CSEA Reveals State Offer Up To $120,000,000 When Talks On Pay, Retirement Stopped

'Stay Out Of It'--Wenzl

(Special To The Leader)

ALBANY — Civil Service Employees Assn. representatives announced that CSEA was ready to start negotiating "as soon as the ballots are counted" in the election to determine a bargaining agent for most employees of the State Thruway Authority. Expressing confidence over the election's outcome, which will be announced on Dec. 30, and denoting CSEA's competitors as "Johnny-come-latelys," Theodore C. Wenzl, CSEA president, said: "We feel that Thruway employees are smart enough to select the employee organization which can do the best job for them."

"Our staff has doubled in the last year alone and continues to grow to provide more and better service to our members. Both the Teamsters and Council 30, AFSCME, have little to offer Thruway employees, except empty promises. Neither of the latter organizations have the facilities to provide the proper service to Thruway employees or, for that matter..."

They'd Rather Die

MAMARONECK — Most employees seek pay raises, job protection, better working conditions by electing a union to represent them at the bargaining table. But the majority of employees fry their own eggs by voting against the union. Although the majority of employees in the Thruway Authority selected the CSEA to represent them, thousands of employees voted against joining the union. "We feel that Thruway employees are smart enough to select the employee organization which can do the best job for them," Theodore C. Wenzl, CSEA president, said: "We feel that Thruway employees are smart enough to select the employee organization which can do the best job for them."

"Our staff has doubled in the last year alone and continues to grow to provide more and better service to our members. Both the Teamsters and Council 30, AFSCME, have little to offer Thruway employees, except empty promises. Neither of the latter organizations have the facilities to provide the proper service to Thruway employees or, for that matter..."

CSEA Questions Role Of Dr. Miller In Strike

The role of Dr. Alan Miller, State Commissioner of Mental Hygiene, in the recent strike against several Mental Hygiene hospitals for the mentally disturbed was being questioned last week by officials of the Civil Service Employees Assn. One CSEA spokesman said his organization was "seriously disturbed by Dr. Miller's unwarranted comments on the desirability of employee representation elections. In an aside, he was giving comfort to a union that was engaged in an illegal and immoral strike against the very institutions Dr. Miller is supervising. We have little doubts his unwanted interference in employee problems encouraged the union to spread its activities."

Another Employees Association representative reported that "several administrators in the hospitals affected by the strike have told us that it was unnecessary, in their professional opinion, to remove patients from the various institutions at the time Dr. Miller ordered their removal."

A hospital director, who asked not to be identified, declared that he had asked that Miller patient removal not be necessary because the majority of workers were on hand to take care of the patients and was told in turn to "get the patients out or get yourself out."

CSEA has contended strongly that the strike against Mental Hygiene institutions was a failure except as one Employees Association spokesman put it, "through misinformed stories in the press and unnecessary actions and statements by persons in the Rockefeller Administration such as Dr. Miller."

CSEA Reveals State Offer Up To $120,000,000 When Talks On Pay, Retirement Stopped

Says Union May Have Cheated State Aides Out Of This And More

(Special To The Leader)

ALBANY — More than $120,000,000 in new benefits for State workers had been offered by the Rockefeller Administration in negotiations with the Civil Service Employees Assn., when talks on a new contract between CSEA and the State were stalled after the State capitulated on a combined blow against continuing the talks and called off the negotiations.

Details of the offers on pay, retirement and other fringe benefits were revealed to members of the CSEA board of directors at a special meeting here Monday of this week.

Solomon Bondet, chairman of the CSEA salary committee, told board members that some lesser benefits—such as free bridge tolls for employees at Manhattan State Hospital and other individual items—had been accepted but that the multi-million dollar offer on salaries and retirement had been rejected as "insufficient."

Talks on these two major items were canceled following a Public Employment Relations Board revealed that a majority of the eligible voters did not desire to be represented for the purposes of collective negotiations by that union."

The AFSCME petition for bargaining rights was dismissed by PERB following the election.

Willowbrook CSEA Exec. Board Meets

The correct method of processing grievances and labor-management relations were the subjects of a meeting of the Executive Board of the Willowbrook State Hospital chapter of the Civil Service Employees Assn. on Dec. 6.

