Elect Welch Head Of State Nominating Committee; June 22 Set As Deadline For Candidates' Names

ALBANY.—The newly appointed nominating committee of the Civil Service Employees Assn., chosen to select the candidates for the union's statewide elections to be conducted this summer, announced at their first meeting held last week that James Welch, Executive Department representative to CSEA's Board of Directors, has been elected their chairman.

Welch, in accepting the position, expressed "sincere gratitude" and said he was "greatly honored to serve in the chairmanship of a committee that will be responsible for getting the election under way that may well be one of the most important in CSEA's history."

The committee set June 22 as the absolute deadline for receipt of nominations for statewide officer positions. They must be filed with CSEA's secretary on that day. Welch, in reviewing the various deadlines for the state's law-makers before the contract agreement between CSEA and the State becomes official. Under the Taylor Law, the Legislature must approve the negotiated agreement before its terms can be implemented. Included in the terms of the pact are pension modifications for new employees hired after July 1, 1972.

CSEA's contract language has eliminated the major restrictions recommended by the State Pension Commission when it was agreed in bill form before the legislature. Otto Kinzel, the commission's chairman, wanted the integration of social security into the pension plan, thereby reducing the amount of pension paid. He also called for an increase in the retirement age from 55 to 65, and the elimination of pensions from collective bargaining.

In "Good Shape" CSEA's agreed-upon modifications prevent high-level pension abuses, maintain the negotiability of pensions on a coalition basis, prevent the integration of social security, and call for retirement at 65 with full benefits at age 62.

The legislation supporting the CSEA pact is reported in "good shape" in both the Senate and the Assembly. Key legislators in both houses have indicated their support for the package and feel that it will be accepted since it has taken the necessary steps toward resolution of the potential

(Continued on Page 14)

Miller Elected Leader Of Chemung Chapter

ELMIRA — Richard Miller has been elected to a two-year term as president of Chemung County chapter of the Civil Service Employees Assn.

Other new officers elected last month are vice-presidents Robert Reed, Richard Williams, William Pitch and Robert Kimbell, secretary-treasurer Margarete Butler, recording secretary Jean Baldow, and legislative representative Anthony Gioldano.

Details of the installation banquet have not yet been set.

Li Armory Chapter To Meet June 7

Hempstead — Long Island Armory Employees chapter of the Civil Service Employees Assn., will hold a meeting June 7 at the Riverhead Armory, according to chapter vice-president Albert F. Freeman.

The luncheon meeting will be at noon. Alvarez N. Brien, state executive of the State Employees Retirement System will be guest speaker.
HONORABLE MENTION

Detective Norman A. Bullock, Police Officer Elijah G. Stroud,
Departmental Recognition is
DEPARTMENTAL

K - MISS DELORAS G. FUSSELL, 111 Winthrop Ave., Albany.

ORLANDO $159 LAS VEGAS $219

ALL OTHER TOURS: MR. SAM EMMETT, 1501 Broadway, Suite 711,

A) LONDON $284 B) PARIS $314

Hotels throughout $475.00

Price includes: Air transportation, transfers & sightseeing.

Plus Taxes & Gratuities (On all above tours) $18.00

Sept. 1 $299.00

August 25, 1972, en- 

gaged in a gun battle, apprehended and arrested one perpetrator. 

Price: $552. First Class: $574.

For Public Employees

hesitating in seriously wound- 

Detective Officers Louis S. Zabala, 864881, Narcotics Division; and 

17 Warren St., N.Y., N.Y. 10007

Write to Tour Chairman for detailed flyer.

For this rewarding field if you have

Become a Stenotype Court Reporter

CIVIL SERVICE LEADER, Wednesday, March 22, 1972

and Police Officer Vance Co- 

fired the perpetrator.

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Prices are for advertised dates only.

DEPARTMENTAL RECOGNITION is awarded to the following members of the service for meritorious performance in the line of duty:

Detective John O'Hallor, 849149, 15th Detective District

Police Officers Ralph Friedman, 864345 and Kalman Ungar,

Terroristic wounded and the apprehender was killed.

Terroristic wounded and apprehended one of two perpetrators.

Terroristic wounded and apprehended one of four perpetrators.

Terroristic wounded and apprehended one of six (6) perpetrators.

HONORABLE MENTION

Detective Louis J. Voigt, 825845, 48th Precinct. On Sep- 

Two apprehended.

Terroristic wounded and apprehended one perpetrator.

Terroristic wounded and apprehended one perpetrator.

