Gov. Rockefeller – Please Read!

(The following article is reprinted from the Dec. 2 issue of the White Plains Reporter Dispatch. Because it sums up so accurately the destructive effect of separate bargaining units for State employees, The Leader is reprinting the article in full.—THE EDITOR.)

If the Public Relations Board's latest brainstorm prevails, there is no telling when or under what tangled circumstances the process of collective bargaining between the State and employee representatives would proceed.

Rejecting a proposal that the State continue negotiating with the Civil Service Employees Association as an umbrella agent for 240,000 employees, The PERB and there were 3,700 job classifications involved and:

The enormity of this diversity at its annual and the great range in the qualifications required for employment in... that would preclude effective and meaningful representation to... into a single unit.

Maybe so, but look at the PERB's alternative. Instead of one maze, it creates five in or 124,000 employees, the PERB... United States Military Academy at West Point. 'They replace James P. Grace T. Nulty, long associated with Wesleyan University.

Vacation Planning? See Page 14

the professional staff of the State University; operational services, security services, institutional services, administrative services and professional, scientific and technical services.

But there will be no elections until the eligibility and exclusion of various civil service titles in each of the units have been determined—a who's who game with infinite complications.

There is the further complication, that so far at least 16 different employee organizations are seeking to represent State workers, and not necessarily along the lines of demarcation sketched by the PERB.

We apologize for the verbiage this add, but the dimensions of the colossal overreach by the PERB are best illustrated in the following Associated Press summary of the functions of the five negotiating units:

- Institutional services, 33,000-35,000 employees in about 40 institutions. All attendants, non-professional health technicians, cooks, food preparers, barbers, beauticians and other employees who participate in recreational, educational, vocational, social and spiritual programs designed to aid... the physically or mentally ill or handicapped.

- Administrative services, 40,400. All clerical titles, typographers, mail and supply workers, maintenance personnel, janitors, and professional, scientific and technical workers.

- Security services, 7,600. Park police, correctional officers, fire officers, institutional, educational, vocational, and professional, scientific and technical workers.

- Operational services, 15,000-20,000 employees. Skilled workers manual laborers, construction workers, maintenance, personnel, painters, janitors and other buildings and grounds workers, ship or drydock workers and other skilled or unskilled workers or machine operators, except part-time and seasonal help.

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Miss Nifty Hospitalized

Grace T. Nulty, long associated with the Civil Service Employees Association, and, more recently, employed in the State Blood Bank Program, is in St. Vincent's Hospital, Seventh Ave. and 11 St., Manhattan, room 331..
Two Reappointed
ALBANY—Two reappointments to the State Board of Social Welfare are:
John P. Hale of The Bronx, who is a member of the American Arbitration Association and a New York City attorney.

Mrs. Alexander E. Holstein of Syracuse, who is a project director for a unit of Women in Community Service Inc.
The board is comprised of 15 members and makes rules and regulations for the State Department of Social Services.

DON'T REPEAT THIS!

(Continued from Page 1)
open on a river of new patronage jobs for loyal party members. President-elect Richard Nixon has announced that he will seek new talent for his administration no matter what party that gifted person might be enrolled in. But the majority of the positions will go to the faithful and this week "Don't Repeat This" begins its exclusive listing, as a service to readers, of the top jobs coming up for appointment next year.
The full list will appear in the next several issues of The Leader.
The listing comes from one of the most sought-after books of the year—a $2 publication issued by the Congressional Committee on Post Office and Civil Service.
The jobs, ranging from the executive branch to U.S. accounting departments, are exempt from civil service examinations.

Executive Department
Special Assistant to the President for Consumer Affairs, at $28,000; a counselor and two special consultants to the President, each at $20,000 (PA); a representative of the U.S. to the Warsaw Valley Interstate Commission at $100 per day, when actually employed.
In addition, there are two other special assistants to the President, a deputy press secretary, a special counsel, associate special counsel, a deputy special counsel, a deputy press secretary, and an administrative assistant to the President, all not to exceed $30,000 a year.

Office of Budget
The Director of the Budget and Deputy Director (C) command $30,000 and $29,500 respectively. Three assistant directors are rated at $28,750; another assistant, at $26,974; an administrative assistant, at $19,203; a secretary to the Director, also at $19,203; a secretary to the deputy director, at $16,997; two secretaries to assistant directors at $8,462.

