CSEA Leaders To Map 1971 Negotiation Plans

ALBANY—Preparations for 1971 negotiations on the Statewide level for State employees are already under way at the Civil Service Employees Assn., which represents more than 90 percent of State workers.

CSEA president Theodore W. Wenz announced last week that he has called a meeting of the chairman of the Union’s Resolutions Committee, Salary Committee, Pension Committee and the Conference Committee for Nov. 24 to discuss preparations for next year’s bargaining talks.

Those chairman are, respectively, Mrs. Dorothy Rabin, Randolph Jacobs, Charles Quinn and Dr. John Gardiner.

Wenz emphasized that suggestions and proposals from CSEA members, as well as the suggestions from committee chairmen, will be considered before a list of demands is drawn up and submitted to the CSEA delegate body and negotiating committees.

State Police Officers Select CSEA As Bargaining Agent

ALBANY—Commissioned officers of the New York State Police last week overwhelmingly selected the Civil Service Employees Assn. as their bargaining agent in a representation election conducted by the State Public Employment Relations Board.

Winning the contest 58-19, CSEA ousted the Police Benevolent Assn. of the State Police, which had represented the commissioned officers since August 1969.

CSEA collective bargaining specialist Robert C. Guild, who is coordinating the bargaining unit for CSEA, said that a new, separate CSEA chapter for the officers has been approved by CSEA’s Board of Directors and that machinery is now in motion to set up the chapter, elect officers and begin negotiations for a contract.

“In this interim period before the chapter officers are elected,” Guild said, “our temporary chairman, Lt. William Lovelock of Troop G, and co-chairman, Capt. Tony Malo of Troop A, are coordinating our efforts to organize the officers.

“We have already asked for proposals from the officers for demands to be presented in nego-tiations. Temporary troop chairmen, who have already been selected, will call meetings for the near future to let the men discuss our ideas so that we can set

Dutchess Board Votes Aye To Bring Employee Wages On Par With Like Counties

DUTCHESS COUNTY—The Board of Representatives has approved a new two-year contract with the Civil Service Employees Assn. that will bring County salaries and benefits to a par with other New York counties the size of Dutchess.

The vote at the recent meeting was 31-1, with Rep. William H. Bartles, Republican from the Town of Hyde Park, a longtime advocate of fair pay for County employees, casting the dissenting ballot.

Bartles said he had agreed to the new contract because the negotiating teams looked like a good one, but said that the Representatives should have had "enough time" to study it, "not 15 or 20 minutes in caucus."

The Dutchess County unit, CSEA, last week voted 177-43 to accept the contract after a three-hour session. According to Ronald B. Friedman, president of the unit, 225 out of about 600 eligible County workers voted. Friedman said more

(Continued on Page 14)

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When Checks Late Mental Hygiene Dept. To Pay Employees From Petty Cash

ALBANY—The State Mental Hygiene Department has approved and adopted a policy of using petty cash funds to issue paychecks to employees under certain circumstances.

In a memorandum issued by Gerald Gartenberg, assistant commissioner of Mental Hygiene, institutions will be allowed to issue payroll checks from their petty cash fund to employees who have just been hired, and under certain circumstances, to employees who have lost time. According to the memorandum, checks may be issued to employees with lost time where there are two or more lost-time

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(Continued on Page 14)
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the fact that civil service employees generally supported losing candidates. Quite the contrary is true, and CSEA's conclusion clearly substantiates the conclusion that civil service employees generally voted with the majority groups. When he lost during the past 12 years. Similarly, the legislative leaders, Senate Majority Leader W. Brydges and Minority Leader Joseph Zaretzki, Assembly Speaker Richard B. Duryea and Minority Leader Stanley Stein- rut, have throughout the years consistently demonstrated their concern with issues affecting civil service employees.

The Problems

The troubles next year may arise from a variety of economic conditions, including stagnant business and industrial conditions; high unemployment and welfare roles, and inflationary pressures that are adversely affecting public budgets, not only at the National level but also for the State and its local governments.

For the State and its localities, sluggish business activity and rising unemployment have resulted in a sharp decline in last year's hopeful expenditures. With revenues declining and expenditures rising, budget balances are faced with monumental deficits, raking the spectre of sharp tax increases near at hand, as well as the threat of drastically curtailed services.

To what degree civil service employee standards will be threatened depends very greatly on budget crises that will affect the State, county, town and other local governments. Such revenues remain uncertain. What is clear at the moment is that the months ahead will call for a total commitment to unity and steadfastness upon the part of all civil service employees, for the elimination of any divisive forces of representation.

In the face of a potential onslaught on civil service employment and wages, differences must be subordinated towards the achievement goal common to all civil service employees.

Nassau School District Comm. Discuss Facts

The executive board of the School District Committee of Nassau county, Civil Service Employees Association, recently discussed the guidelines for salary proposals and fringe benefits for Nassau School District employees for the 1971-72 school year. Ben- janine Gumina, Nassau county board member announced last week.

The proposals will be discussed in department meetings to be held in the near future. The guidelines will then be final printed for distribution and publication early in January. All unit presidents and delegates are urged to attend these meet- ings.

Other committee members

Thanksgiving And Christmas Bonanza!

LONDON: November 25 to 29 at the elegant HOTEL BRITANIA. Only $199.00; includes transfers, sightseeing tour, breaks, and gratuities. For information write to Mr. Randolph Jacobs, 762 East 217th St., Bronx, N.Y. 10467.

FREIGHT-LAND: 4 nights, November 25 to 29 at the luxurious KING'S INN. Only $195.00 plus $12.00 gratuities includes transfers, breakfast and dinner, nightly cocktails and an excursion to the theatre. Write to Mrs. Sam Emmett, 1060 East 28th St., Brooklyn, N.Y. 11210. Tel. 212-253-4488 (after 5:00 P.M.)