Pass It On!

This week The Leader carries the full story on what the Civil Service Employees Assn. was gaining on behalf of State workers when a double-agency agency called itself Council 50 of the American Federation of State, County and Municipal Employees threw a monkey wrench in the works by calling a strike that indirectly used mentally disturbed patients in the State hospitals to halt the negotiations.

Let your fellow workers and non-CSEA members know the true story by passing on this issue of The Leader to one of them.

GOING PLACES—See Page 9

Don't Repeat This!

Legislature's Role For Civil Service Will Not Diminish

DESPITE the Taylor Law, collective bargaining and other recent methods for conducting public employee negotiations with State and local government bodies, the role of the State Legislature in civil service (Continued on Page 14)
Civil Service Happiness

CIVIL SERVICE happiness is the satisfaction of a job well done and thereby earning both good public relations and an annual salary commensurate with skill, self-respect and human dignity.

HAPPINESS IS also an improved skill and a fatter paycheck. In addition, happiness is a chance to move upward on the promotion scale and to reach the top on an equal opportunity basis for all civil servants.

This has all been possible in the past. It is even more possible now. In the future, the opportunities are practically unlimited. Each year, more and more progress is made to place civil service on the same or higher plane than any other occupation. Opportunities are practically unlimited.

In addition, happiness is a chance to be well done and thereby earning both good public relations and an annual salary commensurate with skill, self-respect and human dignity.

The huge roadblock in federal civil service always has been Congressional pay. No civil servant could ever expect to make more than a Congressmen. And since a raise in Congressional pay has always been political dynamite, the increase in a Congressmen's pay has been a slow, tortuous process.

Thanks to a law which hardened anyone ever heard of, Congressional pay has been demoted of its explosive characteristics. Tacked to the 1967 civil service pay raise bill during a House-Senate Conference, the new law raises pay raises on the top levels almost exclusively in the hands of the President.
WASHINGTON — Seneca County employees voted to strike if necessary, last week after what one Civil Service Employees Assn. leader called "treacherous activity" by the Board of Supervisors in contract negotiations with Seneca chapter of CSEA. The county's 3,300 employees were set to go on strike next Thursday, at the request of CSEA, after the board refused to comment on the county's offer of a two-year contract which the chapter's board of directors were scheduled to attend a special meeting of the Statewide CSEA board of directors in Albany, yesterday, to seek approval of the strike from the parent body. Such approval is required in all strike actions according to provisions of the CSEA constitution.

Negotiations broke down after the CSEA chapter turned down a two-year contract which the supervisors attempted to "force down our throats."

The chapter, earlier designated as the employees bargaining agent, charged that the supervisors ignored the recommendations of a fact finder, Dean Robert Hohler of the Cornell University School of Industrial and Labor Relations, cut the salary of the chapter's president by $1,000 and denied an increment to a member of the unit's bargaining committee.

"And, the tragedy of this dispute," Ray said, "is that only between $5,000 and $10,000 separates what we want and the fact finder recommended.

Stormy Meeting

At a stormy meeting that climaxed two months of negotiating, the chapter voted to strike to "gain justice for their officers, protect the integrity of the Taylor Law and to gain much needed economic benefits," said John J. Ray, CSEA field representative who substituted for Louis T. Shaw, hospital staff representative.

"In the entire state—and there are at least 1,000 public employees and more than 600,000 public employees—no chapter officers who serve without pay, and no negotiating committee ever has been subjected to what has occurred in this county," Ray told the chapter at the meeting.

"If what has happened here does not constitute extreme provocation as required under the Taylor Law for a strike, then this law isn't worth the paper it's written on," he said.

"If you people tolerate this type of unilateral treacherous activity, and don't rise to the support of these people, and this law, there is nothing anyone in this world can do for you. This is a deliberate attempt to break your will and your nerve, and if it succeeds they will freeze out this year CSEA dues," he told the workers.

The mediator designated by PERB, Miss Mabel Leal of New York City, a member of the New York State Mediation Board panel with many years experience in the settlement of contract disputes involving employee groups comparable to the county employees' group, brought the parties together for a new round of bargaining last week. But negotiations were again culminated in the settlement reported last night.