(Continued Next Week)

Tool Room Openings
Applications are now being accepted for positions in the Manpower Development Training Program for tool room attendant at $2.15 per hour. The full-time positions will be assigned to the Harlem and Bedford Stuyvesant Centers, within the MDTP program. No part-time jobs are open.
Requirements are as follows: high school or equivalency diploma and at least nine years of recent, full-time paid work experience in the use of common hand tools. Candidates must be citizens of the United States or deolectants.
Applicants may apply by writing to: Peter P. Guida, Personnel Supervisor, Manpower Development Training Program, 119 Livingston St., Room 814, Dept. “TA”, Brooklyn, New York 11201.
They should indicate the following in the letter: full name, address and phone number, and a statement indicating that they wish to apply for the position of tool room attendant and a description of the kind of work which they have done during the past nine years.
Applicants are asked not to phone or visit regarding tool positions.

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DID YOUR MEDICAL PLAN PROTECT YOU AGAINST...

Out-of-Pocket Expenses for Doctor Visits? YES NO □ □
Maternity Bills? □ □
Extra Charges for Surgery? □ □
Extra Charges for Specialist Care? □ □
Confusion over panels of participating doctors? □ □
Uncertainty as to services covered in full or in part? □ □
Limitations on Certain Services? □ □
Filling in claim forms? □ □
Discussion of fees or income with the doctor? □ □

If you belong to a medical plan, we suggest you check the above list against your family’s experiences with medical care over the past year or so.

If you can check the “yes” box for every question, you are either an H.I.P. member or you haven’t had much need for doctors’ services lately.

*In H.I.P.’s basic service program, claim forms are needed only for emergencies requiring the use of non-H.I.P. physicians. They are also needed for optional benefits such as anesthetics and prescribed drugs and appliances.
CSEA Demands 4-Grade Upgrading For Correction Officer Occupation Series

( Special To The Leader )

ALBANY—Because New York state correction officers, correction hospital officers and correction youth camp officers have taken on increasing and demanding responsibilities in the custody, security, control and discipline of inmates, the Civil Service Employees Assn. has asked Correction Commissioner Paul D. McGinnis to support CSEA's demand for a four-grade reallocation in these job titles.

The CSEA request was accompanied by the presentation of current work responsibilities of correction officers prepared by William L. Loom, CSEA research chief, with assistance from Correction officer members of the Association.

The CSEA report said that correction officers are responsible for the custody, security, control and discipline of as many as 600 inmates at once in State institutions, many of them hardened criminals.

In addition to the protection of life and many crimes are committed within the institutions by inmates—they are responsible for all security of cell blocks, proper functioning of mechanical units, cleanliness and sanitation of cell blocks, enforcement of departmental and institutional rules, and the proper psychological environment for constructive correctional practices, the report continued.

Leadership Qualities

Correction officers are charged with the duty of attempting to correct and improve the attitudes of the inmates, and to provide guidance and counseling to them. For this reason, CSEA stressed, leadership qualities are essential to every correction man.

Besides their regular duties, the report goes on, correction officers frequently must serve an educational function—they are required to teach inmates to recognize the rules and regulations of society, so that upon their return to normal life, they will be capable of assuming their proper place and become good, law-abiding citizens.

A view report found, correction officers fill in for absent educational staff for long periods of time. The report said correction officers as teaching, trade instruction, nursing, guidance counseling and food service maintenance. The also work Saturdays, Sundays and holidays with no additional compensation.

In the four Youth Camps maintained by the State Department of Correction, correction officers are employed as counselors. Guidance counselors within the institutions maintain regular courses and experience in social services, but the correction officers work as a living experience and with less formal experience.

However, CSEA found that institution officials are taking advantage of the men's experiences in custody, security, control and discipline.

CSEA also found that inmates depend psychologically on the correction officer more than they do on the professional treatment personnel such as institution psychologists and counselors. This places an additional burden of involvement on the correction officers.

The use of correction officers as lay counselors is likely to continue, the report states, since probably there will never be enough money in the State budget to provide adequate professional counselors.

CSEA also cited that New York City correction officers are probably the lowest paid of the whole nation, and that the CSEA demand is for a living wage.

(Continued on Page 14)

Seneca County Gives In! CSEA Calls Off Strike

( Special To The Leader )

WATERLOO—A strike by employees of Seneca County, based on extreme pressures in a few moments before it was to have taken place last week after the County Board of Supervisors completely capitulated to the demands of the Civil Service Employees Assn. and the recommendations of a fact-finder appointed by the State Public Employment Relations Board.