L.A. GRAND BAHAMAS: 4 nights, November 25 to 29 at the beautiful BAHAMAS. Only $399.00 via World Airways Jet including first class hotels, transfers, sightseeing tour and excursions. For further information write to Mr. Sam Emmett, 1060 East 28th St., Brooklyn, N.Y. 11210. Tel. 212-253-4488 (after 5:00 P.M.)

ANITA FLORENCE — Christmas Pilgrimage To ROME. December 24 to January 3. Only $339.00 via World Airways Jet including first class hotels, transfers, sightseeing and excursion program, taxes and gratuities. Write to Edward Perrott, 200 S. 4th Street, Staten Island, N.Y. 11210. Tel. 212-253-4488 (after 5:00 P.M.)

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PORTUGAL — Feb. 11 to 15 at the luxurious Estoril Sol Hotel. Only $199.00 plus $15.00 gratuities. Includes round trip jet transfers, sightseeing tour, breaks and gratuities. For further information write to Mrs. Lillian M. Buckley, 639 Buchanan St., Freeport, N.Y. 11520. Telephone (516) 267-8077.

Gaza Joins Leader Staff As Columnist

On Civil Service Law

Richard M. Gaba, of Rockville Center, an attorney long active in all phases of labor-management problems, has been appointed as a columnist for The Leader. He will be writing the weekly column, "Civil Service Law and You," on a regular basis.

Gaba, who has offices at 1359 Franklin Ave., Mineola, has been a monthly publication, and since 1963 has been regional agent for the Nassau chapter, Civil Service Employees Assn.

A graduate of St. John's University, Gaba holds LL.B. and LL.M. degrees from New York University Law School and has mediated several school district disputes for the N.J. State Public Employment Relations Board.
McGowan Demands W. Seneca State School Hire Additional Food Service Dept. Employees

WEST SENECA—Food service workers at West Seneca State School, represented by the Civil Service Employees Assn. have filed a second stage grievance charging severe understaffing in the Food Service Dept. that does not meet the minimum staffing requirements set forth by the State Division of the Budget.

William McGowan, representing West Seneca Mental Hygiene employees on CSEA's Board of Directors, backed up CSEA field representative Thomas Flaumenbaum in his filing. Flaumenbaum said that the CSEA chapter, filed the grievance recently with the arbitration director, Mr. Samuel Feinstein, in accordance with regular grievance procedure.

Christy charged that the understaffing is so severe as to work an excessive number of overtime hours and denies them promised promotional opportunities by not filling vacancies in higher-paying positions.

"The relief we are seeking," he continued, "is that the West Seneca State School be mandated to comply with the Division of the Budget's staffing formula."

The survey, conducted by the Department of Mental Hygiene, found the staffing at West Seneca to be "very lean," and in most cases (1) did not come up to the staffing formula that is approved by the Division of the Budget.

The report also cited that the CSEA and employees have been coping with the staffing by putting in 52 hours of over-time work per week. In some service areas alone, and by ward personnel serving in some areas.

The special report also detailed total additional hours needed at West Seneca.

"This grievance involves many matters," said McGowan. "First, there is the obvious understaffing which places an unnecessary strain on the employees. Then, there is the fact that many employees are doing out-of-title work, which the special report details—people who are doing different jobs from those they were hired for.

"Finally," McGowan stated, "I cannot emphasize enough that the staffing at West Seneca simply does not meet the standards of the State Division of the Budget, nor the Federal standards for modified diet preparation."

Arbitrator Backing Nassau Chapter Bid For 7.6% Adjustment

MINEOLA—An additional half-million dollars in cost-of-living adjustments, has been won by the Nassau chapter of the Civil Service Employees Assn.

An arbitrator—demanded by the CSEA—ruled last week that the County, in accordance with the CSEA contract, must pay a 7.6 percent cost-of-living adjustment for 1971. The County had argued that the cost-of-living increase had been only 7.1 percent.

Chapter president Irving Flaumenbaum said the victory means the County Administration will pay $500,000 to County employees.

The issue revolved around an interpretation of the figures supplied by the Federal Bureau of Labor Statistics. The arbitrator, Mineola labor attorney Thomas Sheehan, said the County had attempted to use a total of 11 monthly increases while the CSEA correctly urged the total increase over a 12-month span.

Dismog Threats About Jobs Security,
Flaumenbaum Says

(From Leader Correspondent)

MINEOLA—The Nassau chapter of the Civil Service Employees Assn. last week squelched a "scare" memorandum issued to some County employees that warned of possible patronage raiding when the County Administration changes hands Jan. 1.

"I don't foresee any downgrading of the career civil service," asserted chapter president Irving Flaumenbaum. "If anybody who has permanent status is threatened, we will go to court if necessary."

The memorandum, sent to employees in the Office of Administrative Services, warned persons having permanent status but working provisionally in a higher title. It was amended the next day, after Flaumenbaum protested, to delete speculation about the actions of the new Administration.

Flaumenbaum noted that the CSEA contract assures job security to employees in various blue- and white-collar jobs, takes effect Jan. 1 and provides a seven percent raise for all employees in the Office of Administrative Services.

The contract also includes increased vacation benefits, improved medical coverage and a longevity clause that provides $100 extra per month for 10 years' seniority and $200 extra for workers with 20 years' seniority.

Marr Heads Erie Health Aid Unit

BUFFALO—Victor E. Marr has been elected president of the Health unit of the Erie County chapter of the Civil Service Employees Assn.

Also elected were Michael J. McGee, vice-president; Carole Conigliaro, recording secretary; Sandra McFaul, treasurer, and David Lang, sergeant-at-arms.

