CSEA Chapter President Demands Full Investigation Of Trade Center Hazards

The president of the New York City chapter, Civil Service Employees Assn., Solomon Bendet, has demanded that a full investigation be started immediately into charges that buildings in the New York City World Trade Center are potential death-traps.

“...move into this building. Then, toyees who are scheduled to move into this building are not. In any assurance from the State that these buildings are not, in any way, a danger to State employees who are scheduled to move into this building. Then, and only then, will our members accept transfers,” Bendet said.

The president of the Uniformed Firefighters Assn., Michael Maye, charged last week that hundreds of people could die.

(Continued on Page 15)

First Local Teaching Group Forms CSEA Unit For Bargaining

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

The teachers at a general membership meeting in Goshen High School approved a constitution and by-laws which will place them in their own separate unit of the Orange County chapter of CSEA.

(Continued on Page 16)

CSEA Will Challenge AFSCME In Election Within Security Unit

ALBANY—The Civil Service Employees Assn. ad hoc Security unit committee met here recently to discuss the dissatisfaction among the employees in the Security Unit with the representation they are receiving from Council 32, AFSCME.

CSEA will challenge Council 32, the 4,500 member units present representative, for the right to represent the employees. An election is expected to be held late next Summer or early next Fall.

Thomas J. Linden, CSEA collective bargaining specialist, who will assist the security employees in their campaign.

(Continued on Page 16)

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

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

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

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

Originally, institution officials passed the word down to the employees that they had to be let go because of the State Administration’s austerity order calling for a laying off of temporary and provisional employees. The Pilgrim chapter bitterly resisted the action and asked for a meeting with Dr. Brill to resolve the problem.

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

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

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

She said, “The taxpayers think the money budgeted to the Department is being used mainly for patient care when it is, in fact, being used to maintain an ivory-tower bureaucracy in Albany that includes 50 assistant commissioners in the $80,000-salary bracket.”

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

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

A Victor Costa, member of the CSEA board of directors, was named to head the new committee. Members include: Randolph V. Jacobs, vice-chairman; and Ernest Wagner, Nicholas Punitz, John Adamaki, Charles Ecker and George Koch, presidents of CSEA’s six conference, and Joseph F. Feily, president of the County Employees unit of the Dutchess County chapter, and Robert Young, CSEA board member from Erie County.

Wenzl’s appointment of the committee was based on a resolution approved by CSEA delegates at last Fall’s annual meeting in Buffalo. At its first meeting held recently, the CSEA leader told the members that they were faced with “an awesome job,” citing the rapid growth of the Employees Association and the effects of the Taylor Law as two of the major reasons for the need of such a study.

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

Present Directives Wenzl charged the committee to begin the study immediately, concentrating in such areas as delegate’s meetings — examining their purpose and aim with relative.

(Continued on Page 16)

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

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

(Continued on Page 15)
DON'T REPEAT THIS!
(Continued from Page 1)
reached an impasse. In fact, any time you get together three experts on public employee relations, invariably one of them will hold to the traditional concept that all strikes against government are illegal, the second that public employee strikes should be permitted except with respect to policemen and firefighters, and the third will adduce some limitation whatever on the right of public employees to strike.

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

In Pennsylvania, a law that became effective last October recognizes the right of all public employees to strike except "guards or persons or mental institutions." The exception with respect to guards reflecta a determination by the State Legislature to prevent its custodial obligations from impairment by a strike. A similar approach is necessary to discharge that obligation. In Hawaii, a law that became effective in July removes a strike among employees necessary to set ground rules and relieve the employees of the public.

Employee Relations Board is required to set ground rules and limitations upon strike activity in order to remove the threat to health and safety. For example, that Board might rule that a strike by firefighters must be limited to inspection duties, but that the firefighters must respond to calls to put out fires. It would be only in the events that firemen refuse to put out fires that an injunction proceeding could be instituted.

The Pennsylvania and Hawaiian statutes may be isolated instances when contrasted with the fact that the laws of almost 40 States clearly declare public employee strikes Illegal. Even in those States that do not have a statutory prohibition, courts have held such strikes illegal as in violation of civil service rules and regulations. In the absence of statutory prohibitions and penalties, discretion from employment is the only penalty.

