The agreement, which was hammered out in secret negotiating sessions, also includes a $400 minimum raise in each of the three years. The talks began within hours after CSEA pickets were attracted to the attention of State administration’s unit of State labor relations. The proposal agreed on — as presented by the chairman of the County Board of Legislators, James Wenzl, marched outside the Oneida County Office Building.

In the top of the seniority pay period. on the agreement Dec. 29, and hammered out in secret negotiating sessions, also includes a sage.

Oneida will take a vote the following day. Members of both negotiating teams predict easy passage.

The agreement came two days before a "super-conciliation" session led by Statewide president Theodore C. Wenzl, who marched outside the Oneida County Office Building within hours after CSEA pickets, got negotiations going on for five months, and attracted the attention of State workers because the administration’s unit of State labor relations called for the dismissal of all State employees we represent. CSEA feels that the term “confident” that the matter “can and will be resolved in the best interest of your (CSEA’s) members and the people of this great State.”

CSEA has attacked the administration’s unilateral directive, calling for austerity in the operation of all State departments, issued by State Budget Director T. Norman Harr on Dec. 4. In the directive, heads of State departments and agencies were ordered to freeze job vacancies, eliminate temporary and provisional positions where possible, severely limit promotions and make other cutbacks.

The CSEA charged the State with violating the CSEA-State contracts affecting 135,000 State workers because the administration “failed to consult us before issuing an order that affected the terms and conditions of the employees we represent,” Wenzl said, and because the order violated specific provisions of each pact.

SMITHTOWN — After almost three months of patient negotiations, the Suffolk chapter of the Civil Service Employees Assn. last Wednesday called an impasse.

A fact-finder was to be appointed in time for a scheduled opening of an impartial inquiry on Jan. 4.

The chapter had demanded an immediate boost to the top of the seniority pay scale for all of the County’s 9,000 employees, 20-year retirement at half-pay and family dental coverage. The items are the reopenable provisions of the existing two-year package.

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ON TAP — The Oneida County chapter of the Civil Service Employees Assn. has reached a tentative agreement with the County negotiating team on a three-year contract with total wage increases coming to 14 percent over a three-year period.

The agreement was to take place under the wing of the State Public Employment Relations Board. The proposal agreed on — as presented by the chairman of the County Board of Legislators, James Wenzl, marched outside the Oneida County Office Building.

The agreement came two days before a “super-conciliation” session led by Statewide president Theodore C. Wenzl, who marched outside the Oneida County Office Building within hours after CSEA pickets, got negotiations going on for five months, and attracted the attention of State workers because the administration’s unit of State labor relations called for the dismissal of all State employees we represent. CSEA feels that the term “confident” that the matter “can and will be resolved in the best interest of your (CSEA’s) members and the people of this great State.”

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ALBANY — The Civil Service Employees Assn., representing 135,000 State employees, said last week that Governor Rockefeller has personally replied to its protests concerning the controversial belt-tightening order.

CSEA president Theodore C. Wenzl, who talked with the Governor on Monday, received a letter from the Chief Executive last Wednesday in which Rockefeller stated he was “confident” that the matter “can and will be resolved in the best interest of your (CSEA’s) members and the people of this great State.”

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The Governor’s order, which called for a 5 percent pay cut and a 7 percent reduction for lump-sum vacation pay, was protested by CSEA, the Association of New York State School Teachers and the Public Employee Federation. The three organizations have filed a suit in the State Supreme Court to determine whether the Governor has the authority to make such an order.

The CSEA charge that it now has the Governor’s personal commitment to uphold the principles of the Taylor Law and the provisions of our contract. We will see a meeting with Mr. Lavine as the earliest possible date to present to him what we consider to be violations of our contracts. We hope that these discussions will prove fruitful.

(Continued on Page 16)
Vacation Bonanza!

PORTUGAL — Feb. 11 to 15 at the luxurious Estoril Sol Hotel, Only $199, plus $15 gratuities. Includes round trip jet fare, breakfast, gourmet dinner and hotel room. Write to Irving Flaming, 2900 Queens Blvd, Bayside, N.Y., 11364. Telephone [516] 888-7715.

PUERTO RICO — Feb. 11 to 15 at the glamorous Riacel Club. Only $165, plus $6 tax and tips. Air Fare Only—$105. Write to Mr. Flaming, 3108 Flatbush Avenue, Brooklyn, N.Y., 11210.

Air/Sea Caribbean Cruise — SS REGINA — KLM Royal Dutch Airlines New York/Curacao and sailing from Freeport, N. Y. 11520. Tel: (516) FR 9-4529; Mr. John Flamenbaum (see Portugal trip).— At Easter, only $371 complete. Write to Mr. Flamenbaum (Continued on Page 11)

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Mr. Margolin is Professor of Business Administration at the Borough of Manhattan Community College and Adjunct Professor of Public Administration in New York University's Graduate School of Public Administration.

Tuning In To The Future

As Civil Servants we have a huge task ahead of us for the 1970's: WE MUST LEARN to cope with new problems, most of which were non-existent when we were being trained to do our jobs on the civil service firing line.

