oct. 21, at a CSEA membership meeting, the package was ratified and the following day, City Manager James Mulcare was advised of the ratification.

He directed Assistant Corporation Counsel Jack Lewis to prepare the agreement and meetings were held between him and CSEA's negotiation team on contract language.

On Nov. 25, Alderman Pasquale Letterli, chairman of the Finance Committee and a member of the City's negotiating team, requested the CSEA by letter to agree to rescind a negotiated benefit, namely an additional paycheck in 1971. The CSEA membership turned down this request on Dec. 2.

On Monday, Dec. 14 the Common Council met in executive session and rescinded the aforementioned negotiated benefit.

The following day a CSEA staff member was advised by Letterli, in a phone conversation, that the Common Council would meet to review the con-

tract. Thomas Luposello, supervisor of field staff in the southern section of the State for the Employees Association said: "We worked damn hard in Letterli. (Continued on Page 16)

Middletown School Aides Win Salary, Fringe Pact

MIDDLETOWN—Employees of the Enlarged School District of Middletown have a new grievance procedure and many other benefits as a result of a contract negotiated by the Middletown unit of the Orange County chapter of the Civil Service Employees Assn.

The agreement, effective July 1, 1970, through June 30, 1971, makes CSEA the exclusive bargaining agent for all maintenance and custodial employees with these classifications: head custodian, custodian, cleaner, maintenance helper, stores clerk, journeyman mechanic, painter, mechanic, equipment operator, truck driver and courier.

Other major provisions of the contract include an improved salary schedule with continuation of existing benefits; extra pay for out-of-title work over a period of more than 30 days; unlimited accumulation of sick leave; 13 guaranteed paid holidays, and a minimum of four hours call-back pay.

Also included: an annual shift differential of \$150, paid proportionately in each pay period, for any full-time employee with a majority of his eight-hour day

falling between the hours of 3 p.m. and 7 a.m.; two days personal leave per year, accumulative to five; 14 days sick leave; time-and-one-half overtime pay for all hours worked in excess of 40 hours in a regular week, in (Continued on Page 14)

CSEA
COUNTY
DIVISION
NEWS

Began Daily Typist Test

Baris Retires As Personnel Chief Of Development

William Baris, chief of the test development and research division of the City Department of Personnel, is retiring after 33 years of City service. He is now on terminal leave and will retire on Feb. 26, 1971.

Baris was appointed in 1937 as an examining assistant by the old Municipal Civil Service Commission. He was promoted to assistant civil service examiner in 1943 and was promoted to civil service examiner in 1946. He has also held the titles of supervising personnel examiner

and principal personnel examiner by reclassification. He has been a division chief in the Bureau of Examinations for over 24 years.

The test development and research division was established to boost the efficiency of the exam process. This division makes statistical analyses to determine the validity and reliability of tests and the difficulty and equivalence of test items. It also reviews and revises test items and devises and develops new forms of question material.

The division has compiled a bank of thousands of questions for use on tests. The training of new examining personnel is also a function of the division. Research projects have been conducted by the division in various aspects of personnel selection, including culture-fair tests.

Previous to serving as chief

of this division, Baris supervised the preparation of wide variety of examinations including clerical-administrative, accounting, office management, computer operations, statistical, actuarial, college administrative and social service. He has been responsible for the administration of tests to tens of thousands of candidates.

In 1955, because of the rise in steno and typist vacancies, there was an urgent need for continuous testing for these titles. The Department of Personnel did not have the staff or facilities to carry out such a program. Baris initiated and implemented a cooperative testing program with the New York State Employment Service. Under this program the Employment Service conducted daily tests for stenographers and typists at their own offices as well as in the high schools.

Method For Mail Entries

Both Federal and State civil service agencies permit mail requests for applications and send back same without charge. The City Personnel Dept., however, requires a stamped, self-addressed envelope for all test applications requested. Check The Leader column, "Where to Apply for Public Jobs," to be more familiar with this procedure.

Trackman Eligible List

(Cont. From Previous Editions)

4921 Otis L Robinson, Melvin Zuckerberg, Ronald W Gardner, Louis Jordan, Hector N Santiago, Early L Frost, Larry Phillips, Jake Stevens Jr, Pasquale L Allocca, Gerald J Gallagher, Joseph F Goffio, Edward Watkins, Robert W Mecca, Leonard H Grant, Leroy Moore, Leon E Grier, Ronald B Crump, Jesse J Weaver, John P Tumminia, Henry Nelson Jr, Hector A Garcia, Wilson Haynesworth, Felice Maggiore, Mario Olivarría, Jarvis T Lewis Jr, Robert L Blake, John Giordano, Ronald Horton, Marvin Hudson, James Anthony, Kevin P Fegan, Anthony Raso, Glean W Owen, Lawrence Pearson, Daniel M Timler Jr, Dennis H Williams, Frank J Hans, Henry Alexander, James H Jones.

4961 John Brady, Joseph F Barone, Jarvis Alston, Norris Manago, Robert C Decello, Carl E Manning, Richard J Malysz, Wilson R Brewster, John J Beaton, Albert Dickerson, Nelson Colon, Gary Hochhauser, Roscoe R Williams, Octavius Draughn, Dominick J Petrocelli, Jack M Dangelo, John A Anisowicz, Vincent A Lyons, Oliver Rivers, Louis A Pascale, Mario Caponigro, Michael J Dzedovich, Charles H Locklear, Carl C

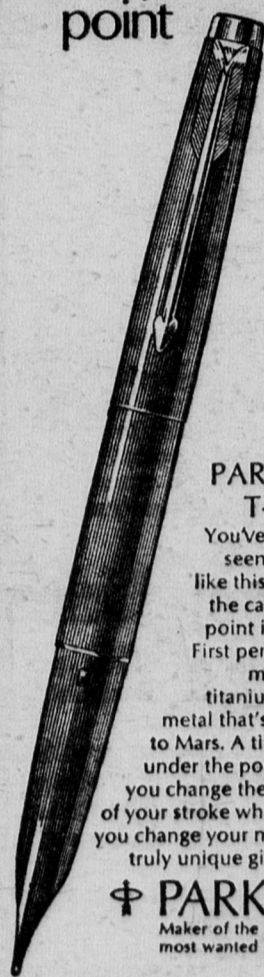
Nurse, Kevin F Dolan, Joseph Guadeloupe, James C McCluster, Nathaniel Chandler, George F Haigler, John Hernandez Jr, Joseph Wilson, Pietro Pecoraro, Robert O Brown, Eugene Mills, Robert A Merio, Paul L Dixon Jr, Robert Rice, George A Horton, Carmine T Chioccariello, Clayton McBride.

5001 David German, James Alston, Daniel Welfare, Ronald J Horton, Jenson A Roseau, Carrington Dillahunt Jr, Henry A Hutchins Jr, Robert L Davis, Leon Bowers Jr, Theodore R Stinney, Anthony P Marrone, Joseph T Meehan, Robert E Phoenix, Robert Maciejewski, Gennaro Vollaro, Milton R Pierce, Clarence D Michael, Clifford H Clay, James E Barry, Algie L Evans, Arnold M Weinberg, Samuel Gadson, Lawrence T McPhail, Samuel E Corbin, Fred Sasser, James A Monroe, Nathaniel Wright, Joseph R Clark, Dominick A Costanzo, Clarence M Adams, Elias Edwards, Victor L Chamacho, Ezell McCord, Prince Brantley, Johnnie McKnight, Patrick O'Mahony, Clark A Williams, Mose Holcomb Jr, John F Svendsen, Eric Alexander.

(To Be Continued)

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LEGAL NOTICE

SUPPLEMENTAL CITATION. — FILE NO. 1391A 1966. — THE PEOPLE OF THE STATE OF NEW YORK. By The Grace of God, Free and Independent.

TO ATTORNEY GENERAL OF THE STATE OF NEW YORK and All heirs at law, next of kin, devisees, legatees, distributees, grantees, assignees, creditors, lienors, trustees, executors, administrators and successors in interest of EILEEN KATZ, deceased, and the respective heirs at law, next of kin, devisees, legatees, distributees, grantees, assignees, creditors, lienors, trustees, executors, administrators and successors in interest of aforesaid person, and if they or any if them be dead, their, respective husbands, wives, widowers or widows, if any, all of whom and whose names and places of residence are unknown to petitioner.

And to all persons interested as creditors, distributees or otherwise, in the Estate of Eileen Katz, deceased, who at the time of her death resided at 1721 Hobart Avenue, Bronx, New York.

SEND GREETING: Upon the petition of ABRAHAM D. LEVY, Public Administrator of the County of Bronx, residing at 1020 Grand Concourse, Borough and County of Bronx, City of New York.

You and each of you are hereby cited to show cause before the Surrogate's Court of the County of Bronx, held at the Bronx County Building, No. 851 Grand Concourse, at 161st Street, in the Borough of The Bronx, City of New York, on the 6th day of January, 1971, at 9:30 o'clock in the forenoon of that day, why the Account of ABRAHAM D. LEVY, Public Administrator of the County of Bronx, as Administrator of the Goods, Chattels and Credits of said deceased, should not be judicially settled and allowed.