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

ON ECOLOGICAL OVERKILL

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

HOW TO PROVIDE 18 million residents of the State with adequate electric power while satisfying the demands of a handful of noisy environmentalists.

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

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

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

WE THINK Mort Lawrence,
(Continued on Page 15)
Three CSEA Conferences Work For Members' Goals

By JOE FORCELLO

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

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

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

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

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

Penalties for Employers

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

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

Also speaking at the meeting was Joseph Dolan, CSEA's director of local government affairs, who said the Association is working on a "master contract," which could be used by all county chapters (Continued on Page 8)

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

Plans for the establishment of committees formed along the lines of the Taylor Law collective bargaining units as well as political subdivisions and public authorities were announced at the conference's recent meeting at the Bear Mountain Inn here.

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

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

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

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

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

In other action, Puzaferrri revealed that plans for the annual Tri-Conference Workshop are nearly complete. The workshop, held in conjunction with the Metropolitan and Long Island Conferences will be held at Kutchers Country Club, in the Catskills from April 18 through 22.
Stipulate 20 State Titles On April Promotional Test

An interdepartmental exam is in the offing for 20 State titles, many of them clerical. These titles running from G-7 to G-19 levels, are presently receiving applications.

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

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Local Board of examiners at the principal state offices at: 1350 Ave. of Americas, N.Y.; Federal Plaza at Duane and Lafayette Sts., N.Y.10012; II 24 exam is on the agenda, with expected exam material. An April 16, 1971, is noted for the filing of application blanks. Mailed requests for application forms are receivable at main post offices except those of the main subway lines that go through the area. These are the IRT Lexington Avenue line and the IND 8th Avenue Line. Arthur A. Ehrlich, District Manager of the IRT Lexington Avenue line to use is the Brooklyn Bridge station, and the local’s stop is City Hall. Both lines have exits near Chamber of Commerce on the same block west of Broadway.

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New York, New York 10007

I enclose $7.00 (check or money order for a year’s subscription to the Civil Service Leader. Please enter the name listed below.

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PUBLIC AUCTION
UPSET PRICES from $25
215 PARCELS
LOCATIONS IN ALL 5 BOROUGHS
Tuesday March 16, 1971
ROCHELLE WITH
AUGUSTINER
200 V. 72nd St., N.Y. 3323—EN 4-9023
Department of Real Estate Sales Division
210 W. 13th Street, New York 10001
56-7550
9:30 A.M. SESSION PARCELS 1-123
2:00 P.M. SESSION PARCELS 124-215

The Parks, Recreation & Cultural Affairs Adm., has noticed 26 eligible employees for the job of climber and pruner, a post requiring only six months of training. The current starting wage is $8,000.

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

The age requirement limits only a maximum, 30 years old, with proven experience. The current starting wage is $8,000, with a potential rise up to six years in determining eligibility. A satisfactory equivalent of the training mentioned above is acceptable.

Promotional opportunities persist. The Board of Examiners will be filled at the post foreman title, at $10,000, when eligible. Filling is open now for the post of chief motor equipment foreman.

For applications, visit the City Personnel Dept. at 49 Thomas St., Manhattan, and request Bulletin No. 7047.

IRS Agents On Ascent

The increasing volume of income tax forms cascading into the offices of the Internal Revenue Service has created a substantial need for IRS agents as well as auditors and accountants. An announcement of openings in grades GS-4 through GS-12, with the standards to be met, can be gotten from the National Treasury Employees Union's personnel unit. These titles running from G-7 to G-19 levels, are presently receiving applications.

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New York, New York 10007

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Denote Geographical Differential

SUNY Security Personnel

REQUESTED AT TITLE LEVELS

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

Geographical differentials are provided for each of the titles. For instance, the security officer will receive $10,000 in New York City, Nassau, Suffolk and Westchester counties; $8,700 in Monroe and $8,500 in Erie. The starting salary in other counties is $8,170.

Uniforms Included

Both, the supervising security officer and the security specialist reap similar pay—$10,705 in the Metropolitan New York area and $9,640 in Erie and elsewhere in the State. In addition, uniforms are supplied to members of the security force.