On our ability to learn about these new problems and to make our contribution to their solution, depends our future public relations— and the future of the whole civil service corps.

Of course, none of us planned it this way. However, as intelligent civil servants we know that in this topsy-turvy world, we, Civil servants cannot live on a basis of status quo.

WHO could have thought 25 years ago that ecology would become a common household word?

(Continued on Page 11)
Dunkirk Unit Charges Unfair Labor Practice Against School Board

The Dunkirk School Union of the Chautauqua County chapter of the Civil Service Employees Assn. has filed a charge of unfair labor practices against the Board of Education of the Dunkirk City School District.

Danny F. Jinks, CSEA field representative, charged that the Board and Superintendent Dr. Cooley "have ignored the employees of the district by refusing to complete negotiations with CSEA.

"We are convinced that Dr. Cooley has no consideration for the non-instructional employees," Jinks said, "and in essence is attempting not only to prevent the employees from exercising their rights, but also disrupting the harmonious relationship which has existed between the employees and their employer in recent years."

The union representative said that employees are upset by the actions of Cooley and the Board: "After a formal hearing at the Buffalo office of PERB (Public Employment Relations Board) they declined to return to the negotiating table to complete a contract.

"The employees have, in conjunction with a PERB mediator, attempted to bring the Board of Education that a written contract has been completed under the Taylor Law.

"Dr. Cooley has refused to consider the pleas of the employees and to complete negotiations in good faith. He has attempted to dominate the negotiating process and has rejected the advice of others.

Warwick Signs With CSEA For Contract Boosting Aides' Pay

WARWICK — The Town of Warwick and the Orange County chapter, Civil Service Employees Assn., have signed a three-year contract with annual wage increases, a reclassification at the end of 1971 for all employees, a wage increase of 30 cents per hour across-the-board, and a grievance procedure the same as that used by New York State.

Appearing for the Town of Warwick was Angelo Canna, supervisor. Negotiating for CSEA were Joseph Traskus, president, and Lee Van Deusen, field representative.

Shorer Week, Higher Salary in Sullivan Cty.

UNION — Town of Union Civil Service Employees Assn. have signed a new contract, slated to take effect Jan. 1, 1972, with the Town of Union.

A six-week night shift will be paid a differential of 20 cents an hour. An employee called to work during other than his regular hours and after he has gone home will be paid a minimum of four hours' pay. There would also be a probationalary period before a nightshift employee with an automatic 25 cents an hour pay increase at the end of this period. Pay periods would be established on a two-week basis with paydays falling on Thursdays. Highway department employees would be treated as though they were "classified employees" under Civil Service Law. Job advancement would be made on the basis of seniority, provided the employee is capable of performing the more responsible duties of a higher position. Holidays would be increased to 13 per year. Vacation time would be allowed to accumulate to a maximum of three years' eligible vacation time. Each employee would be allowed five days of personal leave per year. Sick leave credits as now practiced for casual days of illness would be abolished. Life insurance in the amount of $5,000 would be provided for all employees. Uniforms would be provided and maintained for each employee by the Town of Union.

Findings Rejected

Soblack said the Town of Owego has insisted that the 16 cents-an-hour increase for all employees, an increase of 25 cents an hour for supervisors, 20 cents an hour for truck drivers and 15 cents an hour for equipment operators on the beginning rate of each classification. In addition, overtime would be paid on the basis of time-and-one-half for additional hours worked during the week and at double-time on Sundays and holidays. Employees working on a regular night shift would be paid a differential of 20 cents an hour. An employee called to work during other than his regular hours and after he has gone home would be paid a minimum of four hours' pay. There would also be a probationary period before a nightshift employee with an automatic 25 cents an hour pay increase at the end of this period. Pay periods would be established on a two-week basis with paydays falling on Thursdays. Highway department employees would be treated as though they were "classified employees" under Civil Service Law. Job advancement would be made on the basis of seniority, provided the employee is capable of performing the more responsible duties of a higher position. Holidays would be increased to 13 per year. Vacation time would be allowed to accumulate to a maximum of three years' eligible vacation time. Each employee would be allowed five days of personal leave per year. Sick leave credits as now practiced for casual days of illness would be abolished. Life insurance in the amount of $5,000 would be provided for all employees. Uniforms would be provided and maintained for each employee by the Town of Owego.

Union Town Board Sign CSEA Pact

UNION — Town of Union Civil Service Employees Assn. officials have signed a new contract with the Town for 1971.

The contract calls for a seven percent wage increase for all Town employees in addition to an increase in life insurance and other fringe benefits.
**Trainees Earning $9,531**

**Drug Aftercare Posts Offer Increased Pay On Entrance**

Entrance-level salaries are on the rise for those appointed to a pair of State titles in the Narcotic Aftercare Program. If you're hired at the trainee II level, for example, you'll start off at $9,531; those chosen for narcotic parole officer openings, meanwhile, can look forward to earnings $10,599-13,249.

In the main, the program concentrates on detoxification of the addict as well as "physical and mental build-up, team evaluation and specialized treatment such as methadone maintenance."