In Testimony Whereof, We have caused the Seal of the Surrogate's Court of the said County of Bronx to be hereunto affixed.

(L.S.) WITNESS, HON. CHRISTOPHER C. McGRATH, Surrogate of the said County of Bronx, at the County of Bronx, the 12th day of November, in the year of our Lord one thousand nine hundred and seventy.

John J. Sullivance
Clerk of the Surrogate's Court
Attorney ALBERT W. CORNACHIO,
ESQ. Tel. No. (212) 293-7660. Address of Attorney 851 Grand Concourse, Bronx, New York 10451. This Citation is served upon you as required by law. You are not obliged to appear in person. If you fail to appear it will be assumed that you do not object to the relief requested. You have a right to have an attorney-at-law appear for you.

Nassau Chapter Vows Court Action To Back Judicial Conf. Aides

MINEOLA—The Nassau chapter of the Civil Service Employees Assn. has reiterated its determination to take court action if necessary to protect the rights of County employees, specifically noting the rights of members under the jurisdiction of the Judicial Conference.

In a message to court personnel, the chapter noted that "it is a fact that all benefits that are negotiated for other County employees are negotiated for Judicial Conference employees." The statement reflected upon recent mimeographed flyers which misled court personnel about their contractual rights.

"Unity . . . is the best thing that any union has going for it," the memorandum issued by the 18,000-member chapter said. "The Nassau County CSEA chapter has this unity. Dozens of individual units are banded together in a show of strength and power before the County and its subdivisions.

"When one unit wants to improve conditions or salaries or fringe benefits for its members, the entire County CSEA with its

more than 18,000 members backs up that unit in its demands. And behind the County CSEA is the 200,000-member Statewide CSEA."

Calling for common support of the goals of County employees, the memorandum noted that "antagonisms among unions is good for the employer and bad for the employees."

SPECIAL - \$199.

PER PERSON
LAS VEGAS CARNIVAL

December 25-29, 1970

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The keyboards will be cranking up again shortly as hundreds of typist candidates take advantage of the weekly City examinations about to resume. Applications for the post reopened last month and will be accepted indefinitely, states the Department of Personnel.

Many City agencies cite vacancies. The work includes typing records, reports, letters, forms and schedules; cutting stencils; proofreading typed work; correcting errors, and possibly operating devices like the varityper and graphotype machines. Regular typists will earn \$5,200; transcribing typists, because of their more complex duties, will receive \$5,600.

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Tapped as Exam No. 0070, the job bulletin is obtainable at the Department's filing unit at 49 Thomas St., Manhattan. The bulletin emphasizes that "there are no formal education or experience requirements" for the title.

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TUESDAY, DECEMBER 22, 1970

No Time For Lieutenants

TO say we are amazed by the off-hand way in which the Rockefeller Administration has dealt with demands by the Civil Service Employees Assn. to meet personally with the Governor on the issue of a State hiring and job freeze is to make one of the understatements of the year.

During his 12 years in office—and with great frequency in his recent campaign for re-election — Mr. Rockefeller stressed heavily the theme that his relationship with public employees is that of two equal partners. To single-handedly order so complicated an action as a freeze on hiring, promotions, funds for programs, etc., without any consultation with his "partner" — a partner with whom he has a solid, written work contract, by the way — serves only to create the fear that State Government is considering taking a major step backwards in its labor relations attitude.

It is the Governor who bears the ultimate responsibility of the effects of the budget freeze order. It is the responsibility of the leadership of the Civil Service Employees Assn. to react toward the responses of their membership. That is why the Employees Association is insistent that a meeting on this issue be held between their representatives and the Governor, and not any underlings. It is the man at the top and the organization representing the majority of State workers who can make whatever decisions are needed in this crisis. It is a time for generals, not lieutenants.

Too Many Impasses

COLLECTIVE bargaining goes on almost continually in local government units around the State and in most instances proceeds with a certain degree of harmony. The number of cases where this is not so, however, seems to be growing to an alarming degree and steps must be found to force some of these local officials to be more responsive to the labor laws of the State of New York.

The main trouble right now is that there are too many impasses being called. The Taylor Law allows for impasses when both sides seem unable to agree, but it appears that some towns and counties are using the impasse to avoid doing anything at all. This has occurred most often when a government committee makes recommendations agreed to by workers—and then the ruling body rejects the whole thing.

This is an outright abuse of the law and ways must be found of stopping it immediately.

Season's Greeting

THE staff of The Leader wishes to everyone, regardless of his personal religious beliefs, that the spirit of the upcoming holy days can have meaning for each man and woman, reminding each human being of the gratification inherent in the giving of oneself toward making this a better world in which to live . . .

For that is what Christmas and Chanukah, despite their different traditions and historical sources, are all about.

LETTERS TO THE EDITOR Says Job Cutback Is Illegal Action

Editor, The Leader:

It would appear from preliminary statements of the State Budget Director that the Rockefeller Administration is about to embark on a plan of cutting back on fiscal programs for which funds were authorized by the 1970 Legislature—the supreme governmental power of the State of New York.

These programs include not only projects affecting mental health, hospitals, education, recreation among other equally important projects, but also the personnel to administer them.

I would like to know by what authority the Governor supercedes the Legislature in cutting mandated programs and expenditures.

It appears highly illegal to me for the Administration to order the current freeze for these reasons.

If economies are needed, then prepare for them in 1971 and then only without hurting the public and public employees. As public employees, we have for too long been forced to underwrite the cost of government by accepting grossly unfair meager salaries. For years we have been the last to enjoy the fruits of government and the first to get hurt by it. Let the public in general realize that we, too, are taxpayers and entitled to be accorded treatment that is both fair and equitable.

GEORGE KOCH, president
Long Island, CSEA

CIVIL SERVICE TELEVISION

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

Tuesday, Dec. 22

9:30 a.m. (color) — Around the Clock — "Personal Safety." NYC Police Dept. training series.

1:30 p.m. (color) — Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 24, "The Nurse & New Equipment." Refresher course for nurses.

7:00 p.m. (color)—Around the Clock — "Personal Safety." NYC Police Dept. training series.

Wednesday, Dec. 23

9:30 a.m. (color) — Around the Clock — "Personal Safety." NYC Police Dept. training series.

1:30 p.m. (color)—Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 25 "What Ahead For Nursing?" Refresher course for nurses.

7:00 p.m. (color)—On the Job—"Accidents." NYC Fire Dept. training program.

Thursday, Dec. 24

9:30 a.m. (color) — Around the Clock — "Personal Safety." NYC Police Dept. training series.

1:30 p.m. (color) — Around the Clock — Professional Police Attitudes." NYC Police Dept. training series.

(Continued on Page 7)

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.

Labor Class Positions

THE CLASSIFIED civil service consists of the competitive, non-competitive, exempt and labor classifications. The labor class, as defined in Section 43 of the Civil Service Law, includes "all unskilled laborers in the service of the State and each of its civil divisions except those whose positions can be examined for competitively." This year the Legislature amended Section 43 to add the words "except those whose positions can be examined for competitively." The amendment of Section 43 deleted the requirement that cities having a population of over 250,000 had to maintain labor lists and fill jobs in the labor class based upon dates of application. Also stricken was the authority for a municipal civil service commission in a city of more than 500,000 population to place unskilled labor positions in the competitive class.

THE LEGISLATURE found that in practice many cities of less than 500,000 were, by rule of the municipal civil service commission, placing unskilled labor positions in the competitive class. It was also found that the maintenance of labor lists was burdensome without any compensating advantage to the public service. In many areas, people stood in line for days in order to gain a favorable position on a labor list. Since the New York State Constitution provides in Article V, Section 6, for holding competitive examinations for any job where it is practicable to do so, the amendment brings Section 43 within the constitutional provisions and also makes the statute more workable and up to date in line with current practices.

UNDER SECTION 53 of the Civil Service Law, there is a provision for waiving the citizenship requirement for employment after the State or local civil service commission finds there is an acute shortage of employees in a particular class or classes of positions because of a lack of a sufficient number of qualified applicants. This action is to be reviewed annually by the appropriate civil service commission which is then required to revoke the waiver if it finds that the shortage of employees no longer exists.

AS AN INCENTIVE for a person employed under this section to obtain his United States citizenship, the statute requires that in order to be eligible for continued employment he must diligently follow the procedures for becoming a citizen.

THIS RECENT action by an incorporated village, and its possible effect on veterans, will be followed in this column as it develops further.

IN A RECENT disciplinary case involving a village employee in a labor class position, the employee was discharged after a hearing. He was originally discharged without the benefit of a hearing, but objected on the grounds that he was an honorably discharged veteran who served in time of war. At the hearing, the village maintained its position that no hearing was required and demanded that the employee produce evidence of his honorable discharge. Upon examination of the papers, it was discovered that the employee did in fact serve in time of war as defined in Section 85 of the Civil Service Law, but his discharge was "under honorable conditions."