The security officer must be between 21 and 35 and have attended college, either full time or alternately, he may have served in the armed forces, in the police force or as a parole officer for one year. Upon hire, he is given assignments involving crowd control and foot and mobile patrol in all areas of the campus. He is responsible for the "deploying" of security personnel and making frequent tours of the campus to ascertain their effectiveness. He also acts as a witness in checking into criminal matters.

Supervising security officers and security specialist personnel face the age cutoff point of 40, but have differing background requirements. The supervisory title entails the aforementioned college training; also, two years in law enforcement work is asked. The specialist’s post needs similar college training plus one year in a police investigative role, as his job will involve interviewing witnesses, making arrests and filling out arrest reports.

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Where to Apply

For Public Jobs

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

NEW YORK CITY—The Application Section of the New York City Department of Personnel is located at 49 Thomas St., N.Y.10012. Three blocks north of City Hall, one block west of Broadway.

Applications are accepted Monday through Friday from 9 a.m. to 5:30 p.m., and Saturday from 8:30 a.m. to 5:30 p.m.

Mail requests for application blanks should be made to the above address.

APPLICATION BLANKS ARE AVAILABLE FREE EITHER BY THE APPLICANT IN PERSON OR BY HIS REPRESENTATIVE AT THE APPLICATION SECTION OF THE DEPARTMENT OF PERSONNEL, 49 THOMAS STREET, NEW YORK, N.Y.10012. TELEPHONE 666-8700.

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

The Application Section of the Personnel Department is located at the lower level of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue line stop to use is the Brooklyn Bridge station, and the local’s stop is City Hall. Both lines have exits near Chamber of Commerce on the same block west of Broadway.

STATE Department of Civil Service has regional offices at: 1350 Ave. of Americas, N.Y.; Federal Plaza at Duane and Lafayette Sts., N.Y.10012; FL 24 exam is on the agenda, with expected exam material. An April 16, 1971, is noted for the filing of application blanks. Mailed requests for application forms are receivable at main post offices except those of the main subway lines that go through the area. These are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue line stop to use is the Brooklyn Bridge station, and the local’s stop is City Hall. Both lines have exits near Chamber of Commerce on the same block west of Broadway.

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January Jobs Indicated
On State's April 22 Exam

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

The title of supervising janitor, at $6,800-8,130, requires two years of background in supervising cleaning of a large building complex. Both these titles will have questions on preparing and interpreting written material as well as covering the areas noted for the supervising janitor test.

Janitorial jobs will need three years in care and maintenance work, one of which must include supervisory functions. The pay goes from $10,170 to $14,915 in annual increments. Candidates for chief janitor, at $10,250-11,935, must produce two years of background in supervision.

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57 Years of Education Over One Million Students

NEW CLASS STARTS MARCH 1 FOR
POLICE CAPT.

MEETS WED.—JAMAICA: FRID—MANHATTAN

Examination expected in Spring 1971

N. Y. C.

BUS DRIVER

$178 to $197

PER WEEK

IN 1 YEAR

(Salary schedule effective July 1, 1971)

ENROLLMENT NOW OPEN

CLASSES MEET:

Jamaica—Mondays, 7 P.M.
Manhattan—Tuesday, 5:30 & 7:30 P.M.

Enrollment open for next exam

PATROLMAN

(N.Y.P.D.)

HOUSING PATROLMAN

Class Meets Mondays at 5:30 p.m. or 7:30 p.m.

Examination has been ordered for

FIREMAN

(N.Y.F.D.)

CAPTAIN

CLASS MEET:

Jamaica—Wednesday, 5:45 PM, 7:45 PM
Manhattan—Thursday, 1:15 PM, 5:30 PM, 7:30 PM

Examination has been ordered for

SUPERVISING CLERK-SENO

CLASSES MEET IN JAMAICA AND MANHATTAN

ADMINISTRATIVE ASSISTANT EXAM

License classes enrollment now open for Stationary Engineer * Master Electrician Refrigeration Mach. Oper.