The CSEA chapter representing the county's employees received permission for the withholding of services from the parent body's board of directors earlier in the week. Negotiations between CSEA, the recognized bargaining agent, and the county broke down after the Board of Supervisors:

• Ignored recommendations of the fact-finder's report—Denis Risley of the Cornell University School of Industrial and Labor Relations;
• Tried to force employees to accept a watered-down salarial increase of $300;
• Cut the salary of Frederick Morehouse, CSEA chapter president, by $1,000 and
• Denied a salary increase to Angelo Bianco, head of the chapter's negotiation team.

John Ray, CSEA field representative for the area, filed "retaliatory" charges against the county immediately after the pay cut announcement was made. These charges, pending before PERB, have been dropped since the new contract provides the restoration of the salary and back pay that was cut. At earlier negotiations sessions a tentative pact was reached which included a salary increase of eight percent with a minimum of $300. The pact was approved by CSEA but rejected by the Supervisors Committee of the Whole. The board then proposed a contract with a five-percent increase for all employees, reducing the chapter president's salary and approving the collective bargaining agreement.

The chapter, however, rejected this proposal, charging that the contract was too little and was not negotiating in good faith.

Then the supervisors came up with an offer—$300 across-the-board raise. CSEA accepted the fact-finder's proposal but the county rejected it, offering instead $300 during the first year and a second year increase of $200.

When CSEA rejected this, the supervisors submitted a budget including $300 for raises for all employees, reducing the chapter president's salary and disapproving the collective bargaining agreement.

However, when the parent CSEA body approved strike action, the Board of Supervisors reconsidered the fact-finder's recommendation, amended the budget to reflect the plan and added an additional $300 across-the-board in 1970 to make the offer.

John Ray, discussing the last minute change in County policy and CSEA's decision to call off the strike, said:

"I'm relieved. We didn't want to be forced to the streets but each time we took a step the supervisors were right there to close down the County government's operations. Our actions here show that we are responsible labor organization, ready to give and take but never ready to give in. And we'll fight for this to the end.
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- Both Hands or Both Feet or Sight of Both Eyes ........... $10,000
- One Hand and One Foot .......................... $10,000
- Either Hand or Foot and Sight of One Eye ............... $10,000
- Either Hand or Foot ................................ $5,000
- Sight of One Eye ................................ $5,000

RATES: Bi-weekly Premium

MALE

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$25,000 Available to Office & Clerical Workers

The exclusions of this rider relate to suicide, war, service in the Armed Forces and certain aircraft hazards.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF NEW YORK, to all people of the age of sixteen years or over, who are now or may hereafter be, residents of the City of New York, or of any other place, who may have knowledge of the estate, effects, or property of Olaf Arnesen, also known as Olaf Arensen, Olof Arensen, Olaf Arensen, Anna T. Rosen, and the heirs or assigns of the said Olaf Arnesen, and who may hereafter acquire any knowledge of the estate, effects, or property of the said Olaf Arnesen, and to the said heirs or assigns of the said Olaf Arnesen, and also to all other persons interested in the estate of the said Olaf Arnesen, be it known that the undersigned attorneys of New York, attorneys for the estate of the said Olaf Arnesen, have this day commenced an action in the Supreme Court of the State of New York, in the County of New York, for the estate of the said Olaf Arnesen.

In the event of accidental death or dismemberment ALL NEW for members of the Civil Service Employees Association presently covered by the Accident & Sickness Disability Income Plan.

Where to Apply For Public Jobs

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

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

Applications: Filing Period — Applications issued and received Monday through Friday from 9:30 a.m. to 5:30 p.m., excluding holidays.

Applicants must be of legal age and physically capable of performing the duties of the position for which they apply.

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

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STATE — Room 1100 at 110 Broadway, New York, N.Y. 10005.

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Place Of Employment

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Rockland Opens Custodial Posts

Open-competitive and promotional exams will be given for custodians in Rockland County Feb. 19. The positions, in various school districts in the county pay between $5,400 and $6,258 per year.

The promotional exam requires one year's experience as a custodian, six months of which has been immediately prior to the examination date. The written test for all positions will cover knowledge of building cleaning, maintenance and operation; and knowledge of supervision.

Further information is available from the Rockland County Personnel Office, County Office Building, New City, 638-9544.

Commissioner Named

ALBANY—Hoyt Ammldon, of Cold Spring Harbor, has been appointed by Governor Rockefeller as a Commissioner of the New York Port Authority. He will serve in the unsalaried post until July 1, 1974.