IT IS MOST interesting to note that the State Constitution in Article V, Section 6, in discussing veteran's credits, provides that in order to be eligible, the individual had to be "honorably discharged or released under honorable circumstances." The same language is used in Section 85 of the Civil Service Law in reference to veteran's credits and preference in retention upon abolition of positions.

SECTION 75, however, appears to mandate written charges and a hearing only in the case of an ". . . honorably discharged member of the Armed Forces of the United States having served therein as such member in time of war . . ." This discrepancy in language will have to be resolved. It seems most unusual that the Legislature intended to grant certain rights to veterans upon employment, promotion and retention of positions, but apply a different standard when it comes to the question of discipline.

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LEGAL NOTICE

For the information of its newer members, the constitution of the New York City Civil Service Retired Employees Assn., adopted at the regular meeting of Dec. 5, 1967, is printed below. Gerard Farley, president of the Association, pointed out that to date no officer or member of the Executive Board has received one cent in salary. He foresaw no reason for this policy to be changed.

CONSTITUTION AND BY-LAWS

**ARTICLE I
NAME**

Section 1. This Association shall be known as the New York City Civil Service Retired Employees Association.

Section 2. The main office of this Association shall be located at such place as is designated by the Executive Board.

**ARTICLE II
AIMS & PURPOSES**

Section 1. As there is strength in unity, as most improvements in the condition and welfare of Retirees have been accomplished by their united, organized efforts, as the welfare and betterment of retired employees can best be furthered, advanced and protected by joint, several and combined action in one great, encompassing retiree organization, the New York City Civil Service Retired Employees Association has been organized.

Section 2. This Association shall seek to organize and band together all New York City Civil Service Retirees; to educate and teach each and every one of them to cooperate in all movements which tend to benefit the organization; to impress upon the membership, public officials and the public at large that it is to the advantage and betterment of all concerned that the New York City retired civil service employees be organized.

Section 3. This Association will deal with problems encompassing a broad spectrum of economic and social objectives of vital concern to the individual members and the community at large.

**ARTICLE III
MEMBERSHIP**

Section 1. There shall be two (2) types of members, full and honorary.

(a) Persons who have retired from Civil Service with the City of New York or whose retirement is scheduled within one (1) year from date of membership shall be eligible for full membership.

(b) Persons presently employed in the Civil Service with the City of New York whose retirement is not scheduled within one (1) year from date of membership and who are designated by majority vote of the Executive Board as being eligible and qualified for membership shall be eligible for honorary membership.

(c) Full members and honorary members shall have the same financial obligations and shall have the same rights and privileges to vote and hold office.

(d) No person may remain a member or shall be eligible to vote on any matter or to nominate or run for office unless his dues for the current year shall have been fully paid by January 1 of the current year.

Section 2. The President may appoint such number of members as he shall deem appropriate as Representatives to represent the Association in such regions as she shall designate. Representatives shall serve for terms of one (1) year subject to removal at will by the President.

**ARTICLE IV
ELIGIBILITY FOR OFFICE**

Section 1. To be eligible for election to any office, other than the office of President or Secretary-Treasurer, a member must have been in continuous good standing in the Association and a representative of the Association for a consecutive period of not less than thirty-six (36) months.

Section 2. A member to be nominated for the office of President or Secretary-Treasurer, must have been in continuous good standing and a member of the Executive Board for a period of not less than five (5) years.

Section 3. To be eligible for election to any office, a member must comply with all requirements of Article III, Section 1.

Section 4. The requirements of Sections 1 and 2 of this Article IV do not apply to the first election of officers.

**ARTICLE V
OFFICERS AND EXECUTIVE BOARD**

Section 1. The officers shall be elected and shall hold office from December 1, 1967 to November 30, 1972. Their successors shall hold office for terms of five (5) years.

Section 2. The officers of the Association shall be elected and shall consist of a President, a Vice-President, a Secretary-Treasurer, a Recording Secretary and a Corresponding Secretary and shall also constitute the Executive Board. Except as provided elsewhere in this Constitution and By-Laws, the affairs of the Association shall be managed by the Executive Board. The Executive Board shall meet at such times and places as it shall determine, provided that a meeting may be called at any time by the President or Secretary-Treasurer. A majority of the Executive Board shall constitute a quorum. All matters before the Executive Board shall be determined by a majority of the members present and voting. Upon request of any elected officer, the Secretary-Treasurer shall, if it is impracticable to convene a meeting, poll the Executive Board on any item of extraordinary business, and such matter shall be determined by the concurrence of a majority of the Board.

Section 3. Nominations for officers shall be made at a general or special membership meeting, as determined by the Executive Board, by a three (3) man Nominating Committee, appointed by the Executive Board, and from the floor. No voting shall be necessary where there is only one (1) candidate for any office, and such candidate shall be declared elected.

Section 4. Candidates must accept nominations in person at the nominating meeting or if absent, by written acceptance filed with the Secretary-Treasurer no later than five (5) days after nominations. A candidate may accept nomination for only one office.

Section 5. The nominating meeting shall be held at least 60 days prior to the expiration of a term of office at such place and at such time as the Executive Board shall designate. Voting shall be by mail, and ballots shall be mailed 20 or more days after the nominating meeting, as the Executive Board shall determine, to all members eligible to vote. In order to be counted, ballots must be received at the address designated by the Executive Board within 30 days after they are mailed to the members. The President shall appoint tellers who shall count the votes and certify the results thereof as soon as practicable.

Section 6. Only members who have been in continuous good standing for at least one year prior to the nominating meeting shall be eligible to nominate and vote for officers. Members may designate the Executive Board or any member in good standing as their proxy to cast their votes for officers.

**ARTICLE VI
SALARIES AND EXPENSES OF OFFICERS**

Section 1. No salaries shall be paid to officers unless the net bank balance shall be in excess of three thousand dollars (\$3,000.00). The salary of the president shall be set by the Executive Board, but shall not exceed \$15,000.00 per annum; the salary of the Secretary-Treasurer shall be set by the Executive Board, but shall not exceed \$15,000.00 per annum. The President may appoint an Administrator, who shall be the office manager. The Administrator shall act in the name of the President when the President is absent from the office; his salary shall be determined by the President and the Secretary-Treasurer, but shall not exceed \$15,000.00 per annum. Salaries of other officers shall be set by the Secretary-Treasurer with the concurrence of the President.

Section 2. The President and the Secretary-Treasurer shall be allowed up to a maximum of two hundred dollars (\$200.00) a month as expenses. Such allowances to be set by the Finance Committee, which shall consist of the President, the Vice-President and the Secretary-Treasurer.

Section 3. The salaries, allowances and expenses of Representatives shall be determined by the President.

**ARTICLE VII
EXPENDITURES**

Section 1. The President may authorize the expenditure of up to one thousand dollars for any item. Any expenditure above that amount must receive the approval of the Executive Board.

**ARTICLE VIII
PRESIDENT - DUTIES**

Section 1. In addition to the other duties set forth herein, the President shall preside at meetings and at committee hearings and conduct same in conformity with this Constitution and By-Laws. He shall have the deciding vote on any question in the event of a tie. He shall act to the best of his ability in furthering the interests of the Association.

Section 2. The President shall be the chief executive officer and shall have general supervision over the affairs of the Association.

**ARTICLE IX
SECRETARY-TREASURER - DUTIES**

Section 1. The Secretary-Treasurer shall be the custodian of all of the properties, funds, securities and assets of the Association wherever located. He shall conduct all financial correspondence involving or affecting the Association. His signature shall be required on all instruments and documents of the Association.

Section 2. The Secretary-Treasurer shall be authorized to pay all routine and recurring expenditures incurred in the operation of the President's and the Secretary-Treasurer's offices such as general office expenses, administrative and clerical salaries, building maintenance expenses, salaries and compensation of officers, rent, stamps, etc. Checks in payment of such expenditures shall be signed by the President and the Secretary-Treasurer.

Section 3. The Secretary-Treasurer shall deposit all income in the bank accounts of the Association, and shall render annual financial reports.

**ARTICLE X
VICE-PRESIDENT - DUTIES**

Section 1. The Vice-President shall assume such duties and perform such functions as may be delegated him by the President.

**ARTICLE XI
THE RECORDING AND CORRESPONDING SECRETARIES**

Section 1. The Recording Secretary shall keep minutes of the meetings of the Executive Board and of the membership, and minutes of any other meeting when directed to do so by the President. The Corresponding Secretary shall answer all correspondence, except as provided in Article IX, Section 1, and shall assume such duties as directed by the President.

**ARTICLE XII
VACANCY IN OFFICE**

Section 1. If there is a vacancy in the office of President, the Secretary-Treasurer shall become the President, and the Vice-President shall become the Secretary-Treasurer.

Section 2. If there is a vacancy in the office of Secretary-Treasurer, the Vice-President shall become Secretary-Treasurer.

Section 3. Except as provided above, all vacancies in elective offices shall be filled by the President subject to the approval of the Executive Board. Officers who are appointed or who succeed to office as provided in this Article shall serve until the next regular election of officers.