Salary increases among those reported to the meeting were:

- 5 percent increase in the first year, due to cost of living increase.
- 4.5 percent increase in the second year, due to cost of living increase.
- 3 percent increase in the third year, due to cost of living increase.
- 2 percent increase in the fourth year, due to cost of living increase.
- 1 percent increase in the fifth year, due to cost of living increase.

The mediator designated by PERB, Miss Mabel Leal of New York City, a member of the New York State Mediation Board panel with many years experience in the settlement of contract disputes involving employee groups comparable to the county employees' group, brought the parties together for a new round of bargaining last week. But negotiations were again culminated in the settlement reported last night.

- Salary increases to bring employees to existing wage rates for comparable jobs in private employment in the Westchester area, with a minimum increase guarantee of $500 for $1,000, and a further 5 percent increase for $1,500, by 1970, with an additional guarantee that if the increase in cost of living during 1969 exceeded 5 percent the employees will receive the higher amount.

- Group insurance beginning in 1969 were also announced for employees working certain shifts hours, together with an adjustment to equalize the hours of employment for many of the employees at the Grannands Recreation center.

- Further improvements will also be made in 1970 in the area of insurance benefits and in a number of fringe areas.

The understandings between CSEA and the county have been incorporated in a written contract which extends to CSEA many important new rights related to its status as representative of County employees under the new Taylor Law, which has made collective bargaining at all levels of State and local government. The contract also provides for a new grievance procedure to adjust problems that arise during the term of the contract, which is to run through the end of 1970.

Westchester Aides To Vote

On New Two-Year Contract

WHITE PLAINS — Westchester County government employees, represented by the Civil Service Employees Assn., received first details on the contract that was reached between the County and CSEA final ratification of the new agreement, the first such agreement to be made by the County is expected to follow shortly by mail ballot, according to Pat Mascoll, CSEA unit president.

The agreement, as reported by CSEA officials, was the product of four months of intensive bargaining, in which negotiations had totally deadlocked during mid-October and then resumed under the supervision of a mediator appointed by the Westchester County Public Employment Relations Board. The mediator was brought into the situation at the request of CSEA, after the County had refused to offer further improvement in its initial wage package.

The mediator designated by PERB, Miss Mabel Leal of New York City, a member of the New York State Mediation Board panel with many years experience in the settlement of contract disputes involving employee groups comparable to the county employees' group, brought the parties together for a new round of bargaining last week. But negotiations were again culminated in the settlement reported last night.

Suggestions Asked

For Memb. Meeting

At Bronx State

Jim Barges, president of the Bronx State Hospital chapter of the Civil Service Employees Assn., has announced that he would like to have the chapter members on their preference of meeting times for the next Bronx State membership meeting.

Barges noted that meetings that can be scheduled either for lunchtime, after work or in the evenings. Barges can be contacted at the hospital.

CITED — Anthony Bellissimo, left, of Mineola, holds citation as Oyster Bay Town Supervisor Michael N. Petito presents him with a $100 check for a recent suggestion which will save Nassau County thousands of dollars annually in maintenance costs. Bellissimo proposed that all metal caps be replaced with wooden caps in metal doorway partitions in county-owned buildings.

Buffalo Hospital CSEA Members Motto Was 'Patients Come First'

BUFFALO — "Patients come first" would have been the Civil Service Employees Assn. motto during a three-day strike by an AFL-CIO union that last week hit Buffalo State Hospital.

"That's all we thought about — the welfare of the patients," said Mrs. Sarah Dalce, a psychiatric supervisor. "We've been calling Mercy Hospital in Akron, Ohio for the last few weeks. Shaw, convalescing from recent knee surgery, is not letting his current incapacitation interfere with his work. He had a phone installed at his bedside and brought his files from home. What services he cannot provide over the telephone are handled by CSEA field representatives from adjacent areas.

Dr. Bosco said more than loyal performances by employees who defied the pickets guaranteed "excellent service" to more than 3,000 mentally-ill patients. "The CSEA and the State are enceased often in disputes," one hospital administrator said, "and these will continue but over the long pull I think we can rely on the fact that the CSEA will never make mentally-ill persons the pawn in a labor misunderstanding.