October 5, 1972, while arresting two armed per- 

September 7, 1972, while arresting two armed per- 

September 5, 1972, off duty, failed an attempted hold-up, and in 

off duty, assigning to the scene of shots fired.

off duty, entering the birthplace of a supermarket.

Police Officers John J. Allen, 835431, 81st Precinct.

Police Officers Louis Eppolito, 863462, 71st Pre-

Police Officers Louis Eppolito, 863462, 71st Precinct.

Police Officers Louis Eppolito, 863462, 71st Precinct.

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Police Officers Louis Eppolito, 863462, 71st Precinct.
Uphold Right Of Narc Police Officers To Carry Firearms

The right of parole officers of the State Narcotics Addiction Control Commission to carry firearms on duty has been upheld by a ruling in State Supreme Court.

This right had been defended by the Civil Service Employees Assn., which represents the parole officers.

Justice Wilford A. Wallace ruled in favor of narcotics parole officers, saying, "They are required to apprehend dangerous offenders and, thus, should be permitted to carry pistols in the performance of their duty" and "that danger lurks in the prospective retaking of such an absconder."

The state Attorney General's office intends to file a notice of appeal, which would have the effect of staying Justice Wallace's ruling until the appeal is heard.

Stanley Mailman, CSEA regional attorney, argued the case for the parole officers.

Discrimination?

If you feel that for any reason you are being discriminated against in public employment for any reason based on age, sex, race, creed or national origin you can do something about it.

Contact the CSEA Human Rights Committee, Box 125, Capitol Station, Albany, N.Y. 12224.

Plan To Organize Dutchess-Putnam Retirees Chapter

A political action committee of the Civil Service Employees Assn. met this month to discuss current legislative proposals affecting the 209,000-member Employee Assn.

The meeting, chaired by CSEA first vice-president Thomas McDonough, was devoted to large pensions. McDonough said the most important item currently due for consideration by the Legislature: the bill to make municipal employees under the State Administration and CSEA.

He was generally determined that committee members would keep in touch with the local legislators to make sure they realized the importance of the contract to CSEA rank-and-file members.

McDonough pointed out that key items in the contract were pension benefits currently enjoyed by state and county employees of pension benefits currently enjoyed by state and county employees. This is expected to be completed by a third party (the Legislative Council) after a public hearing.

CSEA employees are expected to take part in the hearing and will submit written evidence to the Legislative Council.

The committee also discussed the possibility that the union contract might be tied to other legislation. Counsel John Rice, in answering a query, stated that the contract, as a matter of form, is reviewed by the Association's legal firm before submission to the Legislature. In order to confirm the union agreement, the legal terminology used is important.

Political Action Group Reviews Pending Bills

ALBANY — The political action-legislative committee of the Civil Service Employees Assn. met this month to discuss current legislation affecting the 209,000-member Employee Assn.

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Named To Board

ALBANY — Karen A. Anas, of Cortland, has been named to the Board of Visitors of Syracuse University, according to an announcement for an unexpired term ending Dec. 31, 1974.
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Joseph J. Panzarella, Jr., M.D.
Medical Director

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Philip Goldberg, M.D.
Medical Director

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This Week's City Eligible Lists

EXAM 1106
SUPERVISING ADDICTION SPECIALIST
This list of 90 eligibles was established May 15, 1972, for the clerical positions in the Office of the Comptroller. It is anticipated that the examinations taken during April, May, and June, 1972, will be called to the written examination June 24, 1972, and 300 names will be reported. Salary is $18,800.

No. 1 — 84.80%
1. Gifford, Louis J.
1. Gifford, Louis J.
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1. Gifford, Louis J.

No. 2 — 80.60%
2. Jorgenson, Donald C.
2. Gifford, Louis J.
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No. 3 — 79.60%
3. Jorgenson, Donald C.
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3. Gifford, Louis J.
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No. 4 — 79.20%
4. Gifford, Louis J.
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No. 5 — 79.10%
5. Gifford, Louis J.
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5. Jorgenson, Donald C.
5. Gifford, Louis J.

No. 6 — 78.40%
6. Jorgenson, Donald C.
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No. 7 — 78.30%
7. Gifford, Louis J.
7. Jorgenson, Donald C.
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7. Jorgenson, Donald C.

No. 8 — 78.10%
8. Jorgenson, Donald C.
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No. 9 — 77.80%
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No. 10 — 77.70%
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A Time For Realism

The Kinzel Commission pension report, generally acknowledged to be as enlightened as Count Dracula's casket, is still lurking around the State Capitol, but should be put peacefully to rest this week after arousing the ire of nearly every public employee in the state.