**ARTICLE XIII
OFFICIAL JOURNAL**

Section 1. The official journal, The Sentinel, shall be published under the supervision of an editorial staff consisting of the President, the Vice-President and the Secretary-Treasurer. A copy is to be sent to each member; copies may be sent to any person, organization or institution at the discretion of the President. The President is empowered to employ such help as may be needed to carry on this work.

**ARTICLE XIV
DUES**

Section 1. Except as hereinafter provided, dues shall be three dollars (\$3.00) per annum and shall be paid as provided in Article III.

Section 2. If in the opinion of the Executive Board the income of the Association is insufficient for it to meet its financial obligations or properly to carry on its aims and purposes, the Executive Board may raise the dues, effective the January 1 next following, to such amount as it shall deem necessary, provided however, that the annual dues may not be increased above four dollars (\$4.00) before January 1, 1969, or above five dollars (\$5.00) before January 1, 1970, and, provided further, that no increase in dues shall become effective until after notice has been given to the membership in such manner as the Executive Board shall determine.

Section 3. Members who lose good standing because of failure to pay dues as provided in Article III and in this Article XIV may be restored to good standing at the discretion of the Executive Board upon such terms and conditions as it shall direct.

**ARTICLE XV
MEETINGS**

Section 1. A general membership meeting shall be held each year and special membership meetings may be convened by the Executive Board. Membership meetings shall be held at such times and places as the Executive Board shall determine. A quorum shall consist of one percent (1%) of the members in good standing but in no event less than thirty (30) members in good standing.

Section 2. In election years, nominations of officers shall be made at either the general membership or at a special membership meeting as the Executive Board shall direct.

Section 3. Meetings shall be conducted in accordance with Robert's Rules of Order.

**ARTICLE XVI
MEMBERSHIP COMMITTEE**

Section 1. There shall be a Membership Committee consisting of the President, the Secretary-Treasurer and the Vice-President, who shall have the power to deny membership to any applicant when it believes the interest of the Association will best be served by so doing.

Section 2. The Membership Committee shall have power to remove any person from membership for cause other than non-payment of dues. Such removal may be appealed to the Executive Board and from the Executive Board to the annual general membership meeting.

**ARTICLE XVII
AMENDMENTS**

Section 1. The sponsor of any proposed amendment to this Constitution and By-Laws must present such proposed amendment in person at the annual general membership meeting and entertain such questions as the members may wish to ask with respect thereto.

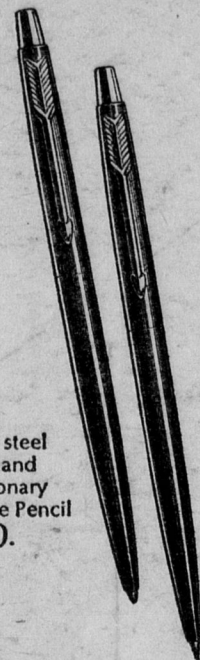
Section 2. No proposed amendment shall be entertained unless it shall have been filed in writing with the President at least sixty (60) days prior to the annual general membership meeting signed by not less than one hundred (100) members who shall have been in continuous good standing for at least one year prior to such annual general membership meeting of which no less than twenty (20) shall be Representatives of the Association and no less than two (2) shall be members of the Executive Board.

Section 3. Proposed amendments entertained at an annual general membership meeting shall be submitted to the membership if so directed by at least two-thirds of the members in attendance who have been members in continuous good standing for at least one year prior to such meeting.

Section 4. Proposed amendments submitted to the membership as above provided shall be voted upon in the same manner as for election of officers, and shall be adopted if approved by a majority of those ballots cast by mem-

(Continued on Page 11)

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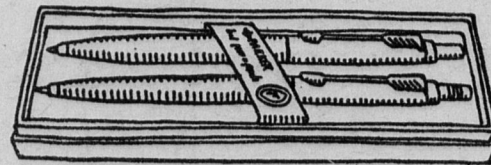
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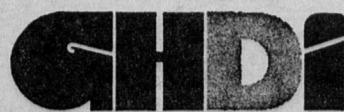
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27 Posts For Competitors

Next State Promotional Series Concludes Jan. 18

There are 27 State titles on tap for a Feb. 27 promotional exam and of these, eight come under the interdepartmental grouping. In all cases, however, applicants must be sure to file before Jan. 18 to be considered.

In terms of civil service rank, titles go from senior x-ray technician at G-12 to director of narcotic rehabilitation facility, a G-32 post. The majority of vacancies are either with the Department of Transportation or the Thruway Authority; also, several openings exist in various offices of the Executive Dept.

Interdepartmental titles at the G-25 level are: assistant director of personnel, director of personnel and institution personnel officer. Related titles include: associate personnel administrator, G-23; director of personnel C and B, G-27; assistant director of personnel A, G-29. Completing the interdepartmental group: principal and senior x-ray technician, at G-15 and G-12 respectively.

Transportation Dept. posts feature five openings dealing with canal operations: assistant canal equipment specialist, G-16; canal

electrical supervisor, G-14; canal general foreman, G-17; canal section supervisor, G-21, and chief lock operator, G-12. DOT will also fill the G-8 job of senior transportation coding clerk.

At the Executive Dept., six promotional titles are pending, three in the Office of Parks & Recreation: associate park engineer, G-27; park engineer, G-19, and senior park engineer, G-23. OGS notes vacancies for two positions — senior building construction engineer at G-23, and senior building space analyst, G-19. Also to be filled: the post of senior community housing coordinator, G-27, in the Department's community renewal division.

Oral Tests Ahead

A pair of administrative titles in the Narcotic Addiction Control Commission will be facing oral exams: assistant director and director of narcotic rehabilitation facility, at G-25 and G-32.

Remaining promotional posts of the series are with the Thruway Authority. They are listed by starting salary rather than grade, as radio dispatcher at \$7,375 and senior dispatcher at \$8,284. Sought, also, are persons for assistant superintendent and superintendent of Thruway maintenance. Respective salaries

Earn \$11,380 Yr.

Epidemiologist Sought In Erie

The State discloses an opening for epidemiologist, starting at the pay of \$11,380. This post, with the Erie County Health Dept., requires a master's degree in either public health or epidemiology plus two years of public health exposure, one of them supervisory in capacity.

The job will emphasize supervision over a subprofessional staff working with investigation and recording of cases, also taking necessary action to restrict potential epidemic spread. The exam is unannounced, calling for an appraisal of education and experience.

For more details, pick up Job Bulletin No. 41-585, available at any office of the State Civil Service Dept. Closing date for applications is Jan. 25.

Success Circuit

The City Personnel Dept. has declared that some 12 candidates for electrician, having successfully met qualifying standards, were recently summoned to take the practical exam for this title.

are \$20,677 and \$24,273. The final title, assistant chief engineer, offers \$25,560 at entrance level.

Specifics as to titles and tenure necessary to compete for these titles can be learned by obtaining the pertinent exam notice from the State Department of Civil Service, State Office Campus, Albany 12226.

Civil Service T.V.

(Continued from Page 6)
 3:00 p.m.—Return to Nursing—No. 25. "What Ahead for Nursing?" Refresher course for nurses.
 7:00 p.m. (color)—Around the Clock — "Personal Safety." NYC Police Dept. training series.

Friday, Dec. 25

9:30 a.m. (color) — Around the Clock — "Personal Safety." NYC Police Dept. training series.
 11:00 p.m. (color)—Community Feedback—Community Development Agency series.
 1:30 p.m. (color)—Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.
 6:30 p.m.—Continuing Education—"The Registered Nurse: Ideal & Reality."
 9:00 p.m.—American Government—"Supreme Court & Society."

10:00 p.m.—Urban Challenge—Bronx Borough Pres. Robert Abrams is host.

Saturday, Dec. 26

7:00 p.m.—On the Job—"Scott Mask."—NYC Fire Dept. training series.

Sunday, Dec. 27

10:30 p.m. (color) — With Mayor Lindsay—Weekly interview with the Mayor and guests.

Monday, Dec. 28

9:30 a.m. (color) — Around the Clock — "Personal Safety." NYC Police Dept. training series.

3:00 p.m.—Return to Nursing—No. 1, "Changing Role of the

Nurse." Refresher course for nurses.
 5:00 p.m.—American Government—"Framework of Freedom."
 7:00 p.m.—On the Job—"Scott Mask." NYC Fire Dept. training series.
 9:00 p.m.—New York Report—Lester Smith hosts interviews.

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14	Theobalds J Brooklyn	92.4
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46	Yaketa S L Mechanicvil	89.1
47	Simonik D M Cohoes	89.0
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50	Stone D J Albany	88.5
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53	Stamboulis M V Buffalo	88.1
54	Ladue J E Albany	88.0
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156	Difiore M M Gloversville	82.6
157	Martin B J Rome	82.6
158	Elias W G Schenectady	82.5
159	Morse L F Schenectady	82.5
160	Kohler F W Schenectady	82.4
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162	Rapp R A Albany	82.3
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211	Freiser G Long eBach	80.4

(Continued on Page 15)

Legal Notice

(Continued from Page 8)

Members who shall have been in continuous good standing for at least one year prior to the annual general membership meeting at which they were proposed.