The exam, given frequently, covers these relevant areas: social casework, community resources, human behavior, social work problems and similar subjects. A careful reading of Job Bulletin No. 20-130, available at any State Civil Service unit, offers a broad description of job responsibilities.

Although open on a continuous basis, the vacancies cited have a crucial need for bringing staffing up to full strength. Jobs exist both Upstate and Downstate, discloses the Department in asking prospects to apply immediately. Their address is: State Office Bldg. Campus, Albany 12226, or 1350 Ave. of the Americas, New York City.

**To Become A Trainee**

To meet the manpower needs of the aftercare program, the Narcotic Addiction Control Commission has set up two trainee levels as well as the parole officer positions for fully qualified workers. Trainee I requires only a bachelor's degree while trainee II entrants also need 30 graduate hours in social work, educational correction, sociology, psychology, criminology or a related specialty, or two years' worth of experience either in employment counseling or social casework. For direct appointment to narcotic parole officer, eligibles require an additional year's experience or two years of graduate study in social work. A satisfactory equivalent will be considered.

Those who qualify as youth parole workers "II" will assume the role of assisting children and adolescents to understand their problems and adopt socially acceptable behavior. Work will include counseling of juveniles and their families on personal, social, educational and vocational matters, continuing through release from an institution.

Trainee II applicants are asked for a year of social work study plus one year of experience in "social work or social action activities"; also okay is a year of clinical, educational, recreational or group care relating to maladjusted youth and their treatment. A master's degree in psychology, sociology or a related major is also acceptable. Those lacking experience can contact the personnel officer at the State Dept. of Social Services, P.O. Box 1830, Albany 12226.

Applications are accepted constantly because of the substantial need. Those interested should write for job bulletins to the office of the State Civil Service Dept. or visit any State Employment Service unit. The bulletins supply information about test content and places of testing.

**CONTRIBUTION** — John Lahey of the Cerebral Palsey and Handicapped Children's Assn. (second from bottom left) accepts several hundred dollars worth of toys in behalf of the Association as Binghamton State Civil Service Employees Assn. chapter members, Nancy Warner, Florence Drew, chapter president Stanley Youce, Eleanor Korchack and Association volunteer Ron Robert look on. The toys were collected during the chapter's annual Toys for Tots dinner dance held recently at Danceland in Kirkwood.

**Europe on a Nikkormat FTN and 2 lenses**

Wherever you're headed—Europe, South America or Grandma's—here's a sure way to bring back great pictures. Take along this complete easy-to-use travel camera outfit: The famous Nikkormat FTN 35mm single lens reflex with two interchangeable Auto-Nikkor lenses, wide angle 35mm f2.8 and telephoto 105mm f2.5. Now you're set for all the pictures at close quarters, and everything in-between, too. What's more, the Nikkormat FTN has a precise thru-the-lens meter system that assures perfect exposure with either lens, every time. In fact, it's so easy and fast to handle, you'll never miss a shot. You'll be happy to demonstrate the Nikkormat FTN travel outfit to you. Why not stop in today?

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Your present equipment may cover a good part of the cost. Because, during our special Nikon promotion, we're prepared to give you top allowances. Come in and let us show you the famous Nikon with the latest Photomic FTN meter system, and the fabulous selection of lenses and accessories. And let us make you an offer on a trade. Come in today.

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Approved for Veterans Training
**This Week's City Eligible List**

**Correction Aide Posts**

The constant challenge for State correction offices as they seek to fulfill their responsibility to aid in the rehabilitation of inmates is the need to meet certain criteria for hiring. Good character, as demonstrated in school and on previous jobs, is therefore important.

- **Sound physical strength** is another major consideration, as the ability to command respect is essential to effectiveness. A rigorous physical exam awaits all candidates to prove they are "free from all physical and mental defects" that might otherwise impede their work. Alert hearing and vision are necessary. Age eligibility extends from 21 to 37 upon appointment.

- **Minimum weight and height criteria** have been listed: you must measure at least 5 ft, 8 in., in bare feet and weigh no less than 145 lbs., with weight in proportion to height.

Four locations have been designated as centers for periodic testing. They are Attica Prison in Attica; Auburn; Great Meadow Institution in Comstock, and Sing Sing in Ossining.

**Aside from the medical exam, a written test will be administered to gauge the skills and abilities of correction job candidates.** The test will seek to learn whether you have: good judgment in the correction field; capacity to prepare written reports, and knowledge to interpret written material. The test is not considered very difficult for most high school graduates.

The salary range is $7,375 to $9,040; further, an additional boost is scheduled to take effect in April 1971, amounting to six percent of present salary.

For further information, call: DELEHANY ASSOCIATE

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at 126 East 13th St., Manhattan

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Social Security Questions & Answers

Medicare recipients who enter hospitals in January will be responsible for the first $60 of their bills, which now run about $175 for the average case. Some beneficiaries of Medicare have been paying $35 deductible, which will remain in effect for the remainder of 1970.

Hyman H. Siegel, district manager of Social Security, said, "The increase is mandatory under the law. It is the result of the long overdue increase in medical costs, and in part, of course, the general inflation." The law requires that the hospital cost under Medicare and an adjustment of the portion of the hospital bill for which a Medicare beneficiary is responsible if these costs have risen substantially.