For information on all courses please call GR 3-6800
MANHATTAN: 115 East 15 St., N. 4th Ave. (All Subways)
JAMAICA: 89-25 Merrick Blvd., bet Jamaica Hillsides Ave
OFFICE HOURS: Monday to Friday, 9 A.M. to 8 P.M.
Public Employee Unions Consider Public Safety

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

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

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

Quick action by CSEA's president Theodore Wenzl and first vice-president Irving Flaumenbaum as well as local Transportation Department chapter officials throughout the State has convinced the taxpayers of New York City of the dangers of short-staffed fire equipment and stations. Investigations have already begun by citizens groups and Legislators on these dangers.

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

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

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

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

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

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

It comes in three economy sizes.

These are just some of the sizes Volkswagens come in.

Regular, large and giant economy size.

Regular, you know. It's the familiar beetle.

Large is our Squareback sedan. It holds more than the largest trunk of the largest sedan.

Giant economy size is our big bus-like box. It holds nearly twice as much as the average station wagon.

And all three Volkswagens do everything you expect a Volkswagen to do.

They have air-cooled engines (in the rear, of course). So there's no water to boil over or freeze up. And no need for antifreeze.

The box about 23.

Squareback average about 26 miles on a gallon.

So you see, no matter what size we make Volkswagens, they're all economical.

Why not come in and size one up?
**Central Conference 2-Day Workshop**

**Flaumenbaum Hits: SEIU For False Statements In Lynbrook Election Flyer**

*(From Leader Correspondent)*

MINOLA—Employees of the Lynbrook School District custodial unit, faced with a threatened international election Feb. 25, and other civil servants getting the sten from the Service Employees International Union were referred this week to a SEIU flyer for evidence of the group's lack of performance.

In the flyer, according to Irving Flaumenbaum, president of the Nassau chapter of the Civil Service Employees Assn., the union claimed to have nego-

**Streamlined CSEA**

*(Continued from Page 1)*

the conference's second vice-

Chairman the field representa-

the Conference's second vice-

the Conference's second vice-

Eleanor Percy

be discussed fully at the Asso-

At the Central Conference

At the Central Conference

Rosencrans told the State

Rosencrans told the State

The meetings would be ar-

The meetings would be ar-

Willis Streeter

editor: Robert Foster, WNYTTV, Syracuse; F. John Gallag-

Clarence Laufer

and “have made more progress

Other guests at the dinner, be-

John Banek

March, Rosencrans said.

March, Rosencrans said.

**New Vote Feb. 25**

**Lynbrook Election Flyer**

result:...
Central Conference Delegates In Action

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

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

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

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

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

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

J. Arthur Tennis

Syracuse
Chapter
Banquet
Photos
Next Week
The local CSEA unit is represented in the proceedings by Attorney Vemer M. Ingram, presented in the proceeding by the CSEA representatives. Due to this breach of agreement, the CSEA is taking action against the City Council for not fulfilling the agreement made between the Council and the CSEA. As a result of the charges, the CSEA has requested a survey for our 1969-70 two-year contract, and the Mayor and Council have refused.

The CSEA also stated that to initiate the new City Charter, all City employees have been asked to work towards an agreement that will accommodate more responsibility, more duties and perform more work.

The City has refused to renumerate them for this cooperation, the statement said. Instead of the merit system under civil service, we are continuing to operate under the old system.

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Collegians: Summer Prospects Await

In Eden
CSEA Wins Holidays And Snow Pay For Part-Time Employee

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

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

Lowell Holley, president of the school CSEA unit, disagreed. He said Miss Franklin was actually used as a regular part-time employee, bringing her under contract scope.

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

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

CSEA Plans To Picket Niagara Social Service Dept To Protest Firings

(WITH LEAD CORRESPONDENT)

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

The two workers were among those hired a year ago to help with the start-up of the agency. A CSEA field representative plans to take the issue to court.

The turmoil involves Social Service aids Theodore Arthur and Daun L. Stienell. Their dismissal of two temporary caseworkers for their actual, he said, to work Saturdays for time-off, as well as serious charges of neglect.

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In a feature edition, The Leader will publish the remainder of the list of Summer job opportunities falling under Group III jobs, as well as smaller independent agencies like the Equal Opportunity Employment Commission and the Labor Relations Board.