ARTICLE XVIII INCORPORATION

Section 1. If the officers of this Association desire to change to an incorporated association, the incorporators shall be the members of the Executive Board, and the name of the corporation shall be the same as that of the Association or as similar thereto as the court shall permit.

ARTICLE XIX MEMBERSHIP APPROVAL

This Constitution and By-Laws become effective upon approval by a majority of members in good standing voting at any general membership meeting.

Adopted at General Membership Meeting held on December 5, 1967.

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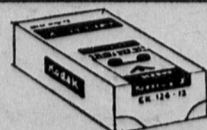


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Winners Announced In Super Sign Up Contract

(Continued from Page 1)

prize at a special presentation to be held at CSEA Headquarters today Dec. 22. The prize will be awarded by the Albany Tulp Queen, Christine Little. Ada Rowley signed up Mrs. Kunitz as a CSEA member.

Winners of prizes came from 19 counties spread across the State and from three boroughs of New York City. Suffolk and Nassau Counties topped the list with five winners each, while Erie and Onondaga Counties each had three winners. Counties having two winners were Madison, Ulster, Cortland, Westchester, Dutchess and Rensselaer. Counties with one winner were Rockland, Warren, Monroe, Livingston, Ontario, Oneida, Albany, Chautauqua and Columbia. In New York City, Manhattan, Queens and Staten Island each had one winner also.

The winners appeared evenly divided between State and County members.

Winners of RCA color TV's are: Joan Corcoran, Amityville; Robert W. Leary, Glens Falls; Norman Blattberg, Manhattan; Victoria Simmons, Rochester; Albert Grasso, Canastota; Carrie Macaluso, Mt. Morris; Petra Wendling, Kenmore; Gertrude Volk, Buffalo; Louis Herzog, Accord; Ralph Candeloria, Bayshore.

Winners of Panasonic stereo receivers are: Nicholas Godino, Syracuse; Jeannette DeCries, Shortsville; W. F. Dorsey, Syracuse; William J. Hutchings, Cortland; Sandra Race, Rome.

Winners of Helbros wrist watches are: Amy James, Troy; Marie D'Albert, Patchogue; Esther C. Nast, Albany; M. Callari, Farmingville; Sara Sievert, Dunkirk; Perry L. Smith, Bayville; Marlon B. Ferri, Wantagh; Anna Schneider, Willowbrook; Roger Veltri, Elmont; Ronald L. Smith, Chittenango; Adele Blume, Syracuse; Robert Comeau, Wallkill; James Kelly, Peekskill; Kenneth Cadieux,

Hempstead; Paul Gangloss, Amenia; David Flaumenbaum, Freeport; Edward Horr, Troy; Claire Hanley, Valatie; Dr. Prem Jain, Wassiac; Cora Glainn, Cortland; Sarah W. Shappe, Buffalo; Dorothy Rauch, Franklin Square; Margaret Hunt, Copigue; Bessie Sirena, Port Chester.

Samuel Emmett, chairman of CSEA's Membership Committee, which coordinated the drive that brought in more than 17,500 new members to the Employees Association, said:

"The drive was the most successful ever conducted in the history of CSEA. The jackpot drawing is the culmination of a massive effort by many CSEA members who signed up these new members. They are to be congratulated for their hard work.

"I would like to personally thank every member of the Membership Committee who worked so hard in making this drive a success. Thanks are also very much in order for the loyal Headquarters staff who put in so much extra time and energy to insure this success."

CSEA president Theodore C. Wenzl said: "The drive exceeded out expectations. It stimulated interest among all segments of our membership and inspired competition. A great deal of work went into the drive, but it paid off in handsome dividends."

John McLoughlin, reporter for the Albany Times-Union, dressed as Santa, drew the winners. Present for the drawing were president Wenzl, State secretary Dorothy McTavish, Julia Duffy and Helen Wycinski of the State-wide membership committee, and members of CSEA staff who worked on the contest.

Catherwood Aides

ALBANY — State Industrial Commissioner Martin Catherwood has named two assistant commissioners in the State Labor Dept.:

Richard J. Piontek of Erie County in Labor Dept. head-



CORRECTION TALKS —

The Correctional Services negotiating team of the Civil Service Employees Assn. met recently with State representatives to discuss contract interpretation and related problems. Left to right are Irene Dougherty; Orville Faveau; Austin Donovan; George Massar Jr.; Thomas J. Linden,

CSEA collective bargaining specialist; Theodore Skumurski; George Shivery and John Weisz. Present at the meeting but missing from photo are Anthony Scime, Saul Ehrenpreiss and Joseph Dean. Harold Butler, deputy commissioner for the Department of Correction, was the management spokesman.

Ralph Mele Installed By Babylon CSEA

(From Leader Correspondent)

BABYLON — Ralph Mele has been installed as president of the Babylon Town unit of the Suffolk chapter, Civil Service Employees Assn.

Mele and the new slate were installed immediately after tallying of ballots in a special unit meeting at the North Babylon Civil Association Hall. Chapter president Frank Imholz and vice-president Peter D'Albert installed the new officers.

With Mele, they are: Agnes M. Russo, first vice-president; Margaret Engler, second vice-president; Evelyn Mason, secretary, and Agnes Gertz, treasurer.

quarters in Buffalo. He succeeds Harold C. Hanover, former State AFL president, who retired.

Walter B. Miskey, in another assistant commissioner's post in Buffalo, following the death of George Sturges. Salaries are \$19,295 a year.

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Auburn	135 Genesee Street	13021
Batavia	13 Bank Street	14020
Binghamton	1 Alice Street	13901
Buffalo	L. B. Smith Plaza	14218
(Abbott)	(Hens & Kelly)	
Buffalo	478 Main Street	14203
(Downtown)	(Hens & Kelly)	
Buffalo	Northtown Plaza	14226
(Northtown)	(Hens & Kelly)	
Buffalo	Transitown Plaza	14221
(Transitown)	(Hens & Kelly)	
Buffalo	So. Shore Plaza	14075
(Hamburg)	(Hens & Kelly)	
Corning	11 W. Market Street	14830
Elmira	240 W. Water Street	14902
Geneva	427 Exchange Street	14456
Glens Falls	Lake George Road	12801
Hornell	14 Seneca Street	14843
Hudson	Hudson Plaza Center	12534
	(Simmon's)	
Huntington		
Station (L.I.)	604 Broad Hollow Road	11746
Ithaca	Hancock & 3rd Streets	14850
	(Victory Market)	
Jamestown	567 Fairmont Avenue	14701
Johnstown	22 So. Perry Street	12095
Liberty	261 No. Main Street	12754
Lockport	54 Pine Street	14094
	(Korff's Furniture Store)	
Malone	Box 372	12953
Middletown	150 North Street	10940
New York		
(Bronx-Parkchester)	1528-34 Unionport Road	10462
New York		
(Flushing)	42-25 Main Street	11355
New York		
(Staten Island)	1410 Forrest Avenue	10302
Niagara Falls	931 Niagara Avenue	14300
Norwich	3 Mitchell Street	13815
Ogdensburg	106 Ford Street	13669
Olean	112 W. State Street	14760
Oneonta	38 Chestnut Street	13820
Oswego	207 W. 1st Street	13126
Plattsburgh	95 Bridge Street	12901
Poughkeepsie	49 Market Street	12601
Rochester		
(Irondequoit)	2109 Hudson Avenue	14617
Rochester		
(Monroe)	3191 Monroe Avenue	14618
Rochester		
(Ridgmont Plaza)	2899 Ridge Road	14626
Rome	1919 Black River Road	13440
Schenectady	1610 Eastern Parkway	12309
Syracuse	Box 98, Mattydale Stat.	13211
Syracuse	2425 James Street	13206
Troy	82 Second Avenue	12182
Utica	58 Franklin Square	13503
Watertown	122 Court Street	13601
White Plains	20 Tarrytown Road	10606



C REED MOOR DINNER —

Seen at a recent dinner that honored high-scoring participants in the Civil Service Employees Assn.'s Super Sign-Up Membership Drive are CSEA officers and the participants. Seated, left to right, are: Muriel Newman, corresponding sec-

retary; Dorothy King, recording secretary; Terry Dawson, president; Larry Perry, second vice-president, and Grace Garside, treasurer. Standing, same order, are: CSEA Statewide president Dr. Theodore Wenzl; Roger Veltri, Edwin Venable and Barbara Smith, the participants, and William Farrell, field representative for CSEA.