If the deductible amount changes, the law also requires comparable changes in the dollar amounts that a Medicare beneficiary pays toward a hospital stay of more than 60 days, or a postoperative care stay of more than 20 days.

When a recipient has a stay of more than 60 days, he pays $15 a day for the first 61 through the 90th, up from the present $13 per day. If a stay exceeds 20 days in an extended care facility, the $15 a day rate will apply toward the cost of the 21st day through the 100th day, up from the present $13 per day.

If he needs to draw on his "lifetime reserve," the reserve of hospital days a beneficiary can draw upon if he ever needs more than 90 days of hospital care in the same benefit period, will now pay $30 for each day used, instead of the present $26 per day.

A Promotional examination was conducted by the Civil Service Dept., for a vacancy in the competitive class of the classified civil service. Of the several persons listed as successful applicants, the petitioner in this case was first on the eligible list. After the eligibles were canvassed for the vacant position, it turned out that No. 1 and No. 2 on the list would accept the position; that No. 3 and No. 4 were not willing to accept the position, and that No. 5 was willing to accept the position.

At that moment in time, No. 5 was serving in an exempt position, higher in title and salary grade than the vacant position in question. Based upon the civil service "one-out-of-three rule," the appointing authority selected the individual who was fifth on the list since based on the declaration of No. 3 and No. 4, he was now reachable for appointment.

That made No. 6 reachable for appointment and he was promoted on a contingent, permanent basis, pursuant to Rule 4.11 of the Rules of the Civil Service Dept. One of the questions presented to the Supreme Court in petitioner's proceeding under Article 78 to set aside the permanent promotion was whether it violates the spirit and purpose of the Civil Service Law to appoint on a permanent basis to a competitive position, one who is not ready, willing and prepared to perform the duties of the position upon such appointment. The Court, while denying the relief requested by petitioner, stated its answer to that question in the affirmative.

The Court stated: "The effect of the mechanics employed... seems to frustrate the very purpose for which the exempt position was created, to fill an existing vacancy. While showing colorable compliance with the Civil Service Law, the State agency has apparently evaded its provisions by acting merely to reward... without regard to properly filling the vacancy. There is no question that the appointing authority has the right pursuant to Section 61 of the Civil Service Law to select 'one of the three persons... standing highest on such eligible list,' but the section to that end to say that he must be 'willing to accept such appointment or promotion.'

'The latter, as applied to the factual situation presented here, means that the party picked must be willing at the time of the appointment to perform the duties of his new title.'

The Court observed that an examination of the evidence indisputably shows that the appointee (No. 5) was not to work in his new competitive title, to fill an existing vacancy. While showing colorable compliance with the Civil Service Law, the State agency has apparently evaded its provisions by acting merely to reward... without regard to properly filling the vacancy. There is no question that the appointing authority has the right pursuant to Section 61 of the Civil Service Law to select 'one of the three persons... standing highest on such eligible list,' but the section to that end to say that he must be 'willing to accept such appointment or promotion.'

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Over 97% of the physicians in New York participate in Blue Shield. In fact, nearly that number cover their own families with Blue Shield. If there was a better plan — you know that we would have it.

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* American Hospital Association
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Some Super Sign-Up Winners Accept Color TV's, Stereo Sets

ALL CSEA WINS, TOO
—17,500 NEW MEMBERS—

Winners of some of the major prizes in the "Super Sign-Up Membership Drive" get together for a group photograph with some Statewide officers and campaign committee members. From left, front row: Nicholas Godino; Carrie Macaluso; Gertrude Volk; Miriam Kubitz; campaign chairman Samuel Emmett; Statewide fifth vice-president George DeLong; committee member Julia Duffy; Statewide secretary Dorothy McTavish; second row; Statewide treasurer John Gallagher; Statewide president Theodore C. Wenzl; committee member Albert Paganio; committee member George Clark; and Robert Leary.

Robert W. Leary of Glens Falls has G. H. Metivier to thank for recruiting him for CSEA and thereby helping to make him eligible to win a color TV. Here, Leary, center, accepts congratulations from Samuel Emmett while Statewide president Theodore C. Wenzl looks on.

Carrie Macaluso, Craig State School, receives a congratulatory handshake from State fifth vice-president George DeLong as she accepts an RCA color television set while Statewide president Theodore C. Wenzl and campaign chairman Samuel Emmett look on.

Gertrude Volk of Buffalo accepts congratulations from campaign chairman Samuel Emmett, but you can tell she is anticipating many nights of enjoyment with the color television set she has just won. Statewide president Wenzl is at right.

Ralph Candeloria, second from right, accepts his new television set in the company of his wife, second from left. With them are campaign Chairman Emmett and committee member Julia Duffy. Candeloria, of Syracuse, is an engineer and will double enjoy the sound of his set.