Wesley Demmon, president of the Buffalo State Hospital CSEA chapter, was on vacation when the chapter started. But he was in constant touch with other chapter officers during the strike and attended a CSEA special delegates meeting last week in Albany.

CSEA members in the hospital chapter and in other CSEA units in the Buffalo area were not prepared to comment immediately in the aftermath of the Nov. 22 decision by the State Public Employment Relations Board.

"I know one thing," a chapter president said, "the PERB decision gave Council 50 a chance to bail out of what was turning into a nasty situation for them. They were beginning to look bad and they knew it."

Dutchess Board

Mrs. Madelon S. Johnson of Boxwood has been reappointed a member of the Board of Trustees of Dutchess Community College,
Remember the Holidays with beautiful color pictures!

It's a snap with this

Ansonmatic

726

Instant-loading camera

- Qlfi electric eye automatically adjusts lens openings for perfectly exposed pictures and you can manually select other lens openings for special effects.
- "Shoot/no shoot" signal tells if picture is perfect or if adjustments are needed.
- Extra large viewfinder shows lens openings on bright, clear scale.
- Complete with soft leather case, neck strap, and Ansonmatic "Anscope." 12 Strap 1/2.8 lens with variable speed shutter
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Where to Apply

For Public Jobs

The following directions tell where to apply for public jobs.

CITY

NEW YORK CITY—The Applications Section of the New York City Personnel Department is located at 69 Thomas St., New York, N.Y. 10013. It is three blocks south and one block west of Broadway.

Applications Filing Period—Applications must be received Monday through Friday from 9 a.m. to 5 p.m., except Thursday when the office is closed from 12:30 p.m. to 4:00 p.m. and from 9 a.m. to 12 noon.

Application blanks are obtainable free by the applicant in person or by his representation at the Application Section of the Department of Personnel at 69 Thomas St, New York, N.Y. 10013. Telephone 566-8720.

Mail applications to: Special Application Section, Personnel Department, 69 Thomas St., New York, N.Y. 10013. Mail forms. No return envelope.

The Applications Section of the Personnel Department is near the 12th Avenue stop of the main subway lines that go through the area. These are the IND 7th Avenue Line and the IND Eighth Avenue Line. The IRT Lexington Avenue Line stop to use is the 26th Street stop and the BMT 5th Avenue stop is City Hall. Both lines have exits to Duane Street, which is the closest way from the Personnel Department.

STATE


CANDIDATES MAY OBTAIN APPLICATIONS FOR STATE JOBS FROM LOCAL PUBLIC EMPLOYMENT SERVICE.

FEDERAL

FEDERAL—Second U.S. Civil Service Region Office, Federal Building, 223 W. Wisconsin Ave., Milwaukee 3, Wisconsin, and Broadway, New York, N.Y. 10007. Take the IRT Lexington Avenue Line to 26th Street and walk two blocks north, or take any other train to Chambers St. at 2nd Avenue.

Hours: 8:30 a.m. to 6 p.m. Monday through Friday. Also open from 9 a.m. to 1 p.m. Saturday. Telephone 372-6000. After 5:00 p.m., telephone 372-3767, give the job title in which you are interested, plus your name and address.

Applications are also available at the Personnel Office, the University of Wisconsin, and the State Office Office. On the Personnel Office, you must call to see if further information and application forms are needed. No return envelopes are accepted for application forms.
Help Wanted

HELPED WANTED

MILITARY EXAMINATION

October 1943

Final Key Answers for Written

Final Key Answers for Written

31. A; 32. D; 33. B; 34. A; 35. B;
41. C; 42. B; 43. A; 44. D; 45. C;
46. A; 47. B; 48. A; 49. A; 50. D;
51. C; 52. C; 53. A; 54. D; 55. A;
56. D; 57. B; 58. C; 59. B; 60. D;
66. C; 67. D; 68. C; 69. A; 70. C;
71. B; 72. C; 73. T; 74. A; 75. C;
76. B; 77. A; 78. D; 79. D; 80. A;
81. B; 82. A; 83. C; 84. B; 85. C;
86. C; 87. A; 88. C; 89. B; 90. B;
91. A; 92. B; 93. D; 94. A; 95. B;
96. A; 97. D; 98. A; 99. C; 100. A.