MaBSTOA BUS OPERATOR LIST

(Con't. from Previous Editions)
2583 Raymond Roa, Cesar Parrales, Norman Moseley, Samuel

Cancel, Harold T Archer, Alex Beauchamp, Hiram Escabi, George L Gill, Douglas A Newton, Robert A Summers, Victor Walker, Rupert F Wells, Jeremiah J Leamy, Edward T Deyo, Nestor Pagan, Armand Lee Gibbs, Anthony DeSantis, Willie Earl Moore, Joseph Murphy,

Richard Kahn, Joseph Mendola Jr, Cleveland Marshall Alston, George Schramm, Francisco A Montalvo, Joseph N Lewis.

2608 John Carmody, Lamuel Cooper, Francis F Davis Jr, Manuel De Jesus, Jose Mancilla-Louez, James O' Sullivan, Victor F Rordiguez, Lawrence Guardino, Luis A Bruno, Harvey Lee CaCrey, William Johnson, Edward Blue, James Browning, Juan E Carrasquillo, Luis De Leon, John Farina, Muriel Greene, Joseph Moore, William Piza, Victor M Rivera, Francis C Carney, Obadiah Hood, Louis M Santiago, William H Jackson, Charles C Moore.

2633 Raymond A Petosa, Nathan Alper, Raul Acevedo, William H Bostick, Arthur J Bruce, William Bunch, James Dinkins, Abraham Leathers, Charles McNeil, Walter Naughtin, Jose Santana, Samuel F Velazquez, John B Williams, Juan Berrios, Vernon Daniels, Johnnie F Falson, Anderson Harrison, John W McCabe, Leandrew McDuffie, Calvin Miller, Manuel Moya, Stonnie L Palmer, Gerald Anthony Smalls, Whitfield Norman Wells, Caesar H Wade.

2658 William Soslas Jr, Martin J Brennan, Patrick Joseph Goonan, Edward Grant, James McKoy, Sylvester Mackey, John Bush, Ismael Martinez, Fran-

cisco Henriquez, Victor Rivera, Irving Mitrani, Louis M Christy, Luis C Nieves, Robert Adams, Jose R Alvear, Frank Clyburn Jr, Willie R Knight, Hector Figueroa, Robert E Exum, Luis Ruiz, Jonas Carter Jr, John Danville, Joseph Ray Gibson, Hector Ortiz, Allen Preddy.
2683 William H Styron Jr,

Marvin Winkler, Theodore Harris, Edward George Shakes, Raymond Rivera, Willie B Manley, Carlos F Acosta, Enrique Correa, Clyde B Lane, John McKiernan, Jose A Roman, Wilson H Gagetts, Agustin Ramirez, Albert Abrevaya, Joseph Godfrey, Hector Rogelio Marin, James E Northern, William Redondo, John Sweeney, Walter H Terrell, Manuel Tosca, Pok Ching Young, Charles Thomas Huffman, Rolando Perez.
(To Be Continued)

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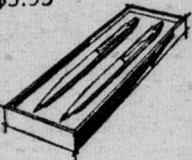
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CSEA Asks MH Aides For Bargaining Ideas On Institutional Level

ALBANY—"Bargaining talks are about to get under way between the Civil Service Employees Assn. and officials in the State Mental Hygiene Institutions, and we must get proposals from the employees so that demands can be formulated."

This was the plea from Robert C. Guild, collective bargaining specialist for the Civil Service Employees Assn., who will coordinate negotiations on the institution level.

CSEA is preparing for the institution negotiations under provisions of the CSEA-State contract for Institutional Services Unit employees.

Importance Stressed

Guild stressed the importance of participation by the individual employees: "If a Mental Hygiene worker has a gripe or an on-the-job problem, or if he just has a sound idea for a contract demand involving working conditions at his institution, he should

submit his proposal to the president of his CSEA chapter in writing, as soon as possible."

The bargaining specialist said that notices will soon be distributed throughout each Mental Hygiene institution containing the name and address of the chapter president to be contacted.

"The employees must tell their negotiating teams what they want done," Guild concluded. "They are the ones who are close to the problems and these are their negotiations affecting their working conditions. I hope it's obvious how important it is to get the proposals, for demands submitted now."

Binghamton SUNY Agrees With CSEA On Degrading Jobs

ALBANY — Leaders of the Civil Service Employees Assn. said last week that they have received assurances from the administration of Harpur College, the State University College at Binghamton, that the janitorial force

there will not in the future be asked to do "degrading work."

CSEA executive director Joseph D. Lochner said last week that he had received a reply from the college's vice-president for finance and management, Edward J. Demske, which "assured us that the janitorial staff will not again be subjected to cleaning up after such performances as the bloody Nitsch Exhibition which occurred in October."

CSEA had protested on behalf of the janitors when the staff had been forced to clean up blood and vomit resulting from the exhibition, termed an orgy by witnesses, which involved the tearing up of a lamb carcass and blood-drinking by the participants.

Demske's letter said, "Let it be clear that the dignity and self-respect of our employees are of fundamental importance to us. Concern for our employees as important individuals is the foundation of the spirit of mutual respect and cooperation we share with our people."

Lochner commented: "From Mr. Demske's letter, we feel confident that a situation such as the one following the exhibition will not be repeated. CSEA is deeply concerned that our members are allowed to maintain their dignity and we feel now that because of our understanding with Mr. Demske, the situation will not recur at Binghamton or anywhere else."

ceremonies. Speakers included Gerald Watson, Lt. A. Gallion, State Police; Lou Farrell; William Hall; Tom Cleary; Maynard Orr; Harry Heiden; Bob Campaign; John Witka, and Joe Law.

Middletown

(Continued from Page 3)

excess of eight hours on a given day or work on a Saturday;

Also, double-time for all hours worked on a Sunday or holiday; three days per year for death or illness in the immediate family, with an additional two days available, chargeable to personal or sick leave.

Employees covered by the contract are also entitled to: a non-contributory retirement plan based on Section 75-c of the New York State Employees Retirement System; Statewide Health Insurance benefits with a GHI option; an annual paid vacation, for 12-month employees, based on the length of service (ten days vacation for employees who have worked less than five years, 15 days upon completion of five years, an additional day for each year more than five to a maximum of 20 days vacation), and . . . 30-days posting of vacancies before a permanent appointment is made.

Officers of the Middletown CSEA unit are: Jeane Gauttery, president; Kenneth Lybolt, vice-president; Mary E. Perna, secretary, and Henry Smith, treasurer.

Ingraham Honored On T'way Retirement

ALBANY—The State Thruway Authority has announced the retirement of Earl Ingraham, Silver Creek maintenance supervisor. The retirement party was attended by a large group of fellow workers and friends.

Robert Willet, Buffalo Division engineer, was master of



D.E.C. TALKS — The Civil Service Employees Assn.'s negotiating team for employees of the Dept. of Environmental Conservation faces State and Department officials in negotiating session. Clockwise from far left are State team members Jack Baugh; Margie Doolin; Jay Portnoy; John Allen, director of administration; Francis C. DuCharme, director of personnel;

James O. Preston; Victor Glider; William Goodman; John Collier; Albert Hall, and William Bentley; and CSEA team members Daniel Larkin; Josephine Sirianni; Robert L. Smith; Norman Drapeau; James Gamble; CSEA research assistant Aaron Wagner; CSEA collective bargaining specialist Paul T. Burch; Robert E. Smith, and Shirley Parker.

Freeport Units OKs Pay & Benefit Pact

(From Leader Correspondent)

MINEOLA—A new contract has been ratified unanimously by members of the Freeport Village unit of the Nassau chapter, Civil Service Employees Assn.

The agreement provides a 6½ percent cost-of-living adjustment over previously scheduled increments, an additional salary step to reach a higher final average salary, 25-year retirement, vacation benefit of five weeks after 15 years, two-step regrading for Sanitation Dept. employees and the right to re-open negotiations if 20-year retirement is approved by the Legislature.

The benefits, covering about 200 Village employees, were negotiated by a team including unit president Willie Williams and vice-presidents William Jakubowski, Arthur Rasmussen and Leo Center.

For White Collar Aides

Erie Solons Approve 9% Salary Boost

(From Leader Correspondent)

BUFFALO — Erie County legislators have approved a previously negotiated contract that gives nine percent pay raises to 4,500 white-collar County employees represented in bargaining by the Civil Service Employees Assn.

The approval met stiff resistance from minority Democrats in the County Legislature when Republicans also moved to approve nine percent pay hikes for the County's top five executives.

The Democratic attempt to send the CSEA contract approval back to committee was rebuffed as Republicans pushed through revised salaries ranging from \$35,425 for the County Executive to \$28,340 each for the County Clerk, Sheriff and Comptroller.

Buffalo Area Seminar For CSEA Unit Officers' Termed Great Success

BUFFALO — The success of a recent seminar on unit management within a chapter of the Civil Service Employees Assn. will probably lead to other such seminars "perhaps as early as this coming Spring" in the Buffalo area, according to a spokesman for CSEA.

Robert A. Milling, CSEA field representative in Erie and Niagara Counties, termed the turnout of some 165 people to the "Unit Management Seminar," held at the Chuck Wagon Restaurant in Lackawanna recently, as an "excellent and encouraging show of interest."