Help Wanted

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Investigate Dr. Miller

A s the man responsible for the entire operation of the State Mental Hygiene Department, Commissioner Alan Miller should be thoroughly investigated for his apparent role in aiding and abetting a strike against several Mental Hygiene hospitals which was staged recently by a union representing only a fraction of the workers of these institutions.

This newspaper has strongly substantiated reports that the directors of at least three of the struck institutions informed Dr. Miller that the majority of personnel were on duty and there was, in their professional opinion, no need to transfer patients to other institutions. Dr. Miller ordered the transfers anyway.

Actual counts at the struck hospitals confirmed that there was, indeed, more than sufficient staff to carry on. Yet, information given out by the Mental Hygiene Department indicated staffing, in some cases, of less than 50 percent to transfer patients to other institutions. Dr. Miller should be thoroughly investigated for his apparent role in aiding and abetting a strike against several Mental Hygiene hospitals which was staged recently by a union representing only a fraction of the workers of these institutions.

The same goes for the number of pickets in front of the hospitals. This newspaper took an actual check at one institution and found 16 persons picketing. This number was substantiated by official police reports. Yet, a call to the Mental Hygiene Department within minutes after the check produced "official information" that more than 50 persons were picketing.

Dr. Miller further encouraged this phony strike by declaring that an expenditure of such expenditures on picketing of employees should be held, although the stated purpose of the strike was to halt negotiations on benefits for State workers then going on between Civil Service Employees Assn. and the Rockefeller Administration.

Of course, it is highly unlikely that Dr. Miller will be investigated because his superiors, the Rockefeller Administration, went along with everything and the result is that State workers may very well see an entire session of the Legislature pass without any worthwhile improvements being made in their salary and retirement benefits next year.

The only hope we see is that responsible members of the Legislature will feel strongly enough that truth requires a thorough investigation of this case and of the misleading hounding away at the Civil Service Employees Assn., the only true "labor union" which has represented State workers so successfully for more than half a century.

Protection Needed

Of B of the major goals of the Transport Workers Union for the coming year is the implementation by the New York City Transit Authority and its Manhattan and Bronx Surface Transit Operating Authority of an "exact fare" plan for surface lines.

Under this plan, bus drivers would be no longer required to change money or collect fares from the locked and sealed fare boxes. This is to cut down assaults and robberies—$35 in the last 18 months—on bus drivers.

Nationwide, 35 bus drivers have been shot during the
The plan is relatively simple. The driver carries no charge or tokens, so the passenger must deposit the exact change in the farebox. If the passenger lacks the exact fare, he overpays and is given a refund slip redeemable later. The farebox is locked and the driver does not carry a key. The result—opportunities and temptation for robberies are lessened.

But drivers and the riding public deserve adequate protection. By removing opportunity and temptation, thefts are less likely to invade bus, assault and rob drivers and terrify passengers.

But there is other action that the Transit Authority can take. Permissive legislation has been enacted to authorize the TA to hire additional policemen for the Transit Police to patrol buses and bus routes. The TA should take advantage of this legislation before the State Legislature mandates such action.

The public and the public employee deserve this protection.

Research for Protection
...so more will live.

Respiratory diseases cause or contribute to about 80,000 deaths a year in the United States. They are the major cause of time lost from school and work. Tuberculosis remains a major public health problem. Discovery and treatment methods which are the results of years of research have greatly improved, but TB can only be wiped out when research provides the answer to prevention and eventual elimination.

Air pollution contributes to the increase in respiratory diseases. The contamination of the air is largely caused by the waste products of man: fumes from internal combustion engines; smoke from power plants; oil refineries and other industrial operations; open burning; trash piles and incinerators.

In every community in New York State, Health Associations work diligently to secure the funds necessary to continue the fight against respiratory diseases and combat air pollution. Their major source of income is the sale of Christmas Seals. The power of the Christmas Seal is unique in the history of voluntary giving. Not only has the Seal raised money to finance programs in tuberculosis and respiratory disease but it also has alerted the public to the problems of air pollution and school health.

Support your local health association by purchasing and using Christmas Seals.

Benefits for Protection
...so more will be secure.

The Statewide Plan—since its beginning in 1957—has been improved and expanded to provide more protection for eligible persons and their dependents against the steadily rising costs of hospital and medical care.

Medical research has given mankind ways both to prevent illnesses and cure them when they strike. Hospitals and doctors are far better equipped to effect cures than they were a few years ago.

The benefits of the STATEWIDE PLAN are constantly being expanded to meet the needs of those it serves—employees of New York State, other governmental units and their dependents.