SUNY Binghamton Aides Set To Challenge Results Of Vote

BINGHAMTON—A group of employees of the Faculty at the SUNY Binghamton campus say they will petition the State's Labor Relations Board to challenge a recent defeat by three votes suffered by SUNY Binghamton aids in a recent election.

(3) Some managers allegedly told employees to vote against CSEA and asked them to persuade others to do the same.

(4) Promises of pay raises in return for "NO" votes were allegedly made by FSA management.

(5) Retired persons voting part-time for FSA were allegedly told that a "YES" vote for CSEA means a reduction in their social security benefits.

Thus far there has been no word on what action the State Labor Relations Board might take in the matter.

CSEA Wins 12% Salary Boost For West Seneca Aides

WEST SENECA—Twelve percent pay raises were contained in a contract signed Tuesday by municipal workers represented in West Seneca by the Civil Service Employees Assn.

The pact, affecting 190 employees in the white- and yellow-collar jobs, takes effect Jan. 1 and provides a seven percent pay increase for all workers. There were also an additional five percent for the second year or a pay hike equal to the cost-of-living Index.

Robert A. Milling, chief CSEA negotiator, termed the pact "more than an adequate labor package" and predicted "continued harmony between the workers and the municipality."

The contract also includes increased vacation benefits, improved medical coverage and a longevity clause that provides $100 extra per month for 10 years' seniority and $200 extra for workers with 30 years' seniority.

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### The People of New York City Who Never Finished HIGH SCHOOL

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### Higher Ed Assistance Corp. Aides Gain From CSEA-Won Contract

ALBANY—The employees of the New York Higher Education Assistance Corp. are now enjoying the benefits of the first work contract ever negotiated for them, won by the Civil Service Employees Assn.

Benefits in the two-year contract, which runs from April 1, 1970, to March 31, 1972, closely paralleled the provisions of State-employee contracts negotiated by CSEA earlier this year.

Effective April 1, 1970, the basic annual salary of employees in full-time employment, as of March 31, 1970, will be increased by 7.5 percent or $750, whichever is greater, provided, however, that $250 of such increase will not be effective until Oct. 1, 1970.

As of April 1, 1971, the basic annual salary will be raised by six percent or $625, whichever is greater, for employees on the payroll as of March 31, 1971.

Full non-contributory 1/40th retirement benefits similar to those in the State package, as well as $3,000 survivors' death benefits, were included in the contract terms.

Other major provisions are:
- Retirement credit for World War II service.
- Guaranteed death benefit of three years' salary with a maximum of $20,000, for employees who enter the CSEA union.
- Joint State CSEA committee will study and make recommendations regarding sick leave, health insurance and related subjects, and upon completion of such study the parties may request re-opening of negotiations to implement any recommendations of the joint committee regarding retirement, major dental plans, health insurance programs and welfare fund;
- Health Insurance similar to that of State workers.
- Extra vacation after 30 or more years of service;
- New disciplinary procedures.

The CSEA bargaining team included Monica Howlan, Brian Bosek, CSEA collective bargaining specialist Joseph P. Reedy and field representative John J. Naughton Jr.

### City Screening Entries For Film Mgr. Title; Written Test Waived

Candidates trying out for the title of film manager, report the City Personnel Dept., will be screened on the basis of having five years of experience in motion picture production or a satisfactory equivalent.

High school graduates are a minimum requisite for these openings, currently featuring $10,700 annual wages. Applicants can also count on accruing the full ramut of municipal fringe benefits.

With the filing curtain to fall Nov. 24, applicants are asked to appear at 49 Thomas St., Manhattan, for the purpose of applying. Job Bulletin No. 6194 will be on hand at that address, the filing unit of the Department of Personnel.

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### Love it or leave it

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**PLAZA**

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Produced by LAURENCE HARVEY, M. TECHNICAL ASSISTANT MANHATTAN PICTURE
Bus Driver Test
Filing Opens Soon

Filing is expected to open within the next few months for Surface line operator (bus driver) according to informed sources within the Transit Authority and the City Department of Personnel.

There are no formal requirements for these positions with the exception that candidates must pass a valid chauffeur’s license at the time of appointment and be at least 5 feet, 4 inches tall. Naturally, candidates must also be in good medical condition.

Early announcement of the examination expected in late Winter or early Spring — is given to alert candidates in time to study for the test. Competition for these jobs is usually keen and those who spend the time studying generally find that the effort pays off in high positions on the eligible list.

Do not attempt to file for these positions now but follow The Leader for official opening times.

Dutchess Unit
November 21
To Install Slate

(From Leader Correspondent)

POUCHKEEPSIE - The Dutchess County unit of the Civil Service Employees Assn. will hold its annual installation dinner-dance Nov. 21 at the Edison Motor Inn, Route 50.

According to Ronald B. Friedman, president of the County unit, Dr. Theodore Wenzl, president of the Statewide CSEA, will install the new officers and the board of directors. Ballots for these offices are now being sent to members.

Friedman also announced the following:

• The City Personnel Dept. has specified that 204 applicants took the recent exam for assistant supervisor/ears and shops, a promotional title with the Transit Authority.

Eye Oral Exams

The City Personnel Dept. has announced that 21 aspirants for senior audio-visual aide technician recently underwent an oral exam for that title.

In addition to Wenzl, Joseph Dolan, director of local government affairs for CSEA. and David C. Schoenstat, Dutchess County Executive, have also accepted invitations to the dinner-dance, which will be preceded by a cocktail hour. Dolan will also act as master of ceremonies for the affair.

STATE

STATE — Department of Civil Service, 1350 Ave. of Americas, N.Y., 10006; phone 765-3811; The State Office Campus, Albany 12226; Suite 750, 1 West Genessee St., Buffalo 14202; State Office Bldg., Rochester 14603; 500 Midtown Tower, Rochester, 14604 (Wednesdays only).