The meeting, sponsored by school groups within the Erie County CSEA chapter for unit officers, included a buffet and a seminar on the general topic of "How to Manage Your Unit."

Milling served as master of ceremonies of the program, which began with Joseph J. Dolan, Jr., CSEA director of local government affairs, speaking on county government.

Also included in the seminar were talks by two representatives from the Erie County Personnel Division, followed by a question and answer period; a presentation by Daniel Volpini of Travelers Insurance on the life insurance and accident and health insurance offered by CSEA to its members; talks by Van Robinson on GHI medical benefits and by James Terry, the Albany representative of the New York State Retirement System, and a discussion of membership recruitment by Sam Mogavero, head of the CSEA association of school districts in Erie County.

Officers' Responsibility

E. Norbert Zahm, CSEA director of education and training, spoke on the officers' responsibilities in chapter management.

The talks were followed by an open period of discussion led by Milling, and promotional materials from CSEA headquarters were handed out along with manuals on various aspects of the maintenance of a CSEA unit.

"The response to this seminar was overwhelming," Milling said. "Every unit president, vice-president, secretary and treasurer from every unit of the Erie County chapter was represented. I think this shows that there is a definite interest in this type of meeting and that there should be more of this kind of 'audience participation' seminar."

West Seneca CSEA Wins 2-Yr. Pact

(From Leader Correspondent)

WEST SENECA — A two-year work contract providing a total wage hike of 12 percent, has been adopted by officials of this Buffalo suburb for an estimated 200 employees represented in bargaining by the Civil Service Employees Assn.

The contract goes into effect the first of the year and calls for a seven percent pay raise in 1971 and a five percent increase in 1972.

It also provides a longevity-pay clause allotting \$100 extra for employees with more than 15 years and \$200 extra for employees with more than 20 years.

In the area of vacation, the pact includes a four-week vacation for employees at the 13-year level and five weeks for 20-year employees.

Improvements in retirement, sick leave and health insurance programs were also gained in the contract, negotiated chiefly between a professional bargainer hired by the Town and Robert A. Milling, a CSEA field representative.

— Eligibles on State and County Lists —

CIVIL SERVICE LEADER, Tuesday, December 22, 1970

(Continued from Page 11)

212 Raus M Cortland	80.4	251 Matulewicz K Brentwood	79.4	295 Claughey E Schenectady	78.1
213 Zimmer M Kenmore	80.3	252 Toomey B Schenectady	79.3	296 Cook M Utica	78.1
214 Galon J New York	80.3	253 Brodhead G Selden	79.3	297 Hohfeld G New York	78.1
215 Hines A Albany	80.3	254 Smith B Albany	79.3	298 Coddington E E Greenbush	78.1
216 Brigham B Nassau	80.3	255 LaForte C Albany	79.3	299 Stone M Maryland	78.1
217 Starke L Albany	80.3	256 Tomkowski J Schenectady	79.3	300 Bourke M Voorheesvil	78.1
218 Bosley B Wingdale	80.2	257 Brohel F Richmond H	79.2	301 Dandrea R St James	78.0
219 Purpora J Buffalo	80.2	258 Doring D Tonawanda	79.2	302 Godlewski D Albany	78.0
220 Sammons M Johnstown	80.2	259 Mallin J Albany	79.1	303 Wahl G E Meadow	77.9
221 Boel P Albany	80.2	260 Miller D Mamaroneck	79.1	304 Moaton C Albany	77.9
222 Govel A Albany	80.1	261 Lamanto G Tonawanda	79.1	305 Rzezniak R Amsterdam	77.8
223 Kling L Voorheesvil	80.1	262 Powers M Troy	79.1	306 Lefel B New York	77.8
224 Begley A Albany	80.1	263 Reed M Bronx	79.1	307 Vanwormer R Voorheesvil	77.8
225 Logan K W Coxsackie	80.1	264 Dowd J Albany	79.0	308 Leffer D Scotia	77.8
226 Bayl M Waterford	80.0	265 Boguzski J Amsterdam	79.0	309 Vanhoesen A Albany	77.7
227 Duncan A Troy	80.0	266 O'Hara G Buffalo	79.0	310 Kinsella B Troy	77.7
228 Moore R Far Rockaway	80.0	267 Ladock B Utica	78.9	311 Markowski H Albany	77.7
229 Gaudette J Saratoga Spr	80.0	268 McGloine H Albany	78.9	312 Bercowich J Bronx	77.7
230 Hagadorn M Hornell	80.0	269 Gibbs B Brooklyn	78.7	313 Napier K Scotia	77.6
231 Baratz L Brooklyn	79.9	270 Panten A Buffalo	78.7	314 Ciccarino A Amsterdam	77.6
232 Jack M Elmira	79.9	271 Lindemann D Chatham	78.7	315 Lamarche I Cohoes	77.6
233 Schulder B Far Rockaway	79.9	272 Faber E Syosset	78.6	316 Lewis M Schenectady	77.6
234 Pecor E Albany	79.8	273 Heffner M Albany	78.6	317 Reedy R Schenectady	77.6
235 Vroman T Oneonta	79.8	274 Moody D Buffalo	78.6	318 Campbell G Albany	77.6
236 Lurie F Albany	79.8	275 Naeh M Troy	78.6	319 Johnson J Ballston Spa	77.6
237 Patricia R Albany	79.7	276 Richards L Troy	78.6	320 Quigley J Staten Is	77.6
238 Bartholomew L Cohoes	79.7	277 Winslow M Albany	78.6	321 Heimgartner L Albany	77.5
239 Cooper P Conklin	79.6	278 Heffner M Voorheesvil	78.6	322 McHugh M Albany	77.5
240 Cafariella S Waterford	79.6	279 Siragusa E Watertown	78.5	323 Brand D Schenectady	77.5
241 Ellett S Latham	79.6	280 Deleo F Scarsdale	78.5	324 Garrett L Buffalo	77.5
242 Edwards J Rensselaer	79.5	281 Cleveland G Albany	78.4	325 Rowe J Troy	77.5
243 Chamberlain J Albany	79.5	282 Argersinger J Schenectady	78.3	326 Meyer J Middletown	77.5
244 Lieman New York	79.5	283 Claussen E W Babylon	78.2	327 Church T Troy	77.4
245 Schlau U Kenmore	79.5	284 Sheffer M N Troy	78.2	328 Amidon S N Chatham	77.4
246 Ryan J Castleton	79.4	285 Bomba D Albany	78.2	329 Ecker L Eggertsville	77.4
247 Belmonte P Albany	79.4	286 Miller H Buffalo	78.2	330 Fabozzi K Amsterdam	77.4
248 Rexer M Saranac Lake	79.4	287 Scully W Latham	78.2	331 Dwyer L Loudonville	77.3
249 Spaulding B Rochester	79.4	288 Proctor M Watervliet	78.2	332 Cortese L Patchogue	77.3
250 Smith D Albany	79.4	289 Dipace M Rensselaer	78.2	333 Blanchard C Latham	77.3
		290 Pierstein P Brooklyn	78.2	334 Wait N Schenectady	77.2
		291 Nieves G N Bay Shore	78.2	335 Lindemann D Tonawanda	77.2

336 Gall H Garnerville	77.1	371	
337 Green D Watertown	77.1	372	
338 Fahey M Albany	77.1	373	
339 Ganci A S ozone Park	77.1	374	
340 Sanders L Albany	77.0	375	
341 Murray F Albany	77.0	376	
342 Ellis M Ballston Spa	77.0	377	
343 Esposito S Schenectady	77.0	378	
344 McCafferty D Albany	77.0	379	
345 Sadowski C Schenectady	76.9	380	
346 Sardisec B Albany	76.9	381	
347 Molyneux P Ey Pnt	76.7	382	
348 Croil H Selkirk	76.7	383	
349 Davidson C Bronx	76.7	384	
350 Lashly K Troy	76.7	385	
351 Siler H Bronx	76.7	386	
352 Amedic R Albany	76.7	387	
353 Klemens E South Dayton	76.6	388	
354 Feiler C N Merrick	76.6	389	
355 Grupka L Buffalo	76.6	390	
356 Purcell J Troy	76.6	391	
357 Clements W Jackson Mts	76.6	392	
358 Kirchner P Albany	76.6	393	
359 Heichler L New York	76.5	394	
360 Harrison R Beave Dams	76.5	395	
361 Walton C Albany	76.5	396	
362 Diffenback J Albany	76.5	397	
363 Sehl M Albany	76.5	398	
364 Callifano D Amsterdam	76.4	399	
365 Vannuiswinkel Pattersonvil	76.4	400	
366 Englert M Rochester	76.4	401	
367 Mead C Watervliet	76.3	402	
368 Goodman D Albany	76.3	403	
369 Nicholoff B Albany	76.3	404	
370 Schweigert C Albany	76.3	405	
371 Mazol M Mineola	76.2	406	
372 Petersen D Sand Lake	76.2	407	
373 Dolce J Buffalo	76.2	408	
374 Frangella F Bavena	76.2	409	
375 McDonough L Middletown	76.2	410	
376 DeGraff J Waterford	76.2	411	
377 Ksemios G Binghamton	76.1	412	
378 Lane E Watervliet	76.0	413	
379 Lefrancois B Elnora	76.0		
380 DeGrassi A Deer Park	76.0		
381 Bauer J Albany	76.0		
382 Tucker M Albany	75.9		
383 DeMartino N Utica	75.8		
384 Alexander M Troy	75.8		
385 Smith R Saratoga Spr	75.8		
386 Frangella J Ravena	75.7		
387 Dunlop J Lindenhurst	75.7		
388 Relyea M Esperance	75.6		
389 Hall H Levittown	75.6		
390 LeClair C Melrose	75.6		
391 Brundige H Gloversville	75.6		
392 Donovan T Troy	75.6		
393 Rubin H Albany	75.6		
394 Muller D Stony Brook	75.5		
395 Watson S Rochester	75.5		
396 Purdy J N Chatham	75.5		
397 Kwiatkowski S Scotia	75.5		
398 Bradt Anna M Rensselaer	75.4		
399 White A Selkirk	75.4		
400 Jabczanka A Albany	75.4		
401 Kelly K Rochester	75.4		
402 Wrafter R Mechanicvil	75.4		
403 Lee Babylon M	75.4		
404 Seabury K Ballston	75.3		
405 Hoffman J Schenectady	75.3		
406 Allen E Amsterdam	75.3		
407 Oberist M Amsterdam	75.3		
408 Chovanec H Schenectady	75.2		
409 Reuss W Loudonville	75.1		
420 Juhl A N Tonawanda	75.1		
411 Ksenica V Binghamton	75.1		
412 Wilcox J Albany	75.0		
413 Wright W Buffalo	75.0		