The Major Medical provisions of the STATEWIDE PLAN—provided through the Metropolitan Life Insurance Company—are important! When the total amount of covered medical expenses incurred by a member (or one of his or her dependents) is not covered through Blue Cross-Blue Shield and/or exceeds the benefits under the basic Blue Cross-Blue Shield contracts, the Major Medical expense benefits will cover 80% of the excess covered medical expenses up to a maximum of $10,000 during a calendar year or $20,000 during a lifetime, for each covered subscriber. The initial amount for a member, or an eligible dependent of a member is the first $50 of covered medical expenses in any calendar year.

If you are not now enrolled in the STATEWIDE PLAN, get all the details on how you may enroll from your Payroll or Personnel Officer.
CSEA Recognized

GENEVA — One hundred non-teaching employees have won the right to be represented exclusively by the Geneva unit of the Ontario County chapter of the Civil Service Employees Assn. In a unanimous vote by the Greater Geneva Board of Education recently, the Geneva unit was recognized as the sole bargaining agent.

The Draft and You Questions and Answers Every Monday in

NEW YORK DAILY COLUMN

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The People of New York Who Never Died

OK Time Off For Dec. 19 Delegates Meet

ALBANY — Chapter delegates, members of the board of directors, the sergeant at arms, six assistants, and the delegates and credential committee of the Civil Service Employees Assn. have been granted time off from their regular board of county to leave credits in order to attend the special CSEA delegates meeting in Albany.

In response to CSEA president Theodore C. Wenzl’s request of Dec. 9, Albert L. Taylor, chairman of the Governor’s negotiating committee, said that “in view of the completeness of your organization for such a meeting during our recent negotiations with your organization as the recognized representative of State employees in the general negotiating unit, this request is being granted.”

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The People of New York Who Never Died

ALBANY — New employees of the State who enroll late in the State-administered health insurance program may unknowingly find themselves without proper insurance coverage, the director of State Health Insurance recently warned.

In a message to State agencies and participating local governments, Samuel R. Freeman said: “Late enrollment can have extremely serious consequences for your employees and/or your dependents. At the very least, it means a delay in coverage. At worst it can result in one or more members of a family being denied coverage indefinitely, with possible disastrous financial consequences.”

Freeman also noted that “in those participating subdivisions which still contribute at the pre-June 1967 employer share rates, late enrollment can prevent an employee from continuing coverage in retirement when it is frequently most needed.”

The insurance director further stated that tardiness increases the volume of statements being filed, thus adding more costs for administration of the program. “These added charges,” he said, “must, of course, be borne by both employee and employer.”

Freeman has urged all State agencies and participating subdivisions to make known the new requirements for timely enrollment and the penalties of late enrollment.

Each employee is required to submit either an enrollment form or a notice of declination during the period he is eligible to enroll.

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Tremendous Future for you in the
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OK Time Off For Dec. 19 Delegates Meet

ALBANY — Due to the efforts of the Civil Service Employees Assn., eight titles in the X-ray technician series and four in the laboratory technician series have received one-grade reallocations, and employees in these titles will now benefit from the insurance director further stated that tardiness increases the volume of statements being filed, thus adding more costs for administration of the program. “These added charges,” he said, “must, of course, be borne by both employee and employer.”

Freeman has urged all State agencies and participating subdivisions to make known the new requirements for timely enrollment and the penalties of late enrollment.

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Mrs. Poston stresses in her answer to the CSEA that "Our objective, in seeking the information is to strengthen research efforts aimed at improving our recruitment, testing and placement practices to provide equal employment opportunities."

**Ethnic Survey Forms Revised by State CSEA**

ALBANY—The Civil Service employees Assn. has won another battle in its fight for equal and fair treatment for all State employees.

The demands by the Assn. that the State Civil Service Commis-

sion revise its ethnic survey form—given to applicants to fill out when taking civil service exams—to include a statement that the giving of the information sought was voluntary, has now been answered.

In a letter to Dr. Theodore C. Wenda, president of CSEA, Civil Service Commission president Mrs. Emma Poston said: "We are in the process of developing a revised form for obtaining ethnic information. The language of this form will make it very clear that the use of the form is voluntary. The instructions will also indicate that the form in no way affects the applicant's exam score or his standing on the eligible list.

CSEA had protested vehemently in November the use of the form, which asks for ethnic background—race, religion, etc. Originally, there was no indication on the forms that their completion by applicants was voluntary. CSEA protested because some employees felt that the information they gave might be used to discriminate against them in State employment.