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

Candidates may obtain applications for State jobs from local offices of the New York State Employment Service.

FEDERAL

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

Monday through Friday hours are 8:30 a.m. to 6 p.m., and offices stay open Saturday from 8:30 a.m. to 1 p.m. The telephone is (212) 264-0492.

Applications are also obtainable at main post offices except the New York, N.Y. Post Office, Boards of examiners at all particular installations offering the test also, may be applied to for further information or application forms. No return envelopes are required with mailed requests for application forms.

Labor Posts Prevail
In State Promotion Titles
Facing Nov. 30 Deadline

Competitive promotion candidates are confronted with a Nov. 30 cutoff point if they wish to be included in the State’s Jan. 9 exams for advancement. Five of the titles in the current group of nine are situated in the State Labor Dept.

As the G-18 level, the title of senior agricultural employment representative comes up, asking a year of service at the regular rep’s title. The exam bulletin involved is No. 34-359 and eligibles are restricted to the Division of Employment.

The four remaining Labor Dept. titles are with the Workmen’s Compensation Board — principal examiner, G-24; associate examiner, G-21; senior examiner, G-18, and examiner, G-18. The first three posts entail a year of seniority in the next highest level below the title; for examiner, however, six months is adequate in the assistant examiner role.

Over in the Office of Local Government, both associate and senior tax valuation examiner are on the test agenda, each stipulating one year of tenure in the appropriate title. The titles are at G-23 and G-27.

At the State Transportation Dept., four vacancies exist for assistant civil engineer, G-19, requiring one year in an engineering post at G-15 at minimum. The final opening, in the Public Service Dept., calls for 18 months as a junior engineer to compete; the title is assistant railroad engineer and is located in Albany.

Usually, agency personnel offices can provide the pertinent job bulletins and application blanks; if not, contact the State Civil Service Dept., Albany 12226.

The LEADER

MANHATTAN, Nov. 22 — The State Civil Service Commission will hold an examination for 10 positions as tax assessment clerk assistant. Applications will be opened on Tuesday, Nov. 30, and will close on Monday, Dec. 27.

The Civil Service Examining Board has scheduled an examination for the position of tax assessment clerk assistant. The exam will be held in the following locations:

New York City: Office of Local Governments, 49 Thomas St., New York City.

The examination will consist of a written test and an oral interview. Candidates must be citizens of the United States and have successfully completed a course of study in a technical school or college.

Applications may be obtained from the Civil Service Commission or from the local offices of the New York State Employment Service. The deadline for submitting applications is Dec. 27, 1971.

The examination will be held on Jan. 30, 1972, at the State Office Campus, Albany 12226. Candidates will be notified by mail of the time and place of the exam. The fee for the examination is $1.50.

The New York State Civil Service Commission is an equal opportunity employer and encourages applications from qualified minority groups.

For information on all courses please call GR 3-6900
MANHATTAN: 115 East 15 St., Nr. 4th Ave. (All Subways)
JAMAICA: 89-25 Merrick Blvd., bet Jamaica & Hillside Aves
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PATROLMAN

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Examination has been ordered for

WIREMAN

(N.Y.F.D.)

WIREMAN

(N.Y.F.D.)

Examination has been ordered for

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Civil Service Leader

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You And The Draft

The Selective Service System is asking every draftable male of every State to register under its Selective Service System within five days after his 18th birthday. He must then register within 60 days. The Selective Service System will determine whether he is subject to the Selective Service System and, if so, must determine his draft status.

To register, he must file a registration form at the nearest Selective Service Office in his State. The registration form is available at all post offices, at the nearest Selective Service Office, and at the nearest military recruiting station.

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Civil Service Law & You

Agency Shop in Public Employment

When public employees and their employers discuss the issue of union security, it is invariably pointed out by the employer that union security clauses are unconstitutional. In fact, some employers have continued to discriminate against any employee for the purpose of discouraging or discouraging membership in employee organization, or participation in the activities of any employee organization. Equally clear is the fact that harmony in labor relations, as well as stability, are best achieved where

Search For Scapegoats

The tedium of the budget is a weapon frequently, and inexorably, summoned against civil servants when an administration finds itself in dire fiscal straits. With the lack of funds, the temptation is great for every male citizen of the United States to be subject to the draft.

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You And The Draft

(Continued from Page 6)

live in now, we must continue to ask one form of service—military duty—of our young men. We would be an irresponsible nation if we did not without perhaps even an extant one.

The Selective Service System was created to provide an orderly method of implementing this philosophy by registering the young men of the nation and classifying them as to their availability for military service from the viewpoint of the national health, safety and interest.

(To Be Continued)

LAW COLUMN

(Continued from Page 6)

the union is not constantly required to flex its muscles and impress the employees for the purpose of attracting and keeping union members. This problem has been largely eliminated in the private sector due to various forms of union security which do not permit the “free rider” to reap the benefits of union representation without bearing his share of the cost.

There are numerous collective bargaining agreements covering public employees presently in effect throughout the State which contain various forms of union security clauses. Whether or not such clauses are legal and enforceable is a little moment. It is for the Legislature to speak out and amend the Taylor Law so it is crystal clear that union security, at least in the form of an agency shop, is not illegal. Until this occurs, there will always be animosity between fellow employees and sniping by minority unions seeking to embarrass the incumbency employees organization.

A REQUIREMENT by contract of the payment of an agency fee as a condition of employment does not run afoul of the New York State Constitution any more than the requirement of membership in the State retirement system as a condition of continued employment. Neither one has anything to do with the implementation of the merit system that public employees and public employers alike have sought to maintain.