EXAMINATION NO. 2705.
EXAMINATION FOR SENIOR REAL

Housing and Development

Final Key Answers for Written

Test Held Jan. 29, 1968

1, C; 2, B; 3, A; 4, B; 5, A;
6, D; 7, C; 8, C; 9, D; 10, D;
11, C; 12, B; 13, B; 14, A; 15;
16, A; 17, B; 18, B; 19, B;
20, D; 21, B; 22, A; 23, A; 24.

"Dazzling! Once you see it, you'll never again picture 'Romeo & Juliet' quite the way you did before!" -Life
CIVIL SERVICE LEADER

America's Largest Weekly for Public Employees
Member Audit Bureau of Circulations
Published every Tuesday by
LEADER PUBLICATIONS, INC.
97 Duane Street, New York, N.Y. 10007
Tues., December 10, 1968

Civil Service Warriors

WHEN negotiations were called off between the Rockefeller Administration and the Civil Service Employees Assn., because of a strike the talks ordered by the Public Employment Relations Board, CSEA had worked the State offer up to more than $120,000,000 in new benefits for State workers and was demanding more.

It is ironic that the Employees Association, which had rejected salary and retirement benefits in that package as being insufficient, had had to drop its battle for just wage and pension benefits to take on PERB, the Governor's refusal to continue negotiations and the illegal, anti-employee activities of a competing union.

Out of the entire group listed above, only the Civil Service Employees Assn. remained in battle behalf of State workers. The Rockefeller Administration has bowed to the blackmail of an immoral and illegal strike by the union. PERB has demonstrated right along that it was not concerned with gaining employee benefits—its actions were being suffient, has had to drop its battle for just wage and pension benefits to take on PERB, the Governor's refusal to continue negotiations and the illegal, anti-employee activities of a competing union.

The real warriors for State workers are the members of the Civil Service Employees Assn. and it is the duty of every State employee to give this battle their full backing in the weeks and months to come. Every single worker should be ready to support the CSEA in every challenge it encounters. The future of well-paid government workers will depend upon this support.

City with a Heart

It has often been said that New Yorkers do not have hearts. It has also been said that nobody cares. It isn't true!

When 12 New York City firefighters lost their lives in the collapse of a cellarr in a Madison Square commercial building last year:

A dozen women became widows.

Three dozen children lost their fathers.

And the hearts of thousands of New Yorkers opened up to the fire fighters and the families.

Last week, more than $600,000 was distributed to these families. There were several large donations but the majority of the gifts to the fire fighters' survivors came from the little people who sent the dollars and the silver that they could. These gifts were truly from the heart.

Most of the fund came from the civil service corps who are always in there picking when the chips are down.

While the money will not heal the deep wounds suffered when these 12 men died protecting the lives and property of their fellow citizens, it will help pay off mortgages, provide education for children and ease the financial burden generally for these 12 families.

To those who contributed, The Leader joins with civil servants in saying thank you for making things a little easier for the 12 families, and for proving that people appreciate the work of the public employee.
State Offers Summer Jobs For Camp Sanitary Aides

Applications for camp sanitary aid in State institutions, with a weekly salary of $105, are being accepted until Dec. 31 from all United State residents. Candidates who pass the test, scheduled for Jan. 25, will be eligible for summer 1969 jobs.

A camp sanitary aide is usual-

required to furnish his own car, and all employees using their own cars are reimbursed at a rate of ten cents per mile.

To qualify, candidates must meet one of the following requirements: (a) satisfactory completion of a two-year course leading to an associate's degree, or of two years of a four-year course leading to a bachelor's degree, even at a recognised college or university or Institute and including at least six semester credit hours in general science, biology, physics, or chemistry; or

(b) satisfactory completion of one of the following courses of instruction: (1) two years of a two-year course leading to an associate's degree, or one year of a four-year course leading to a bachelor's degree with specialization in engineering sanitary science, agriculture, or dairy science; or (2) graduation from a standard senior high school (or possession of an equivalency certificate) and six months of cumulative experience as a Sanitary Inspector or Investigator; or

(c) an equivalent combination of training and experience.