For general information, applicants should visit the Federal Job Information Center at 26 Federal Plaza, Manhattan, and obtain a copy of Announcement No. 415, "Summer Jobs in Federal Agencies" which gives a clear picture of the types of openings to be filled based on the request of each agency.

The People Of New York City Who Never Finished HIGH SCHOOL are invited to write for FREE Brochure. Tells why you can be a RIGHT AT HOME in SPARE TIME. Approved for Veterans training.

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OUR 74TH YEAR
Anthony Giannetti, treasurer of the Town of North Hempstead unit, participated in discussion about auto insurance. Others in picture, from left, are Alex Rossa, unit president; Edward Logan, of Nassau chapter; Mrs. Jean Giannetti, and Kenneth Cadieux, Town of Hempstead unit president.

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

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

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

Long Island Conference president George Koch makes opening remarks at the January business session, while, in foreground, Conference secretary Agnes Miller, who is also president of the Suffolk Psychiatric Hospital chapter, takes minutes.

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

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

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

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

<table>
<thead>
<tr>
<th>Name</th>
<th>Address</th>
<th>Phone</th>
<th>Salary Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Roy Jackson</td>
<td>123 Main St</td>
<td>555-1234</td>
<td>$30,000 - $50,000</td>
</tr>
<tr>
<td>Sarah Smith</td>
<td>456 Oak Ave</td>
<td>555-5678</td>
<td>$40,000 - $60,000</td>
</tr>
<tr>
<td>John Doe</td>
<td>789 Pine St</td>
<td>555-9876</td>
<td>$50,000 - $70,000</td>
</tr>
</tbody>
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### Fire Hazards

In even a simple fire, panic, lack of ventilation, insufficient egress were only a few factors which would contribute to another holocaust claiming human life, firefighting experts have pointed out.

"Recently, Bendet pointed out," a group of workers in a similar plant in low-income Manhattan were killed when a fire broke out on upper floors. Many workers fighting the blaze were brought to the roof of the building to rescue others. This was at night when the building was deserted. It happens when a fire breaks out at 2 o'clock in the afternoon.

"I am calling upon Federal, State and City officials to expand a panel of experts in the field of fire hazards in lower Manhattan," he said. The force of the 400 firefighters brought on to battle the blaze. However, they brought to the roof of the building to rescue others. This was at night when the building was deserted. It happens when a fire breaks out at 2 o'clock in the afternoon.

### The Job Market

There are many job opportunities in this field. For example, Registered Nurses are in great demand for both the evening and night shifts. The average wage is $9,000 a year and higher salaries are offered for additional experience. Apply at the Professional Placement Center, 444 Madison Ave., Manhattan.

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(Continued from Page 1)

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Southern Conference Delegates In Action

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

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

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

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

Michael DelVecchio  Carmen Masanotti  Ronald Kebbe  Eugene Bernstein  Ann Bessette
ALBANY — State Senator Walter B. Langley (R-Albany Schodarian) has introduced a bill and asked the Truth in Law in order to give the Public Employment Relations Board the power to make an award of money damages to the public employee organization where it is found that the public employer violated the requirements to negotiate in good faith.

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

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

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

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

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

U.S. Continuing Clerical Worker Recruiting Drive

Clerical office help, including those who can operate various office appliances, are the object of the current campaign in tri-state area, where U. S. Civil Service Commission.

A recently implemented wage increase, retroactive to Jan. 1, is being used to attract the people to part of the recruiting effort.

Particular need has been indicated for GS-2 office aids and GS-2 file clerks. Both posts offer $4,597 to start. Office aids will work in post offices, Federal agencies covered by the area office-New York City and metropolitan area counties. The file clerks are located at the Social Security Payment Center in Rego Park, Queens.

Wednesday Walk-Ins

Each Wednesday at 9 a.m. and 12:30 p.m., walk-ins will be held to fill the jobs of EAM operator and key punch operator. Saturday morning testing is available for those who cannot otherwise compete. The place to go: Room 2900, 26 Federal Plaza, New York City.

Daily walk-ins are the rule-of-thumbs for steno-typist candidates, who also can get a salary at the GS-4 level, or $6,364, depending on training, while key punch appointees can start at $5,724, or GS-3.