Governor Rockefeller has been commended for once again showing the political savvy needed to run a firm ship of state. For while the Kinzel Commission was appointed by the Governor, and its report seemed to have his support, political realities have been playing out in the dazzling characteristics of Rockefeller's four terms.

As he did following the shock waves of his original proposal for dealing with the drug problem in New York State, the Governor has moved to a more middle-of-the-road stance on pensions. In both cases, the Governor accepted less than his original proposal, but things aren't the same as they were on the other side.

In addition to the Kinzel plan, and the Rockefeller compromise proposal, modifications have been introduced by State Senator John Flynn and by State Senator Richard Schermerhorn. The relative merits of these four plans will go through the rough-and-tumble of debate during these waning days of the Legislature's current session.

One thing remains certain, though. There is one bill pending that represents a specific contract agreement hammered out over months of intense negotiations between the Administration and the Civil Service Employees Assn. after extending the deadline past the union's contract expiration.

OSEA, too, has given up something to get something in its contract. That is the way of collective bargaining. Recognition of the skittles of their negotiators must also be made. The pension agreement was tied in with their salary settlement—that provides something for everyone without offending the state's taxpayers.

Even if no other decision is made, we feel the Legislature has a duty to honor that agreement as already ratified by the union's membership.

Questions and Answers

Q. I'm retired and get monthly social security checks. My son, who's almost 18 and has been on disability since he was born, also gets monthly payments. A friend told me he thought I should find out about the advantage of disability benefits for my son. Since my son already gets a check, what would I specifically be looking for in applying for another benefit?

A. There are two reasons you might want to consider. Your son is now under 18. If you are the custodian and not the legal guardian, you may be eligible for Medicaid benefits even though your son has already received the disability benefits for two years.

Q. I'm 73 and get social security checks. I've retired and am currently retired. There is no restriction on how much you can earn while getting social security payments.

A. Yes. Since you are over 72, there is no restriction on how much you can earn while getting social security payments.
On Thursday evening, June 14th, a testimonial dinner will be given to Captain Robert O'Brien by his friends, of whom he has many.

Under normal circumstances that wouldn't be an earth-shaking event, but in this instance, it bears some comment. Bob O'Brien happens to be one of my dearest friends. There are few firemen for whom I have more respect.

Quite some time ago, Bob worked the day tour in 28 Truck in Harlem and they happened to get clobbered one day. The next day the lieutenants' exam was scheduled and the good captain worked over on the night tour as is customary on such nights. During the night, after about 10 runs, Bob began to feel nauseous and as he said later, "all the symptoms of a heart attack were coming on." He also said, in as many words, that he was sure it was a heart attack but strained every nerve and muscle to prevent it from happening because he figured if he was going to die, he wanted to die at home. For sure, he was going to stick out the tour. (When he gets thick, look out. Impending heart attacks are no exception ... and you had better believe it!)

Anyway, he managed to get home to Valley Cottage where he lives with his beautiful little family and it was only a few minutes before he was in Nyack Hospital with cardiac arrest. Needless to say, as of that moment, there came to an end a brilliant firefighting career for a terrific guy.

Firefighters are not very outspoken in their praise of one another. It goes without saying when one firefighter says of another that "he's some fine fireman ... that is the compliment of compliments from one to another. That is how Captain Bob O'Brien was known to all who knew him.

The holder of two medals and a flock of "classes," he was always in the thick of things. If he managed to get to a window for a "blow," he would resemble a coal miner and a steel worker combined. When most were crouching on the floor, Bob would be standing up, pulling ceilings. In quarters, if he wasn't on the handball court, he was working out on the barbells—always with an eye toward fitness.

(Continued on Page 10)
Restructuring Phase III, Part 2, Deals With Field Services

The delegate body of the Civil Service Employees Assn., at its third meeting in New York City, on Phase III, Part 2, of the reforms proposed by the board to reorganize CSEA. This report dealt with field services. As has been the case in the past, the leader presented this restructuring report, as amended by the board, and the new educational chapters were added. The report was presented. For instance, some new educational chapters have been chartered, and total membership is already on the increase. The chapter presidents are required to present in the report, although corrections have been made, where possible, to conform with the amended report.

A Victor O'Con, chairman of the restructuring committee, has asked that members hear in mind that the report is meant to correct and improve the operation of the field services. Consequently, there may be factual statements to show attention to specific problems. There are not meant to reflect on any individual or group but are purely in areas that must be improved to enable CSEA to meet the growing needs of rapidly expanding membership.