A camp sanitary aide inspects sanitary facilities of camps, hotels, bathing beaches, and other public facilities in resort areas in order to enforce the provisions of the Sanitary Code. In cases of minor violations, he advises the necessary changes; in cases of repeated violations, or failure to cooperate, he refers the matter to the superior for appropriate action. He also makes reports on inspection to the district public health engineer.

Application forms may be obtained by mail or in person at the following State Civil Service Department offices: State Office Building, Albany 12244; Room 1100, 270 Broadway, New York City, 10007; Suite 726, 1 West Genesee St., Buffalo, 14202, or Room 810, State Office Building, 333 East Washington St., Syracuse, 13202.

Hosp. Has Openings For Clerk Typists, Food Service Men

Recurring permanent positions for clerk-typists, GS-1 to GS-4 ($4,231 to $5,145), and food service worker at $2.19 per hour are available immediately with the U.S. Public Health Service Hospital. All applicants for the clerk-typist position must be high school graduates. The starting salary for those who pass the test will be determined by their scores.

LAW COLUMN
(Continued from Page 6)

In summary, the Taylor Law, designed to prevent the paralysis of government by strikes of public employees, does not violate any constitutionally guaranteed rights. Court orders enforcing the Taylor Law's mandate against airlines are lawful orders within the oposition of which constitutes criminal contempt of Court. Self-interest must be curbed if necessary to the protection of the public safety, health, and welfare.

We understand.

Walter B. Cooke
FUNERALS FROM $250
Call 628-7700 to reach any of our 10 neighborhood chapels in the Bronx, Brooklyn, Manhattan and Queens.

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Stacy, Judy and Beth. Each is different. Each found her Wallace pattern at

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Spanish Lace. Sensitive, artistic, creative. An art history major. She'd rather roam through museums than department stores. Loves Bach and the Beatles. Beth is engaged to David. Now she has a chance to express herself in their future home. The sterling is simple, but beautifully designed. The way Beth thinks everything should be. Spanish Lace. Hand-textured. Every inch of the pattern shows great care. It fits the life she'll be leading. Elegant dinner parties. Luncheons for her friends from the museum.

Spanish Lace is right for Beth, a girl who is happy with classic but updated simplicity.

A GIFT FOR YOU

Buy eight 4-piece place settings of Rose Point, Shenandoah or Spanish Lace and we'll give you a butter serving knife, sugar spoon and a cherry wood chest. Buy twelve 4-piece place settings and we'll add a tablespoon to the gift package. Offer good July 1-December 31, 1968. Prices subject to change without notice.

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The more you live with it, the more you love it.

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Teachers! Overseas Opportunities For You

The Department of Defense, in cooperation with the New York State Employment Service, has announced that opportunities for American school teachers interested in working overseas are available again this year.

The starting pay for a teacher with a BA degree and two years experience is $6,105 per school year. Proportionately higher salaries are given for advanced degrees. Principal positions range from $6,482 to $12,194 per year.

In addition to the basic salary, housing is provided free or a housing allowance is paid. Transportation to and from the overseas station is also provided with charge.

Persons interested in these positions should either write for an application to the Education Unit, Professional Placement Center, N.Y. State Employment Service, 444 Madison Ave., in New York City, 10022, or telephone 688-6340.

Q. How long can I continue to cover my son who is a full-time student under the special student contract?
A. Full-time students, eligible under the dependent student contract, are covered until the student's 26th birthday. Once a student passes his 26th birthday, he can no longer be covered by the student contract, but does have the right to convert to a local Blue Cross-Blue Shield contract.

Q. We live near the Canadian border and my wife has been using a Canadian doctor for years. Now that I am a member of the State-wide Plan, will these doctor bills be covered under the State-wide Plan?
A. Yes. Any such expenses are covered by the Major Medical portion of your Statewide Plan.

Q. Does the Major Medical portion of the State-wide Plan pay for the salaries of private duty nurses while one is hospitalized?
A. Private duty nursing is a covered expense under Major Medical.