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Brooklyn  Volkswagen of Bay Ridge, Inc.
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Buffalo  Jim Kelly's, Inc.
Carlisle  Carlisle Foreign Motors
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Fored Hills  Judy Volkswagen, Inc.
Fulton  Fultin Volkswagen, Inc.
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Glens Falls  Bromley Imports, Inc.
Hammond  Hal Casey Motors, Inc.
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Hornell  Smith's Small Cars, Inc.
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Hudson  Colonial Volkswagen, Inc.
Huntington  Feam Motors, Inc.
Ithaca  Bleyer Motor Corp.
Jamaica  Marob Volkswagen, Inc.
Jamestown  Smartphone Motors
Johnstown  V&F, Inc.
Kingston  Amerling Volkswagen, Inc.
Lancaster  M.A. Volkswagen, Inc.
LeGraffiteville  E.E. Ahmed Volkswagen
Latham  Academy Motors, Inc.
Loudon  Volkswagen Village, Inc.
Massena  Seaway Volkswagen, Inc.
Merrill  Baker Motor Corp., Ltd.
Middle Island  Robert Weisz Volkswagen, Inc.
Middletown  Glimmer Volkswagen Corp.
Monticello  Phillips Volkswagen, Inc.
Monticello  North County Volkswagen, Inc.
New Hyde Park  Auerliht Volkswagen, Inc.
New Rochelle  County Automotive Co., Inc.
New York City  Volkswagen Bridal Motors, Inc.
New York City  Volkswagen 5th Avenue, Inc.
Newburgh  F.C. Motors, Inc.
Niagara Falls  Amadeo Motors, Inc.
Niagara Falls  Lawrence Volkswagen, Inc.
Oswego  Island Volkswagen, Inc.
Olean  Volkswagen of Olean, Inc.
Onondaga  John Erland, Inc.
Olean  Gelege Motor Corp.
Overloon  Wally's Motor Corp.
Rome  C. A. Heath, Inc.
Saratoga Springs  George and Dalton Volkswagen, Inc.
Southampton  Lester's Keyes Volkswagen, Inc.
Spring Valley  C. A. Heath, Inc.
Staten Island  Staten Island Small Cars, Ltd.
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East Syracuse  Precision Autos, Inc.
North Syracuse  Finegan Volkswagen, Inc.
Toneinos  Granville Motors, Inc.
Utica  Martin Volkswagen, Inc.
Valley Stream  Val-Streos Volkswagen, Inc.
Wickham  Marlin Motors, Inc.
Wheatfield  Foreign Cars of Rockland, Inc.
Woodbury  Courtesy Volkswagen, Inc.
Woodland  Queen City Volkswagen, Inc.
Youngs  Dunmore Motor Corp.
Yorktown  Mechanic Volkswagen, Inc.

The station wagon on the left is known in some circles as a status symbol.

The station wagon on the right is known in the same circles as a mistake.

Now the status symbol is long and low and really quite beautiful.

Whereas the Volkswagen is short and high and really quite ugly.

The status symbol features a powerful engine. A Volkswagen engine is not as powerful, but it'll go farther on a gallon of gas.

The status symbol boasts roughly 88 cubic feet of carrying space.

The Volkswagen has twice that amount. 176 cubic feet.

Conclusion: If you're looking for something to show how big you are, then we suggest you get yourself a status symbol.

But if you're looking for something that's just plain big, then maybe it wasn't us who made the mistake after all.

(Continued from Page 8)
FIRST STEP — Mrs. Olga Lopez, seated at right, signs up her 39th member in the Civil Service Employees Assn.'s "Super Sign-Up," membership drive at her office in the State Tax Dept. in White Plains. Inking the membership card is Sadie Canter. Looking on, left to right, are earlier recruits — Veronica Berry, Claudia Effort, Rebekah Cox, Thomas Kern, Madelyne Dunne and Marilyn Gargayo.

Super Signer Upper Says It's Easy

By JOE DEASY, JR.

WHITE PLAINS—Olga Lopez, a member of the New York City chapter, Civil Service Employees Assn., and employed by the State Tax Department here, started her Christmas shopping last week, armed with 39 CSEA Super Sign-Up membership coupons, each good for one book of S & H Green Stamps.

Accompanied by photographer Ted Kaplan, Mrs. Lopez opened her mail last Thursday morning and found the certificates, the cash value of which is from $3 to $3.50.

"All I did was to explain the value of belonging to CSEA," Mrs. Lopez said, "and the non-members in my office just signed up. No one really wants to be a free-loader—taking the benefits reaped by CSEA and remaining a non-member. It's certainly worth the $1 a pay day for the privilege of being represented by a union that is number one in the public employment field.

Mrs. Lopez went to the nearby S & H Green Stamp Redemption Center in Greenburgh and did some "window-shopping" on her lunch hour. She found one item she needed immediately and purchased it from Mrs. Viola Russo, the center manager, and noted how many certificates she needed for other items.

As she left the store, she remarked to Mrs. Russo, "I’ll be back. I have to sign up some new members. I get one certificate for each one. This year I’ll have a full floor under the (Continued on Page 14)
STATE UNIVERSITY TALKS —

The Civil Service Employees Assn. State University negotiating team meets with State representatives to present demands. Standing, left to right, are: Kenneth Wolven, Albany; Raymond Gallacher, New Paltz; Aaron Wagner, CSEA research assistant; Edward Dudick, University of Buffalo, and Paul Burch, CSEA collective bargaining specialist. Seated, left to right, are: Marlene Connell, Albany; Mary Gallacher, Buffalo; Lyman Pageau, Plattsburgh; Edna Randall, Geneseo; Albert Varacchi, Stonybrook, committee chairman, and Ira Mendelson, personnel associate, SUNY. In foreground is Harvey Randall, director of personnel, SUNY.