Nicholas Godino of Syracuse was one of the winners of Panasonic stereo receivers. Here he receives a handshake from campaign chairman Emmett while Statewide president Wenzl beams over the 17,500 new members that have joined the Civil Service Employees Assn. during the just-
Central Conference Delegates Vow Backing For CSEA's Firm Stand Against State Job Freeze

SYRACUSE—"Stop wasting millions of dollars on unneeded and badly planned projects, and "give the money to the workers where it's needed."

That's the feeling of delegates to a special meeting of the Civil Service Employees Assn.'s Central Conference, who met last week to voice their opinions on Governor Rockefeller's "cut-back" order which would force dropping of provisional and temporary State workers.

The delegates, cited example after example of "wasting money" at various State institutions as they criticized the Governor's order to department heads.

They voted to back CSEA's State president, Dr. Theodore C. Wenzl, in "any action he thinks he should take to combat Rockefeller's directive to department heads, which also would force freezing personnel vacancies and promotions and eliminating new programs or expansions, even if approved."

"We have to back him all the way," pointed out one delegate.

"If we don't, we're looked as an organization. We have to go the limit.

"Another added: "We have to. This thing is not going to stop here. Even the county people are going to get hurt if this continues. We have to have their support, too."

Clarence Lauer, president of the Syracuse State School chapter, made the motion for the resolution supporting Wenzl, saying: "In whatever steps he has to take, if an action he thinks he should take, to show we're behind him."

Wenzl, who attended the meeting in the Randolph House near Syracuse, told the delegates that Rockefeller has refused to meet with him to discuss personally the order, but has asked continually that Wenzl talk with the Levine, director of the State's Office of Employee Relations. (For later Rockefeller reply, see story on Page 1.)

CSEA's contract with the State provides, he said, that directly between representatives of CSEA and the Governor.

After Wenzl left, one delegate mentioned the possibility of a "work stoppage" if the Governor continued to refuse to see the CSEA president.

Wenzl said he will resume his efforts to see Rockefeller and asked for "your support for my actions."

The 28 delegates at the three-hour meeting were unanimous, too, in their charges that the State "is doing the money on its various projects than will be saved through the "cut-back" order issued earlier this month.

Some also said that the supervisory and department heads, each of whom have taken the order "as their able.

Cited as examples of alleged waste in State projects and Watertown CSC Fills Vacancies; Braces For Action

WATERTOWN—The Watertown Civil Service Commission, inactive for months because of a City Council stall in filling two vacancies on the three-member group, is back in business again.

The Council has appointed Donald P. Carbone, a cost accountant for a local engineering and manufacturing firm, and Charles E. Scott, a vice-president of the North Side Improvement League.

The two succeed Third Ward Supervisor Richard L. Terrell and Mrs. Fred A Bates. Terrell resigned because of business pressures while Mrs. Bates, an employee of the Board of Education, asked not to be considered for the position.

Wenzl Condemns Conduct Of Clerical Series Test, Re-Examination Demanded

ROCHESTER—Area chapters of the Civil Service Employees Assn. have voted strong support for the anti-job freeze stand taken by the Civil Service Employees Assn. headquarters.

Meeting here last week, the chapter's officers pledged full cooperation with Dr. Theodore C. Wenzl, CSEA president, in any action deemed necessary to protect the rights of State employees in the budget cutback.

It was learned, also, that CSEA County Division chapters in the State have signed similar resolutions, too, are preparing to assist the State Division chapters.

"We are all one," one county employee said, "and we will act as one."

Dr. Theodore C. Wenzl, left, with some meeting begins. Others, from left, are: delegates and conference officers before Helene Callahan, Charles J. Ecker, Floyd Peashey, Irene Carr and Joanna Weed.

Wenzl | Condemns Conduct Of Clerical Series Test, Re-Examination Demanded

Re-Examination Demanded

ALBANY—The Civil Service Employees Assn. has protested a series of State examinations for clerical jobs which were given around the State on Nov. 26.

CSEA president Theodore C. Wenzl told the Leader he had written to Ersa Poston, president of the Civil Service Commission, to demand that examinations for the clerical series in question be reconducted and that steps be taken to see that the same unsatisfactory examination conditions do not recur in the future.

Wenzl, referring to complaints that CSEA had received from those who took the examinations, detailed the possibilities: 'The audio part of the stenographic examination was very poor and the record could not be understood. The physical conditions surrounding the examination were bad: room acoustics were poor. There was a high level of outside noise from such sources as passing vehicles and the noises accompanying athletic contests. Room assignments had not been adequately cared for in advance, and in one instance the exam scheduled to start at 9:30 a.m. started at about 10:30 a.m."

"There were insufficient supplies, including a lack of examination booklets. In one instance there was only one phonograph machine which had to be transported from room to room and the examination extended over eight hours... The mathematic section of the examination was very difficult and not properly relatable to the applicable jobs."

Wenzl ended his letter by calling the overall conditions under which the examination was held "appalling" and calling for reconducting of the examinations.

CSEA's Board of Directors passed a resolution protesting the exam conditions at its Nov. 29 meeting. A previous letter from Mrs. Poston to CSEA executive director Joseph D. Lochner protesting the conditions had been discussed by the State organization's governing board.