Q. I was hospitalized for a heart attack. Now that I am out of the hospital, my doctor took a cardiograph test in his office. Am I covered for this expense under the State-wide Plan?
A. Yes. You may be treated in Canada as they would be here in the United States. Free choice of physicians as well as world-wide benefits are only two of the many excellent features of the Statewide Plan.
The following is a revised schedule of the test dates for the written tests that were postponed because of the unsettled school situation:

**DAY HIGH SCHOOLS**

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<td>12-6-68</td>
</tr>
<tr>
<td>Classes for Children with Retarded Mental Development</td>
<td>11-19-68</td>
<td>12-6-68</td>
</tr>
<tr>
<td>Health Conservation Classes</td>
<td>11-19-68</td>
<td>12-6-68</td>
</tr>
<tr>
<td>Homebound Children</td>
<td>11-19-68</td>
<td>12-6-68</td>
</tr>
<tr>
<td>Psychologist-in-Training</td>
<td>11-19-68</td>
<td>12-6-68</td>
</tr>
<tr>
<td>School Social Worker</td>
<td>11-19-68</td>
<td>12-6-68</td>
</tr>
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**OTHERS**

<table>
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<tr>
<th>Date of Original Test</th>
<th>New Date</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director of English</td>
<td>11-7-68</td>
<td>12-6-68</td>
</tr>
<tr>
<td>School Secretary</td>
<td>11-7-68</td>
<td>12-6-68</td>
</tr>
</tbody>
</table>

These reports new dates for the written tests only. New applications are not being accepted.
...and the bride chose

**Grande Baroque.**

**WALLACE STERLING**

For over 25 years, incomparable Grande Baroque has been beloved by brides. The lively baroque spirit has been brilliantly redefined for today's taste, and for generations to come. Let us show you how Grande Baroque by Wallace is truly in a class by itself... a pattern you'll be proud of all the days of your life.

**THIRD DIMENSION BEAUTY**
Perfection from every angle—front, side, back—each, fully formed like an exquisite sculpture. Compare the Wallace "Third Dimension Beauty" difference.

**FOR ALIMITED TIME**
**SAVE $127.25**
on a 36-piece Service for 8
In beautiful cherry wood chest
**SAVE $159.25**
on a 52-piece Service for 12
(8 or 12 four-pc. place settings plus four serving pieces)
Available in Dinner Size
**SAVINGS OF $159.25 to $174.25**

**MATCHING Baroque SILVERPLATE**

- **Introducing Magnificent** Five-Light Candelabra
  **NOW $239.50**
  pair
  (after Dec. 31, $275.00)

  **Centerpiece,** length 18 inches
  **NOW $49.50**
  Regularly $59.50

  **Magnificent** Four-Piece Tea Set
  **NOW $250.00**
  Regularly $299.00

Special price also on Cordial Set

All special prices end December 31, 1968.
Prices subject to change without notice.

**A. JOMPOLE JEWELERS**

391-8th AVENUE

New York City

LA 4-1828 - 9
CSEA Tells All

(Continued from Page 1)

The union has been trying to get


Salaries

Here's what CSEA was putting


CSEA vs. the PEBR

CSEA has won a court


Pressure on to increase when


Program was started at


Onondaga Chapter Beats Down

Unions’ Decertification Attempt

(From Leader Correspondent)

SYRACUSE — Onondaga chapter, CSEA Service Employees Assn., has defeated an


Onondaga chapter earlier was


Onondaga chapter earlier was


Decertification ability of unions


Decertification ability of unions


Decertification petition


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### Best Wishes

**For A**

**Happy Holiday!**

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G-E-X Members’ Advisory Council
THE INSIDE STORY OF WHAT
STATE EMPLOYEES MAY LOSE
BECAUSE PERB BLEW THE WHISTLE
ON CSEA NEGOTIATIONS

CSEA had already firm offers from the Governor’s Negotiating Committee on many important salary, retirement and other CSEA demands before the unofficial coalition comprised of PERB, the Governor's office, Council 50, and various vague political sources finally succeeded—through a combination of illegal actions and assorted hanky-ponky—in stopping CSEA's bargaining talks for 124,000 State employees. Because of the break in negotiations, CSEA is now free—and owes to its members—to reveal what the State was willing to give.

The following salary increase was offered by the State, but was rejected by CSEA’s negotiating committee as grossly insufficient:

1. SALARIES (Rejected by CSEA)
    ○ Four percent across-the-board with a $50 minimum annual raise for each employee effective next April 1. (Equivalent to $240 across-the-board per employee.)
    ○ PLUS $100 additional salary adjustment for each State employee working in Bronx, Kings, New York, Queens, Richmond, Nassau, Suffolk, Rochester and Westernchester Counties.