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1 Peak J W Albany	75.1
OPTION A — ASSOC STATISTON	
1 Wolf D A Albany	82.8
2 Saroff E D Albany	75.6
3 Peak J W Albany	75.1
DIR TRANS BUS ADMIN BUR	
1 Murray J M Albany	86.8
2 Dauchy W M Troy	84.5
3 Sanderson B C Rensselaer	82.5
4 Welch J P Loudonville	82.3
5 Weisman G Albany	80.4
6 Powers P J Ballston L K	79.2
7 Hughes R M Albany	78.7
SR MOTOR VEHICLE INVESTIG	
1 Welch J F Hempstead	94.4
2 Markus E Depew	83.6
3 Pease J N Walworth	83.4
4 McGraw T F Fairport	81.4
5 Sasso P M Staten Is	80.7
6 Kessler G S Far Rockaway	79.3
7 Menschel S S Commack	78.7
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CHRISTMAS CHEER —

Current president John L. LoMonaco, fourth from right, of the Division of Employment chapter of the Civil Service Employees Assn. welcomes former chapter president Robert F. Dailey, now a representative of Group Health Insurance. The occasion was the chapter's third annual Christmas party, for which some 150 people jammed Luchow's Restaurant in Manhattan. Among the dignitaries who gathered for the

German-style meal and after-dinner dancing were, from left: Dailey; Nick Pollicino, CSEA field representative; Anthony Brasacchio, D of E second vice-president; Harry Quinn, assistant industrial commissioner for the New York State Department of Labor; LoMonaco; George Weitz, D of E fifth vice-president; Randolph V. Jacobs, Metropolitan Conference president, and Joy Gottesfeld, D of E fourth vice-president and social chairman. There were no speeches, folks, but there was a lot of happy holiday banter.



SOFTBALL CHAMPS — Irving Flaumenbaum, right, president of the Nassau chapter, Civil Service Employees Assn., presents chapter softball championship cup to the County's District Attorney William Kahn, who accepted the award on behalf of the members of his staff's diamond nine. The chapter sponsors the County Employees' League each year.

Wenzl Demands Meeting With Rockefeller Now

(Continued from Page 1)

dum arising out of its implication of reputation by the Administration of its written agreements with its employees, that CSEA representatives meet with Governor Rockefeller personally as soon as possible."

Wenzl said "The Governor should answer his own mail and should be willing to meet with us on a matter of such obvious paramount importance."

Let's Not Waste Time

"At issue," Wenzl said, "is not only a violation of our contracts but the Governor's personal commitment to the concept of negotiation and bilateral agreement in public sector employee relations. If he does not wish to discuss the apparent abandonment of the principles established by the Taylor Law, a product of his administration, then we do not wish to waste his time or ours. We shall, however, report this change in attitude by the Governor to our members and let them determine what action is necessary to protect their jobs against the budget director's recently announced policy."

Wenzl further stated that a meeting with Lavine at this time "would be futile since the OER head already indicated to us in his letter that he firmly believes the budget directive does not violate any of the contract provisions between CSEA and the State."

His letter then went on to say:

"... your unsupported conclusion that the December 4 memorandum "does not violate any of the collectively negotiated agreements between the State and CSEA" serves only to convince us of the Administration's unilateral determination to proceed with the arbitrary and unwarranted policy expressed in the directive to cut back.

"I have been deluged with inquiries from employees understandably anxious about the content of the Budget Director's memorandum and various interpretations placed upon it by rep-

resentatives of your Administration at the departmental, institutional and work location levels. The tens of thousands of employees who feel this newly enunciated policy adversely affects their job security and other terms and conditions of employment will not be satisfied with the self-proclaimed legitimacy of the Budget Director's memorandum.

"Failing to hear from the Governor, I shall be compelled to communicate directly with our membership to determine what action they feel is necessary."

Harsh Reaction

Reaction on the freeze order has been the harshest since the negotiations crisis with the State some two years ago. As was re-

ported in these columns last week, the six conference presidents of the Employees Association, representing thousands and thousands of workers throughout the State, were unanimous in their condemnation of the unilateral action on the part of the State.

Since that time the freeze order has been hotly debated on chapter level and there has been a flood of comment from individual members. It appears that the critical attitude of State workers can only be abated to any degree at all by a confrontation between the CSEA leadership and the Governor personally.

"And that's the way it's got to be," Dr. Wenzl told The Leader at presstime last week.

CSEA Wins Battle For Member's Job Following 'Out-Of-Title' Court Case

BUFFALO—Thanks to the Civil Service Employees Assn.'s Legal Assistance Program, Clarence H. Ward has been returned to his job at the Erie County Penitentiary in nearby Alden.

Ward had been suspended from his job as assistant canner at the Penitentiary, subsequent to a disagreement between him and his supervisor over out-of-title work. Ward claimed that the supervisor ordered him to perform duties which, he felt, were beyond the scope of his job, and he refused.

The disagreement was brought to the superintendent, and when he refused the superintendent's reiteration of the order, Ward was summarily suspended and threatened with dismissal.

Ward's contention was that if he were to be required to perform the duties in question, he should be promoted to the appropriate grade.

Ward called on CSEA for legal assistance, and the law firm of Kavinoky, Cook, Hepp, Sandler and Gardner took the case under CSEA Legal Assistance Program.

Ward was reinstated to his job after a hearing.

Poughkeepsie Picket Line

(Continued from Page 3)

good faith to win this package. It is a fair contract both to the employees and the taxpayers and it is a shame that union-busting attempts on the part of some anti-employee legislators can cause this problem.

At issue is an extra pay day in 1971 caused by cumulative delay payment on a 52-week schedule—a benefit turned down by the Council on Dec. 2.

Leteril said the Council did not change its position on that item at Thursday's meeting, but did make "certain changes" in the contract.

The Council, he said, also rescinded an increase in vacation time.

Employees had negotiated for four weeks' vacation after 10 years and five weeks' after 15 years.

The Council, he said, also did not agree to a two-year contract with employees.

Reilly claimed that Leteril is making "a sham of negotiations."

He said Leteril attended all negotiation sessions and did not object to offers during the negotiation process which concluded Oct. 15.

"His responsibility would have been to object to offers that he felt he could not support during negotiations and remove the economic plight of City employees from the political arena.

Reilly said he was "shocked" to hear that Leteril intends to tell the public that employees

are seeking 53 paydays in 1971 and expect to receive an extra week's pay for work they have not performed.

"The employees of the City do not expect and did not attempt to negotiate an extra week's pay for 1971. In fact, if there are not 53 paydays in 1971, then the employees would, in effect, be working without compensation during the last week of 1970.

"It is just a matter of circumstance that 1971 happens to have 53 Fridays and the City negotiating team agreed that payment on the first warrant payday, would be based on 1970 salaries for work performed during the week of Dec. 28, 1970.

Reilly said he intends to call each and every member of the City Council to poll them on whether they would vote to restore the negotiated benefits that were removed from the contract.

Further, Reilly said that he would release the results of this poll to the CSEA members who live and vote in the City for action. "We have a lot of civil servants here in this City," he said, "working for the State, County and other local governments. I am sure that they are interested in what our legislators are doing.

"The Common Council has forced us to place our fight in the political arena. We have called upon PERB to assist us in resolving this problem, which unfortunately has placed us on a collision course with the Common Council.

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