14 Islip Aides Win Clearance

(From Leader Correspondent)

SLIP—State Supreme Court Justice William R. Geller last week upholds a suit brought by the Civil Service Employees Assn. on behalf of a group of Islip Town recreation aides who had been fined and placed on probation last Spring.

Fifteen women employees had been accused by the Town of staging a work stoppage last March, each had submitted an affidavit detailing illness, funeral or other causes for absence. Action against the 14 had been stayed by a court action brought by CSEA regional attorney Lester Litkind.

Justice Geller noted that the Town's defense consisted of "false surmise and conjecture," which was refuted by the affidavits. The fines imposed against the employees may not be collected nor can the employees be placed in the probationary status.

Grossman Heads Effort

(From Leader Correspondent)

ALBANY—Irv Grossman of Delmar has been named to supervise the Health Department's consumer protection programs involving realty subdivisions, housing, migrant labor camps, swimming pools and bathing beaches.

As director of the Bureau of Housing and Recreation, he will receive a salary of $20,427 a year. Grossman is a civil engineering graduate of Rensselaer Polytechnic Institute in Troy and holds master's degrees from Syracuse and Johns Hopkins.
Knott Takes Reins Of Plainview Div. 
Unit At Yule Fete

MINERLOA — Graydon Knott and other officers for the Plainview Division unit of the Nassau County Civil Service Employees Assn., were installed at a recent Christmas Party. Knott, unit president, was joined in taking the oath of office by: Robert Short, vice-president; Doris Schermer, recording secretary; Ann Sinclair, corresponding secretary; Katherine Nelson, treasurer, and Thomas Fitzpatrick, sergeant-at-arms. The unit, which represents employees at the Plainview Division of the Nassau County Medical Center, gave its gala event of the holiday season with a social at the Andrews Steak House in Plainview. Chapter president Irving Flaumenbaum and County Executive-elect Ralph Caso were guests.

Four Appointments Made For Meeting
On The Elderly
Governor Rockefeller has announced the appointment of a chairman and three-vice-chairs of the New York State Committee for the 1971 White House Conference on the Aging. Gustave L. Levy of New York City, a partner in an investment firm, was named chairman of the committee, which serves without salary.

X-Ray Techs
Professional licensure is among the requirements for X-ray technician, says the State, whereby you must apply for the senior or principal title. The first begins at $8,159 whereas the second offers $9,701. A $200 geographical differential, also, is tagged on the pay of those State aides employed in the New York metropolitan area.

TOYS FOR TOTS — A truckful of toys is the Christmas gift of the East Hudson Parkway Authority chapter of the Civil Service Employees Assn., to the children of St. Joseph's Home in Peekskill. Committee chairman Mike Blake, right, presents a check for a cash donation to John Mloy and his driver from the home. Others present, from right, were Raymond Radzivilia, executive director of the East Hudson Parkway Authority; Gerald H. Tracy, a member of the Authority's board of directors; Thomas Santella and James Lennon, employees of the Authority.

You should apply submit CSC Form 5000-AB.
SOON TO COME

Among its sizeable roster of continuous-filing titles, the State of New York has some that require only a year of experience. Positions so included include public health nutritionist, inhalation therapist, steam engineer, and computer programmer.

For the hygienist title, sought are the license plus graduation from an approved dental hygiene college. Experience is as a dental hygienist, however, is acceptable. Alternatives for these $6,575 posts: a bachelor’s in dental hygiene, or one year of graduate training in public health and eligibility for a teaching certificate in this area.

Inhalation therapists, who make $5,871 to start, need their "in the full-time administration of inhalation services including treatment to patients"; another "must" is eligibility for registration with the professional inhalation therapy group. Completion of applicable courses may also prove okay.

Positions as steam engineer, supervisor and chief, are available for males only and are frequently located in State colleges and institutions. Requirements here show several combinations, but basically you will need a year dealing with auxiliary steam lines and equipment. Added to that should be a second or third year in the same line.

Neither headquarters want more data on any of the listed titles can obtain same at the State of New York, 1350 Ave. of the Americas, New York 10019. Others should contact the Department of Civil Service of the City of Buffalo, Albnany, Buffalo or Syracuse, by mail or in person.

The Regents note vacancies for both oral and written qualifying tests.

February testing will focus on State titles, many of them are for the engineering or public health fields, which of the tests specifically be openings in Erie County, but the majority are in Albany or other metropolitan areas where regional units are located.

For January, the State released the February 27 promotional test. Plans call for 27 titles to be filled.

Among Erie County posts, the following will make use of the "open-competitive" exam to fill positions open in comprehensive health centers, $11,471; assistant building construction engineer, $14,915; park engineer, $14,915; and senior x-ray technologist, $14,915. Complete the month’s titles: park patrolman, $9,391; an hour, and radio dispatcher, $8,679.

Method For Mail Entries

Both Federal and State civil service agencies permit mail requests for applications and send them to the appropriate State Personnel Dept., 12226 Smithfield St., Albany, N.Y. 12226.

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Real Estate Values

**CIVIL SERVICE LEADER**

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(From Leader Correspondent)

ROCHESTER — Inequalities in administering oral and written Civil Service examinations were sharply criticized by members of the Civil Service Employees Assn. at a work performance ratings and examinations committee this month.