WARMING UP — At Harlem Valley State Hospital chapter of the Civil Service Employees Assn.'s annual membership dinner, Statewide first vice-president Irving Flaumenbaum, left, engages in some pre-dinner banter with the chapter's president and first vice-president, Ronney Massee, center, and Arthur Winship. Flaumenbaum shared speaking duties for the evening with Dr. Alfred Ritzzo, retired assistant director of Harlem Valley State Hospital. The recent event was held at the Cattle Car Steak House in Pawling.

FAREWELL — At a recent testimonial dinner held to mark her retirement as chief of nursing services, Middletown State Hospital, Mrs. Dorothy McCooch, left, received a citation. Presented by Otti Brewer, first vice-president of the Middletown State chapter of the Civil Service Employees Assn., the plaque praised Mrs. McCooch's efforts for "39 years of dedicated service to patients and employees."

CAREER LADDER MEET —

At a recent meeting of the Civil Service Employees Assn. Mental Hygiene patient-care career ladder committee with State representatives, CSEA members placed their proposals on the table. Left to right, the CSEA team members are: Joseph Aiello, Frederick Koch, CSEA collective bargaining specialist Robert Guild, Eva Nelson, Leon Smith, Cleo Ramsom and Zelda Kessler.

NOW SEE HERE — Thomas Linden, CSEA collective bargaining specialist, makes a point at the DOT negotiating team caucus. Shown, left to right, are: CSEA research analyst Walter Leubner; Linden; committee chairman Paul Cooney, and Shirley Lacey. Members of the team not shown are Robert Arnold and Richard Cheary.

WCB'S NUMBER ONE —

The Governor's Plaque was recently bestowed for a second time on the Workmen's Compensation Board as winner of the Employee Suggestion Award Program. Lt. Gov. Malcolm Wilson, second from left, handled the presentation. Fielding the honors were, left to right: John W. Leach, director of WCB field offices; Wilson; S. E. Senior, WCB chairman; State Civil Service Commissioner Michael N. Sheel, and Ralph Garrison, suggestion award program coordinator. Other winners in previous years have been the Department of Agriculture & Markets and the Department of State.
School Districts Taking Advantage Of Unused Sick Leave Opinion

ALBANY—According to a spokesman for the Civil Service Employees Assn., several districts have taken advantage of the court order obtained by CSEA that allows unused sick leave to be credited to the estate of a deceased State employee.

For the benefit of those who did not see the original article (Leader, 7-1-70) explaining that court order, it is reprinted below.

In a decision of considerable significance to public employees, statewide and local, the State Education Department has taken advantage of the court order obtained by CSEA that allows unused sick leave to be credited to the estate of a deceased State employee.

The matter came to court as the result of a dispute over interpretation of a provision in a contract between the Teachers Association of the State High School District No. 3, Nassau County, and the local board of education. The provision entitled employees or their survivors to cash payment for unused sick leave upon separation from service. The employees in the case at issue had died while in service and under the contract, her estate was entitled to one-twentieth of the cash value of 15 days of unused sick leave which she had accumulated.

When the Board of Education objected to cash payment, the matter went to arbitration as provided by the teacher group’s contract.

The arbitrator affirmed the validity of the provision requiring payment, whereupon the case went to Special Term, Supreme Court, which held that the provision was unenforceable. It was contrary to the constitutional ban on State and municipal employees granting gifts or gratuities to their employees.

In the recent Appellate Division action reversing the lower court decision, Justice James D. Hopkins noted that “In short, the court held that the contract and its municipalities in granting pensions, vacations or unused sick leave to employees was not covering gifts upon their employees, but that essentially the promised rewards are conditions of employment—a form of compensation withheld or deferred until the completion of continued and faithful service.

“In our opinion, sick leave as a condition of employment equals the same prerogatives from the constitutional bar.”

Concurring with Hopkins in the decision were Supreme Court Justices M. Henry Martuscello, Henry J. Latham and Arthur D. Brennan. Justice Fred J. Munder wrote the dissenting opinion.

A legal spokesman for the Civil Service Employees’ Assn. welcomed the decision as a major step forward in establishing the right of State employees to cash payment for unused sick leave. He noted that the provision already exists in many contracts for local school districts throughout the State, and the new court ruling will undoubtedly give the trend further impetus.

Although the possibility of a reversal in the Supreme Court still remains, the CSEA spokesman noted that negation of the benefits in contracts, at least on a basis contingent with future court findings, would now meet with less resistance.

In Tompkins County

CSEA Chapter Sets Vote On Exclusive Recognition

ITHACA—Members of Tompkins County chapter, Civil Service Employees Assn., will vote on whether to fetter an alliance with another employee organization in order to seek exclusive CSEA recognition in the County.

Secret ballots were scheduled to be cast to go out to all Tompkins County CSEA members last week, said Joseph J. Dolan, Jr., CSEA director of local government affairs. Each ballot will contain the question: “Should we apply for exclusive CSEA recognition?” Members will be asked to check “Yes” or “No” on the ballot.

Dolan told The Leader that CSEA members in the County had become increasingly concerned that they were not getting the kind of representation they needed from a minority employee organization which had banded with CSEA to represent all State employees. “CSEA members, feet, and justly so, that CSEA alone can provide better representation and better results for County employees than can a loosely formed coalition,” he said.

The majority of County employees are CSEA members, and CSEA (Continued on Page 13)

GOURMET’S GUIDE

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**New York County List**

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Cipolla Mending

WARSAW—Samuel Cipolla, prominent member and committee chairman in the Civil Service Employees Assn., was seriously injured in an automobile accident recently, but now is recovering at his home, 45 Case St., Mt. Morris, N. Y. 14510.

The accident occurred Thursday morning, Nov. 5, north of Mount Marcy.

Cipolla, a supervising nurse at Craig State School in Sunnyville, is co-chairman of the CSSEA nurses’ steering committee and was a member of the CSSEA’s State negotiating team for the Professional, Scientific and Technical Services unit last year.