LEGAL NOTICE

SUPREME COURT OF THE STATE OF NEW YORK, COUNTY OF BROOKLYN

BRYANT 9-4050

BRANFREY 1-2

New York City

IN THE NAME OF THE STATE OF NEW YORK, AND IN THE NAME OF THE STATE'S CIVIL SERVICE COMMISION, FOR A VENUE OF BROOKLYN, COUNTY OF BROOKLYN, NEW YORK.

A動 HATION FOR ABSOLUTE DISMISSAL

TO ALL THE ABOVE NAMED DEFENDANTS:

You are hereby summoned to answer the complaint in this action and to serve a copy of this complaint on or before the 20th day after the service of this summons, and to appear and answer the same on or before the 1st day of December, 1968, at the office of the Clerk of the Court of the State of New York, County of Brooklyn, New York. This summons is in its entirety a qualified summons for an absolute dismissal, issued on the plainiffs' attorney, with a 30 days after service of the summons, and is for the purpose of determining the liability of the defendants in this action.

The names of the defendants are:


This summons is in its entirety a qualified summons for an absolute dismissal, issued on the plainiffs' attorney, with a 30 days after service of the summons, and is for the purpose of determining the liability of the defendants in this action.

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**CIVIL SERVICE LEADER**

Tuesday, December 17, 1968
Law Journal Names Botein To Head Board Of Editors

Presiding Justice Bernard Botein of the Appellate Division, First Department, who will resign at the end of the year to re-enter private practice, will become senior partner of one of the country’s leading law firms, as announced by Jerry Finkelnstein, chairman and publisher of the New York Law Journal since 1947, and by Justice Botein, who will head a group of leading jurists effective January 1. Justice Botein will head a group of leading jurists of the New York Law Journal editorial board and counsel to the paper. Both posts will be effective January 1. Justice Botein will head a group of leading jurists and lawyers from various parts of the country who will become senior partner of one of New York City’s oldest law firms, which will be known as Botein, Hay, Sklar & Herzberg.

The appointment of Justice Botein and other executive changes in the Law Journal were announced by Jerry Finkelnstein, chairman and publisher of the New York Law Journal since March 1947, and by that associate, said it planned to do nothing to correct this situation, despite the fact that it was against the law. In a telegram to Dr. T. Norman Hurd, director of the Budget, Council president Charles D. Wenzl charged the State with violating Section 81 of the Civil Service Law, which forbids out-of-title work for State employees except during a temporary emergency. Wenzl complained of “impartial investigation and correction of this out-of-title work, which also constitutes a waste of the taxpayers’ funds.”

This out-of-title work . . . deprives the mental patients of the services of the attendants who are performing the housekeeping work. This is the head of the Council 50 members whose husband is the head of the Council 50 local at that school,” he said. Council 50 countered with an accusation that field representatives of a labor union have engaged in out-of-title work for State employees except during a temporary emergency. Wenzl accused the charges: “This situation is not only a waste of money to the taxpayers and a terrible injustice to the other attendants and housekeepers at the school; it is a clear violation of the Civil Service Law. We also consider it very likely that one of the people getting paid at a grade 6 rate, while doing a grade 4 job is related to the School’s Council 50 local at that school, and has come up with a lot of explanations in this case, or Council 50’s petition will be expected for action.”

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CSEA Officials Charge

Erie County Pay Pact Endangered
By Harassment Tactics Of Unions

(From Leader Correspondent)

BUFFALO—Negotiators for the Civil Service Employees Assn. warned this week that pay raises for Erie County's 6,000 employees are in jeopardy because of harassing tactics by smaller unions.

"We will be able to negotiate a salary increase," said Neil V. Cummings, president of the CSEA chapter, "but we will have been able to achieve much more in the way of conditions and protection if we had been able to bargain uninfuenced by the actions of the little unions who are representing parcel of our general unit."

Erie chapter, recognized under the Taylor Law as the bargaining agent for the specific unit, has been negotiating with Erie County officials on a contract since early last Fall.

The CSEA seeks a pay hike of 10 percent and upgrading of each employee to the next higher pay grade. Increases would start with the highest grades.

Other CSEA proposals call for full-paid hospitalization, more longevity incentives, more personal leave, five-day vacation, added mileage allowance and pay college students half for work after 40 hours.

Cummings joined Thomas B. Towse, assistant counsel for the Civil Service Employees Assn., told The Leader that as Dec. 9, PERB hearings to determine the proper bargaining unit or units had been adjourned. It had been difficult if not impossible for the management of the several employee organizations, including CSEA, which are seeking recognition to represent SUNY faculty.