The criticism culminated at a meeting with top officials of the State Department of Civil Service at Albany, arranged after four years of continuous attempts by CSEA, according to Samuel Grossfield of Rochester, committee chairman.

During this time that the contents of written and oral examinations be revised, the committee pointed out that past performance mortality rate among examinees, takes each year clearly proving that examinations are becoming more and more irrelevant.

STAFF ABSENTEES

The committee proposed that the policy permitting New York City employees two make record of answers they make on exams and the permission they receive to compare these answers with the correct answers at the time of pre-rating be put into effect for local and State employees across the State.

Members of the CSEA committee also questioned the qualifications of people serving on the oral examination boards and proposed that the duration of the oral examination period be doubled from its present span of one-half to three-quarters of an hour.

The ever-increasing use of oral examinations, contrary to what was done five years ago, when State officials promised that these exams would be sharply curtailed, also was strongly condemned.

Administrative Leave

Committee members also took exception to the scheduling of written examinations on Saturdays and the requirement that employees must take several examinations on the same day.

"We want these examinations to be scheduled on different days of the week, Monday through Friday, with administrative time off for any employee who takes an exam," said Grossfield.

Trouble In Tioga

(Continued from Page 3)

that these meetings would be more designed to attempt reconciliation rather than negotiation.

Boisla and CSEA unit members picked the offices of Overgo "own Supervisor Charles Hill over a period of several days to press their demands for an equitable settlement. The picketing was withdrawn when the 53-year-old supervisor was injured as a result of an automobile accident and hospitalized.

Boisla said, however, that CSEA members plan to resume picketing of the office of all Transportation Bureau employees in the near future if efforts are not made in good faith to come to terms fairly.

At present, there have been no new developments toward a settlement.

He said the CSEA committee also was critical of the way the State Civil Service Commission and the Department of Civil Service were "playing footsie" with the merit system and the partiality shown certain groups of employees by modification of rules and regulations.

"We don't object to the merit system," Grossfield said, "but we do object to tampering with it. The State should be safeguarding the system, not playing fast and loose with it."

Futur Sessions

Time ran out before the committee could discuss work performance ratings, appeals on written examinations and ratings appeals. But Grossfield said this first meeting laid the groundwork for another meeting in January when these matters will be discussed.

"And we'll be looking then for answers to the questions we raised at the first meeting," he added.

Joining Grossfield at the meeting were Daniel Conway, Department of Motor Vehicles; Richard Tollhurst, Department of Law, and Frank Sanders, Department of Tax and Finance.

Grossfield also is president of the CSEA's Rochester chapter.

Representing the Department of Civil Service were John Mooney, assistant director; Robert Quinn, deputy director; Carl Temrek, assistant director of recruitment and exams; Donald Riter, chief of recruitment and exams, and Al Putzlg, principal personnel examiner.

They were among 1,869 long-term civil servants to receive D of E citations. Smiling about it all are, left to right, Ruth Polansky, Ann Conroy, Palma Tortello, Green, Shirley Jackofsky and Mary Scamahorn. The ladies serve as key punchers with the Division.

Smiling on Seniority

Five recipients of 25-year service awards recently gathered 'round their bonus houses at the Thruway Hyatt House. Green, director of the Division of Employment, at a ceremony held at the Thruway Hyatt House.

Dr. O. Diamond Rockland Dign

ORANGEBURG—Dr. Oscar K. Diamond, director of Rockland State Hospital since October, 1969, died on Dec. 29 in Orangeburg. He was 59.

Dr. Diamond, who received his medical degree at the Medical College of Virginia, his internship and residency training at White Plains Hospital and his psychiatry residency training at White State Hospital, came to this post at Rockland after a long and successful career in psychiatric medicine.

He served in the U.S. Army Medical Corps for five years during World War II, was staff psychiatrist at Willowbrook State Hospital in New York and Residency director at Credmore State Hospital, and director of Manhattan State Hospital (now Wards Island State Hospital) before assuming his post at Rockland.

"Dr. Diamond had a unique understanding of the tasks performed by all of his employees," said Rockland State Hospital CSEA chapter president George Celenato. "He had a feeling of warm concern for his employees and will be missed by all."

Dr. Diamond is survived by his wife, Helen Johnson D. Diamond, and two daughters, Mary Carol Ann Monti-Bovi and Karen Diamond.

Court Study Panel

ALBANY—Members of the Temporary State Commission to Study and State's Court System have been named.

Governor Rockefeller has appointed W. David Curtis of Gettysburg, Robert L. Carter of New York City, Mrs. Charles Hubbard of Huntington, and Robert Patterson, Jr., of New York City, Senate Majority Leader Earl Brydges named State Senators D. Clinton Dominick of Newburgh and Dalvin J. Niles of Johnson and former Chief Judge of the Court of Appeals Charles S. Desmond of Buffalo.

Assembly Speaker Perry Why to has designated Assemblyman Edward Crawford of Owego and Stephen C. Hannel of New York City and Judge Nathan R. Bel, Kings County surrogate.