Cipolla’s brother told The Leader that the CSSEA member is recovering nicely.

Guiding Onida Pact

The State Public Employment Relations Board has selected Dale S. Beach to mediate the contract dispute between Onida County and the Civil Service Employees Assn. Welles teaches management at Rensselaer Polytechnic Institute.

Oswego FSA Chapter Signs Two-Year Pact

(From Leader Correspondent)

OSWEGO—"The best contract" with any food service groups is the way Civil Service Employees Assn. officials describe the first contract signed by the Oswego Food Service chapter with the Oswego Food Service Assn. at the State University here.

The contract provides raises for all employees—up to $750 plus earned increments—and boosts in fringe benefits, including free meals to be eaten on company time, held Roger Kane, CSSEA field representative, who headed the team negotiating for the chapter.

Wage increases include 10 cents an hour plus State-mandated raises to $1.98 an hour for all hourly workers earning between $1.00 and $1.84 an hour; 20 cents an hour more for those earning $1.84 an hour and more. Salaried employees will receive the $750 plus earned increments annually.

The contract will run through June 30, 1973, with a wage re-openers March 1.

Other benefits are:

• A 17 percent boost in the amount of hospitalization
  and medical benefits (Cross-Blue Shield) paid by the
  employer, bringing these totals to 45 percent for an in-
  dividual and 46 percent for a family plan.

• Guaranteed four-hour call-back pay.

• Sick leave will be earned at the rate of one-half day
  for each bi-weekly pay period, accumulated to 165
  days.

• Vacations—one-half day a pay period; plus five days
  of personal leave; with hourly workers receiving a
  maximum of 25 days of vaca-

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  and maintenance of mem-

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Cite Grade Violation at Binghamton

(From Leader Correspondent)

The new Binghamton State Hospital chapter, Civil Service Employees Assn., has wasted no time in jumping into the fray in behalf of its members and their interests.

Chapter officers say they will file a grievance against the Binghamton State Hospital administration for violating the contract, which one of the administrators helped negotiate.

Chapter first vice-president Leo Weingartner said the grievance involves the hiring of a Grade 6 attendant who has been assigned to perform the duties of a Grade 14 personnel administrator. A Grade 4 employee draws a base salary of $5,246, while a Grade 14 job title carries a base salary of $8,284.

The administrators, Modrzejewski said, feel that the grievance action on the part of the CSEA will accomplish three things: (1) secure the Grade 14 job classification for Binghamton State Hospital administration for violating the contract, which one of the administrators helped negotiate.

Deliberate Move

Deliberate Move

State CSEA field representative Theodore Modrzejewski said the action was a deliberate move on the part of the hospital officials to force Albany to allocate a Grade 14 position at Binghamton State Hospital for violating the contract, which one of the administrators helped negotiate.

Tomkins Vote

Tomkins Vote

(Continued from Page 1) has in the last three years built up in Tompkins County a strong, effective organization that can do the best possible job in representing County employees.

"If we get a mandate from the people," Dolan continued, "CSEA will set the wheels in motion to obtain exclusive bargaining rights for Tompkins County.

Ballots must be returned to CSEA by Nov. 23.

Erie County United Fund Appeal Issued

BUFFALO — George H. Clark, president of the Erie County Employees chapter, Civil Service Employees Assn., and Erie County Executive B. John Tutunksi said the joint appeal to Erie County employees to support the 1970 United Fund Drive.

Due to the impact on employment in the private sector, of strikes and defense cutbacks, public employees must assume a greater role in helping reach the 1970 goal of the Erie County United Fund of Buffalo and Erie County, $8,648,542," Clark and Tutunksi said.

"Erie County employees' goal this year is $77,295, but this is somewhat unrealistic in comparison to the average Industrial employees' goals. Based upon the current giving by industrial and business employees, $72,000, and the Erie County employee share of $226,396," they continued.

"The United Fund of Buffalo and Erie County is a splendid financial agency for 70 social service and health organizations in the area. The purpose of the United Fund is to individualize giving by the public. Contributions are allocated where they will best serve the greatest good in the community," they concluded.

Instant Homes Needed

Instant Homes Needed

DO YOU THINK A CHILD INTO YOUR FAMILY? Infants and toddlers, especially non-white children we would like to adopt. Please furnish the Children's Aid Society, 4257 Buffalo St., Buffalo, New York 14217.

Queens Village 2680

DETERRED

Beautiful house, 4 rooms, 2 bath, front room, fully-equipped kitchen, fenced yard, electric heat, all essential extras included. $26,000 for down payment—ask for Mr. Chiapparelli.
Police Officers Vote CSEA

(Continued from Page 1) up a list of demands for negotiation.

"The men also will have to select a nominating committee and notify us two weeks in advance to have the chapter, and they will have to have a chapter constitution. There is a lot of organizational work to be done here and we are moving now to get it done."

A runoff election is expected to be held by the end of this month between the CSEA and the Professional Oathmen's Union. A runoff election will be held in the event of a tie. The winner will then be notified by the union on the second day following the runoff election.

The new leaders are:

Member and Chapter Leaders

(Note: These figures include only those returns received by mail and credited to members and individual chapters at the end of the business day on Nov. 20, 1970. Returns received after that date will change as the drive progresses and will be published in The Reporter and other publications.)

Individual Leaders

Roger Veitch, Creedmore State Hospital, 61 new members; Jack Weber, New York State Police, 51 new members; Edward Venable, Creedmore State Hospital, 49 new members; George Fasol, West Seneca State School, 49 new members; Alfred Jean, Greene County, 31 new members; Michael Del Vecchio, Westchester County, 25 new members; and James Rossi, Monroe County, 21 new members.