Towse told Robert D. Hefley, chairman of PERB, that a petition for a full explanation of grievances was in full this highly irregular and improper action taken by the Director of Personnel without prior consultation with the parties involved.

Towse stressed that, since CSEA had requested recognition on SUNY campuses in September, 1967, the arbitrary adjournment of PERB's investigation of the Association's case, and has the effect of further depriving the faculty of the State University of its rights as set forth under the provisions of the Taylor Law.

"The hearings in this case have been underway for about five months, and the effect of the continued adjournment may well result in defeat of representation for the faculty of the State University for the 1970-71 fiscal year."

Highly Irregular

The CSEA attorney asserted that the Director's action to adjourn the litigation was "highly irregular and would not be permitted by any Court in this jurisdiction or by the Federal judiciary."

At Leader press time, no reply had been received from PERB.

Other organizations voting for representation rights include the University Federation of the State University of New York Association of Teachers, and the Professional Association of the State University of New York.

CSEA & State Meet On Mental Hygiene Dept.'s Abuse Of Career Ladder

(From The Leader)

ALBANY—Civil Service Employees Assn. officials and four State institution employees met last Friday, Dec. 13, with State Civil Service Commission representatives to air their gripes over the abuse of the seniority system in the Mental Hygiene Department.

The meeting came as a result of CSEA's complaints that State employees in occupational and recreational therapy that employees use the seniority system to set job qualifications so high that they can hire outside help instead of promoting State employees.

In a letter to Mrs. Ersa Postma, president of the Civil Service Commission, CSEA president Theodore C. Wenzel had charged: "Career ladder occupations were proposed to employees groups on the basis that they would provide better opportunities for promotion and therefore provide better careers for employees in such occupations."

For Outside Recruitment

"From our experience, however, the employer uses the ladder system for one main purpose to set qualifications for the new positions as high as possible so that it enables recruitment directly from the outside."

The nine-day trip will leave New York on March 4. The trip will consist of a visit to the University of New York for the 1970-71 fiscal year.

Highly Irregular

CSEA Executive Director Joseph D. Lechnier and program officer Charles T. Mays and Joyce Lyman from the State and Joyce Lyman from the State University of New York presented CSEA's case at the meeting.

Mental Health, according to the Mental Health Department.

The meeting consisted of discussing conditions and protection had come from Helsby.

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Southern Conference Raps Council 50 & Governor

(From Leader Correspondent)

WHITE PLAINS—Pat Monachino, collective bargaining specialist for the Civil Service Employees Assn., told members of the Southern Conference at a meeting Dec. 6 that Gov. Rockefeller has "betrayed every State employee," and added that "by ceasing negotiations, many types of benefits are jeopardized." He referred to recent action by Council 50, AFL-CIO and said he was "here to see how you feel about these events."

Monachino's remarks were part of a 3½-hour meeting hosted by the Westchester chapter, CSEA, and attended by approximately 80 members from Dutchess, Westchester and Orange Counties at the Westchester County Office Building—all of whom denounced the strike which threatened the security of mentally ill patients but did not affect them.

Nick Puzziferri, conference president, from Rockland State Hospital, presided. Guests attending included Tom Luposello, CSEA field staff supervisor, James Graham and Tom Braun, field representatives, Joe Deasy, Jr., city editor of The Civil Service Leader, and Harman Switz III, newly-named field representative for the area.

Discussions at the meeting centered on three main points; two were official motions. One motion asks the State CSEA if the Southern Conference should become politically involved. A second motion requested the Statewide Association's Board of Directors to consider dropping the word "Union" and changing the organization's title to Civil Service Employees Union.

Following Monachino's remarks, discussion from the floor centered on the recent strikes called by Council 50 at area mental institutions.

Mrs. Nellie Davis, former president of the Conference and president of the Hudson River State Hospital chapter, said, "The union should be ashamed of themselves. These strikers may someday need the tender, loving care the employees give the patients. The union lost many members when they struck. They are nothing—we don't even know they exist at Hudson River.

They came running to CSEA, wanting to get out of the union. I think we should stand up and be counted, but we don't have to hurt our patients to do it. Fifty pickets outside a building does not close a hospital. It was Gov. Rockefeller and (Mental Hygiene) Commissioner Miller who did it."

Further discussion led to the possibility of necessary withholding of services, in the future, by Mental Hygiene Department clerical workers, switchboard operators and bookkeepers. It was emphasized that these strikes, if necessary and authorized, would in no way harm patients or effect them in any way, which the membership felt important.