State Correctional Security

State Correctional Security for the Employment of Correctional Security, which is set to begin at 1 p.m. and Saturday exams at 9 a.m. and 2 p.m., while Monday exams conclude at 1 p.m. Candidates are invited to contact the Federal Job Information Center Room 130, at the address above.

U.S. agencies in suburban counties will require additional filings. It was pointed out that the final clerical title mentioned, a "population survey," is a job that can also get the same 24-hour telephone.

Profession-Prone

Some 217 entrants recently received word of eligibility to take Exam No. 9897, an oral test for professional trainees.

$4.38 Hourly Wage Awaits Mechanical Maintainer Entries

Mechanical maintainer posts which under Group C, says the Transit Authority, open until further notice. Offering starting salaries of $4.38 an hour, the TA points out that with three years of experience the employee can climb to the hourly rate of $5.56.

Minimum requirements provide three options—four years of mechanic level maintenance experience, dealing with heavily constructed or marine equipment, or similar background in the field of shop maintenance, or the equivalent in technical and vocational education. Promotional opportunities point to the title of foreman/cars and shops, at the annual wage of $11,472. Once appointed, duties will focus on: inspecting, testing and repairing shop equipment inclusive of heating and ventilating equipment, boilers, piping, heating and ventilating devices; performing inspections on manufacturing plants, and keeping related records.

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

In applying, go to the TA's recruitment desk in the lobby of the building at the head of Broadway, Brooklyn, during any weekday between 8:30 a.m. and 4:30 p.m.

Applications can also be gotten at the City Personnel Dept., 49 Thomas St., Manhattan.
COMMISSIONER BUYS NEWSPAPER AD TO CRITICIZE CSEA; MEMBERS CHIP IN TO REFUTE FALSE CLAIMS

(Mineola) — After officials of Sanitary District No. 1 used taxpayers' money to publish a newspaper ad critical of themselves, members of the Civil Service Employees Assn. chipped in $1 each to publish a rebuttal.

Rebutting the commissioner's ad, which charged Nassau CSEA chapter president Andrew Kujowski, 34, of Mineola, with trying to rig an election for a laboratory technician job, the ads stated that labor unrest in the district had been brought on by chairman Nicholas J. Calabria.

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

The drivers and helpers, who had been adversely affected by new routings ordered by a switch from five- to six-day service, sought the understanding of the public in their recent difficulty with their final letter.

The commissioner's ad appeared in the local Five Towns Herald, and was followed by a rebuttal the employees' union paid for with a $1 each from their 2,000 members.

Field representative Frank Jaspert said members paid $1 each to pay for the rebuttal.

The local newspaper editor, Al Lombino, said he wouldn't publish her paper had previously called for the resignation of Calabria.

First Local Teaching Group

(Syracuse) — The 200,000-member organization that he leads "is the best equipped to handle their problems, Our strength is a lawsuit or a negotiated contract." Wenzl said that the CSEA special contract that will provide for services to each group.

"CSEA provides collective bargaining specialists, field representatives who live in the area and provide law services, in addition to a support force of technical and professional workers involved in research, collective bargaining, public relations and other services operated in Albany," he noted.

CSEA already has filed a petition with the State Public Employment Relations Board to designate the Goshen Teachers Assn. as the bargaining representative and has submitted the necessary signatures, among other designation cards to support its position.

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

Mr. Kujowski, a high school teacher, has been appointed as temporary chairman of the Civil Service Employees Assn. as the bargaining representative and has submitted the necessary signatures, among other designation cards to support its position.

The chapter has scheduled a hearing for Feb. 13; CSEA is optimistic that an election to determine whether the teachers want CSEA as their bargaining agent will be held at the soonest possible date.

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Nassau Chapter

Sponsors Course in Labor Relations

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

The chapter will undertake a study of labor, including laws and organizations, and will pay half the tuition for any students from the union. The cost to the student will be $20.

Chapter president Irving Lewinbaum said that 100 people had been enrolled in the course which got under way just before the last election at Farmingdale.

"What we tried to get across to the membership was that CSEA is an organization that is fighting for our rights and that it is an organization that is fighting for the rights of our members and their families," Ryan said.

"We believe that the organization is fighting for the rights of our members and their families."