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Governor Urges Wenzl To Lay Groundwork For Talks By Meeting With Lavin

CHRISTMAS BIRD — North Hempstead Town Councilman John S. DaVanan, right, joins Alex Bova, Town Civil Service Employees Assn. president, in picking winning number for six turkey keys given to lucky Town Hall workers. Occasion was annual CSEA Christmas Party.

Nassau CSEA Suing

Chapter president Irving Flaum-

baun had earlier rejected an offer from the County to settle the issue. He has since decided to file a suit in court.

Wenzl, in a rare public showing of vehemince, told the Board and the Supervisors that finding the money was "your problem." The cost-of-living raise was provided by the CSEA's two-year contract with Nassau County, but outgoing County Executive Eugene H. Nickerson had claimed and deducted for a raise of only 7 percent. CSEA claimed the raise had been 7.6 percent, and its position was upheld in arbitration.

When the Supervisors failed to provide the full increase to be effective immediately after the turn of the year, CSEA filed suit. It was the first time in many years that the CSEA had been forced to sue the executive level of the County government.

CSEA asked its staff for a ruling whether the full 7.6 percent was a commitment, and announced that it would honor any commitment and that payments would be made retroactive. Unless CSEA resolves the dispute out of court, it was unlikely that the full boost would appear in the 1971 paycheck enures.

CSEA Meeting With Binghamton SUNY Officials To Discuss Pact

BINGHAMTON—The new, special Civil Service Employees Assn. chapter of Faculty-Student Assn. employees on the campus of the State University of New York at Binghamton, have met to discuss recent proposals made by university vice-president for business and finance, Edward Demake.

Unit president Patricia Doz-

her said in a statement accompa-

nied by a report of the meeting that the unit was "pleased to see that the FSA is finally taking the foot division employees at the university." Referring to the report for submission to Demske, the unit rejected outright the proposed 10 cents per hour increase for all salaried, hourly employees (excluding students) because the unit feels this action is nothing more than "union-busting tactics designed to split the students and workers." The unit is contending the current students employee-should share in any increase in view of the fact that FSA managers already benefit.

The unit also declared that the proposal was suggestive of "a Yellow Dog Contract" to food service and maintenance workers in that the proposed increase for the year is "an insult to the food service workers.

The unit also rejected the second FSA resolution calling for the absorption of the entire cost of a Blue Cross/Blue Shield rate increase scheduled to go into effect Jan. 1, 1971. The rejection of this second proposal was based, according to the report, on the grounds that only approximately 12 percent of the food service employees would benefit by this proposal which is, in the statement continued, a very little labor, trouble or expense to the FSA. The report added that the unit felt the proposal was of little consequence to the remaining 88 percent of the FSA em-

ployees who would not benefit by the shere of cost and characterized the offer as little more than a useless "paper bene-

fit.

The third resolution, calling for meetings with FSA employees and officials, "was also rejected by the unit on the grounds that such meetings would be a waste of time. The unit contends that the sessions would not do any-

one any good because topics per-

tinent to the 29 charges filed with the State Labor Relations Board against the FSA in connection with last October's un-

successful representation election could not be discussed at the sessions. This, the report said, would make it virtually impos-

sible to discuss many grievances and problems with the proposed five-man hearing panel because many of the situations preceded the October election. In addi-

tion, no employees of the Faculty-Student Assn. were in-

cluded on the hearing panel which consists of three adminis-

tration representatives and two students.

The report concluded by ask-

ing If the Association was trying deliberately to make Caudal out of the workers.

CSEA is seeking a new representation election alleging the October balloting was con-

ducted illegally with FSA offi-


cers influencing and corre-


cating pro-CSEA employees into voting against represent-

ation.

The CSEA lost that election by three votes.

The special CSEA chapter was formed recently to protect mem-

bers from administrative reprisals because of pro-CSEA activ-

ities.

Sponsor Testimonial Dinner For LoMonaco

A testimonial dinner for John LoMonaco will take place Jan. 8, 1971. In recognition of his retirement from the Division of Employment, LoMonaco is president of the D of E chapter of the Civil Service Employees Assn.

Reservations must be made with Joy Gottesfeld or Connie Minardi of the Brooklyn Industrial Office, 250 Schenectady St., Brooklyn, N.Y. 11201 (telephone (212) 850-7600) by Jan. 4, 1971. Cost of the evening is $10 per person, and includes dinner, cocktails, gratuity and gift.

State Postpones All Feb. 6 Exams

The State Civil Service Dept. has announced that all examinations scheduled for Feb. 6 have been post-
poned to Feb. 27.

This rescheduling, the Department revealed, has been caused by a cutback in funds available to the Department. A spokesman noted that there will be a considerable saving in rental of test centers and the employment of janitorial personnel by the move.

APPRECIATION — Pat Masiello, left, first vice-president of the Westchester County unit, Civil Service Employees Assn., pre-

sents a plaque of appreciation to State Senator John F. Flanagan, chairman of the Senate Civil Service Committee. The unit honored the Senator "with deep appreciation for his dedicated efforts on behalf" of civil service employees.