Referring to the motion on CSEA becoming politically involved, it was noted that with 171,000 votes, CSEA is a strong factor in the political picture. Reports were heard on recent candidates' nights. The decision was "CSEA members should at least follow what the men do in the Senate and Assembly and remember at election time when they act unfavorably towards CSEA."
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CIVIL SERVICE LEADER, Thursday, December 17, 1969
CSEA Wins Continued Stay Against PERB’s 5 Unit

(Continued from Page 1)

the Legislature on Jan. 22. The "go-slow" policy would start Jan. 30 if the chapter’s resolution is adopted.

Salary Committee Meeting

The purpose of the meeting, it was said, would be to discuss whether there would be a meeting of the Salary Committee prior to the January meeting of employees Association delegates.

Repeal

The decision to include the Taylor Law repeal, a repealer is scheduled for this week at a stormy session of the organization’s board of directors, was detailed by Dr. Theodore C. Wenzl, president of the 170,000 member public employee group, who volted complete disengagement with the new law. He likened it to "a runaway Frankenstein monster" working against its intended purpose.

CSSEA’s final rejection of the Taylor Law was prompted by a recent determination handed down by the Public Employment Relations Board, administrative agency for the law, splitting 124,000 State of two hours guarantee separate units for collective bargaining purposes. Concurrently with this determination, the PERB failed to call to CSSEA contract negotiations in behalf of these workers on a single unit basis.

CSSEA has been recognized to bargain for the entire group by Governor Rockefeller in November, 1967 and was in the process of negotiations due to be finished and the contract to run through March 1970.

Strangled

Wenzl said that this organization originally had "looked to the Taylor Law with hope," but concurrent with the above determination, the law "CSSEA is being clubbed to death by authority and strangled by tawdry legal procedures.

Shorty after being designated PERB's special counsel for multiple State workers in 1967, CSSEA negotiators were stopped after only two months of negotiation with smaller unions who challenged, through PERB, the appropriateness of the one general bargaining unit unit. CSSEA's right to negotiate was eventually upheld in the State’s Court of Appeals, but only after four months of litigation, the PERB claimed, eroded the greater part of the negotiating period and forced St. Vincent. All media are R.D. Box 1195, Waterford, N.Y. Rueth, 96 Whaley St., Freeport, for reservations.

The decision to initiate Taylor Law repeal legislation, voted early this week at Plaza 7-5400 In New York City.

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- Additional longevity leave after 10, 15 and 20 years of service;
- Guaranteed seniority rights,
- Guaranteed paid holidays;
- Joseph J. Delan, director of local government policies for the PERB, has the assistant director for negotiating the contract and signed out the chapter president for special approval.

A lot of credit for the Kims contract goes to chapter president Joe McDonald. He has done an exceptional job in the past several months. Fresh thinking and hard work will keep the Emrila unit on its feet.

Harriman Crew Wins Maintenance Award

ALBANY — The maintenance crew from Harriman, one of 20 State Thruway crews that are operating the 353-mile superhighway, has won the Authority’s annual maintenance award.

Chairman R. Baldwinkle presented a plaque to the personnel of the Harriman crew, as a surprise, at a dinner recently in Suffern.

Superior of the 31-man crew is Leflo Lacier, who is at Central Valley, and the foremen are William Rill, 8th, of Central Valley and Robert Jones of Cooken. Second in the competition was the Woodside crew, and third-place winner was the Catskills Crew.

Correction Demands

(Continued from Page 1)
Immunities

Bench for twenty-seven years, the

dents...
CSEA IS THE BARGAINING AGENT FOR ALL STATE EMPLOYEES FOR THE NEXT CONTRACT YEAR...

LET'S HALT NEGOTIATIONS WITH CSEA NOW...
WE'LL SAVE A LOT OF MONEY IF WE DON'T GIVE STATE WORKERS ANYTHING THIS YEAR.

The double talk by the above orator isn't funny—it means what it says. When PERB and the Governor blew the whistle on CSEA's negotiations, we had already reached agreement on a terrific benefit package for State workers totaling $124,000,000 annually. Included were pay raises, improved retirement benefits, improved health insurance, shift and geographic pay differentials, among other things. At this moment all negotiations are off—delayed by the five unit PERB determination. For how long... who knows? Indefinitely perhaps. We're still in there fighting to get negotiations started again. In the meantime, state workers' salaries and benefits are for all practical purposes—frozen. The big winner, the Governor and his budget problems.