Caseworkers Blaze Trail With First Pact Covering Albany County Employees

ALBANY—The first contract agreement between a group of Albany County employees and the County was ratified Friday by the Albany County caseworkers of the Civil Service Employees Association.

The one-year contract takes effect Jan. 1, 1971 and runs through Dec. 31, 1971. Features of the contract include a $500 across-the-board raise and a $500 increment on Jan. 1, for those caseworkers who were on the County payroll as of July 1, 1970.

The contract includes a list of additional changes for the third, fourth and fifth years of service and a salary reclassification for the first year. These changes will be reported in future editions of The Reporter.

Caseworkers may accumulate 30 days of vacation time.

CSEA announced that the County will also adopt the entire schedule of Fund for Supplementary Retirement, which is expected to be held at the end of the first year.

Landmarks: Past Halted "No contract managment," said CSEA caseworkers' unit president Donald Leonardi. "We are the first group of Albany County employees to negotiate a contract with the County under the Taylor Law. We fought hard for this contract and it is a good one."

CSEA leaders thanked the CSEA negotiators' team, joined by team members Anne Gallo, Nikil Caoxquez and Peter Phean. CSEA's assistant director of research Thomas Coyle and field representative Thomas Whitaker also participated in the negotiations.

Clyne, Albany County attorney, was the chief negotiator for the County.

The contract must be approved by the Albany County Legislature.

Moves To Transport ALBANY--Dr. Thomas D. Feneley is now director of training and management development for the State Transportation Department. He formerly was with the State Labor Dept.
White Plains School Guard Unit Dinner Held Recently

WHITE PLAINS—Members of the White Plains School Crossing Guards unit, Civil Service Employees Assn., conducted their annual dinner at Sam’s Restaurant. Mabel Gordon, unit president, noted that Robert Doherty and Stanley Borzoli, president and vice-president respectively of the White Plains Civil Service Employees Assn. Chapter, and Captain John Fluenbaum, county aide to the State Police, were among the unit’s guests.

To Keep Informed, Follow The Leader.

Nassau Mini-PERB Rules CSEA Is Sole County Aide Negotiator

MINOLEA—The Nassau County mini-PERB last week rejected one of two pending requests for separate bargaining units, noting that the Civil Service Employees Assn., did in fact, effectively represent the employees in the requested unit and “achieved for them substantial and significant improvements.”

The Board turned down the appeal of a group calling itself the Correction Officers Benevolent Assn. of Nassau County for a separate bargaining unit for jail personnel.

Further, the Board said the employees’ alleged grievances were self-imposed because they refused to present their demands to CSEA, the certified bargaining agent, for negotiation with the proper officials.

The Board gave no indication when it would rule on the parallel petition of a group calling itself the Probation Officers Benevolent Assn. for a unit in the Probation Dept.

The Board’s policy of recognizing a single bargaining unit for all County employees except police and community college faculty was upheld. “The present petition presents nothing new to change the policy,” the Board said.

The Board said that if any inequities exist the virtue of the Benevolent Association’s “own creation,” because it refused “to cooperate with the certified representative...for presentation to the proper negotiating officers of the County.”

“The record shows that employees were given adequate opportunity to present their proposals to CSEA,” the Board said.

“Instead,” the Board continued, “it chose to present demands to officials who “quite obviously did not have the power to effectively recommend the granting of same.”

CSEA chapter president Irving M. Mineo.

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The Statler Hilton
BUFFALO, NEW YORK

offers State Employees on State Sponsored business the very best for less! At only $10.50 per person, State Employees will enjoy the convenience of modern, luxurious accommodations, ideal downtown location, three fine restaurants, and exquisite little boutiques and shops housed in the hotel, as well as free parking for registrated guests!
MEMBERSHIP DRIVE

SUPER SIGN-UP SEASON

OCT. 1 - NOV. 27, 1970

For every new member you sign up, you get an award certificate worth one book of stamps, redeemable at any S&H redemption center. Plus a chance in the $10,000 Super Prize Jackpot.

RULES FOR CSEA SUPER SIGN-UP MEMBERSHIP DRIVE

(1) Only CSEA members in good standing as of October 1, 1970 are eligible to sign up new members.
(2) For each new member signed up during the period of October 1, 1970 through November 27, 1970, the person recruiting receives one Special Award Certificate (approx. value $3.00-$3.50) which may be redeemed at any S&H redemption center in the United States.
(3) For each new member signed up during the period of October 1, 1970 through November 27, 1970, the person recruiting receives one Special Award Certificate (approx. value $3.00-$3.50) which may be redeemed at any S&H redemption center in the United States.
(4) The new member who is signed up during this Special Super-Sign-up period also receives one chance in the Super Jackpot.
(5) To be eligible for any certificates or prizes, the recruiter must sign up new members on the special PDA card supplied to each chapter and unit prior to this drive. These cards must be filled in completely and returned to the designated membership chairman in your unit or chapter. If you do not know who he or she is, call your chapter or unit head.
(6) Certificate will be awarded as soon as possible after receiving them at headquarters in Albany from your local membership chairman.
(7) Drawing for the Super Jackpot will be held as soon as possible after the contest—prior to Christmas.
(8) No one person is eligible to win more than one Jackpot prize.
(9) The drive will be carefully policed, and any illegal or fictitious members signed up will be in violation of the law.
(10) The Jackpot, with a total value of $10,000, includes a 1971 Camaro as first prize, 10 RCA color T.V. sets for prizes 2-11, five Panasonic stereo receivers for prizes 12-16, 24 ladies' or men's Helbros wristwatches for prizes 17-40.
(11) An employee who fills out a standard PDA application card during the drive, without being solicited, also will have his or her name entered into the Jackpot drawing.
(12) Employees in the CSEA Super Sign-Up Season Jackpot prize are Statewide officers, members of the Board of Directors, members of the Statewide membership committee and staff.