Following CSEA's rejection of the above offer, the State Negotiating Committee agreed to try to find additional CSEA's salary demands. Had negotiations continued, there is every reason to believe a much better offer would have been reached.

The following offer had been worked out between the State and CSEA to improve the State employees' retirement program:

2. RETIREMENT

   (1) 1/60th of final three-year average salary for each year of service for employees with 25 years of service. (Guaranteed half-pay after 25 years of service.)
   (2) Service in excess of 25 years would receive additional pension credit at the rate of 1/60th of final three-year average salary for each year of service beyond 25 years. (Correction officers are excluded in this plan.)
   (3) Employees with less than 25 years of service would be eligible to receive a pension equal to 1/60th of final three-year average salary for each year of service after age 55.
   (4) Vesting after ten years of service at the 1/60th rate. Vesting after 25 years of service at the 1/50th rate.

Because of the stopping of negotiations, the above benefits as they stand—tied alone any chance of further improvements—are now in danger of being lost to State employees. Who's to blame? . . . All those mentioned above who were a party to stopping CSEA's negotiations!

ON THE POSITIVE SIDE, CSEA WILL TAKE ALL POSSIBLE STEPS TO:

1. Make the State come through with at least what has already been offered, and
2. Resume negotiations and push for a final offer which will be far better than the inadequate commitments made thus far.

In addition to the firm offers made by the State on salary and retirement benefits, the following demands were tentatively agreed to by the Governor's Negotiating Committee:

1. Retirement allowance to be based on three-year final average salary.
2. Elimination of the requirement that overtime worked be taken as compensatory time-off during the same work week, thereby providing for payment in cash at 1½ times an employee's regular rate of pay for work in excess of 40 hours per week.
3. Guaranteed minimum of one day's pay to employees called to work for emergency duty outside of regular work hours for a period of less than 4 hours.
4. Employees disabled in the line of duty to have time on Workmen's Compensation leave credited toward time required to earn their annual increment.
5. Full salary protection for employees affected by automation.
6. Toll-free passage over the Triborough Bridge for employees of the Metropolitan State Hospital employees who drive their own cars to work and who do not live on the institution grounds.
7. Elimination of the requirement that an employee must have contributed to the retirement system for five years before he can vest.
8. 100 percent of the current pension benefits to be used for vesting under the retirement system.
9. Full life insurance coverage on loans from the retirement system effective 30 days after the effective date of the loan.
10. A provision whereby employees who failed to transfer service credit from one retirement system to another may do so at a later date and gain all benefits available, providing such employees give notice to both retirement systems of their desire to transfer all credits earned in the first system. Such employees will be required to deposit in the second retirement system the total amount of contributions withdrawn from the first system.
11. For current retirees under the State Employees Retirement System, extension of eligibility for cost-sharing supplemental benefits to pensioners receiving annual retirement incomes up to $8,000, instead of the present $7,000 ceiling.
12. Provide four three-day holiday weekends for State employees similar to the arrangement enacted by the Congress of the United States.
13. Increase from $2,000 to $4,000 the Paid-Up Death Benefit for Retired State Employees.

Tentative agreement was also reached on these important improvements in the State Health Insurance Program:

BLUE CROSS COVERAGE:
   a) Make Covered-in-Full Hospital Services available for 365 days during each hospital confinement, instead of the present 120-day availability of such services.
   b) Increase from $45 to $120 daily payments for Full Hospital Services for confinement for mental or nervous disorders.
   c) Cover Out-patient diagnostic X-ray and laboratory services at 80 percent of cost.
   d) Increase Routine Delivery Maternity Indemnity from $100 to $150.

BLUE SHIELD COVERAGE:
   a) Increase Maternity Indemnity from $500 to $580.
   b) Provide In-patient psychiatric coverage on a benefit schedule basis.

MAJOR MEDICAL COVERAGE:
   a) Increase Total Major Medical Benefit from $29,000 to $50,000.

CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
32 ELK ST., ALBANY, N.Y.