Other members of the restructuring committee are John Adam, immediate past president of the Western Conference; S. Samuel Declo, immediate past chairman of the Council Education Committee; Howard Grubin, president of Albany County chapter; Charles Eder, immediate past president of the Central Conference; Howard Grubin, president of the Capital District Conference; and Jack Weisz, president of the Metropolitan Conference.

The committee report is reproduced below.

BACKGROUND

The field staff of CSEA includes fieldmen, assistant fieldmen, roving fieldmen, and collective bargaining specialists. As present, assistant fieldmen and roving fieldmen are assigned to a specific area to serve both county and state units. These have been added as new educational chapters.

The assistant fieldmen under the supervision of the regional field supervisor and under overall supervision of a county director of field services. These positions vary in importance from county to county. The weekly meetings discuss county problems, contracts, and other related matters.

The collective bargaining specialists (CBS) are divided into two groups: eight CBS's work for the State Division and six work for the County Division. Each is responsible to the director of his respective department.

In the County Division, the CBS's meet weekly with the board of local government agencies. They advise CSEA local officials in the negotiation of contracts and do require an overall picture to negotiate effectively. In the weekly meetings, they discuss county problems, contracts, and other related matters.

They have no assigned region or chapter. Usually, they are stationed at a central location within the county or state to cover field services. In time of local election, this vehicle has been the greatest road asset CSEA has acquired. In essence, it is a traveling headquarters furthest asset CSEA has in the future.

The CBS's are not being implemented according to this committee's conclusion. The information in the report will ascertain the feasibility of this project. Further, the field services personnel, except regional field supervisors, have a say in their own known as FSA (Field Staff Association). The contract expires Sept. 30, 1973. Between the president of CSEA and FSA. Such contract is to impair, diminish, or vacate any benefit or condition of employment presently enjoyed. In effect, this will be the greatest road asset CSEA has acquired. In essence, it is a traveling headquarters—further recommendations are within the report.

The chart (reproduced below) shows the present organization of the field staff and at the end of the report, as charts on the proposed new organization.

The single outstanding problem within field services is that new units are being formed, new fieldmen are coming into CSEA, and our field staff is not being implemented accordingly. Vacancies go on and on. Status to 500 new field supervisors per week are required to do the job.

The field staff services are really the heart of CSEA membership assistance. We must expand our field staff and direct particular attention to the large expanding departments which we are not yet expanding. In time of final crisis in negotiations, it is impossible to cover. However, their knowledge and expertise are always available in time of final crisis in negotiations.

One recommendation is that all field staff be hired as field representatives (trainees) except in those rare instances where an applicant possesses conventional and unusual qualifications.

THE REPORT

(ED NOTE: Explanatory matters are a continuation of those used in identifying paragraphs included in Phase III, Part 1. Therefore, the numbers pick up at 55. Missing numbers indicate proposals that were referred back to committee or deleted.)

58 The title of regional field supervisor should be changed to CSEA regional director.

61 Contract of FSA shall be with the Board of Directors and not exclusively with the president. Such contract, when approved by the Board of Directors, shall be signed by the president as the designated representative of the Board.

62 The Association shall fill all field service positions within 30 days of vacancy.

63 The Association should have a continuous recruitment program for field service in order to avoid weeks of waiting to develop an eligible list.

65 It is proposed that all field staff be hired as field representatives (trainees) except in those rare instances where an applicant possesses conventional and unusual qualifications.

(Continued on Page 51)
Donnelly Elected Veep in Fire Union's Runoff

The city Dept. of Personnel has announced that 214 candidates for promotion to asphalt worker, exam 2359, passed their physical tests May 7 and 10. Fifteen candidates failed.

WORKMEN'S COMPENSATION BOARD OFFICES MOVE TO TRADE CENTER

The Workmen's Compensation Board offices in New York City are now located in six stories of the new World Trade Center in downtown Manhattan, where it was announced by S. E. Seriior, Chairman of the Workmen's Compensation Board.

Examiner

Of the 256 candidates who applied for the open competitive test for Workmen's Compensation Board examiner, exam 2084, 123 have been declared not qualified by the city Dept. of Personnel.

Fire Alarm Dispatch

The city Dept. of Personnel has announced that 27 candidates for fire alarm dispatcher will be taking written open competitive examination, exam 1803, on May 19 at 9 a.m. at Seward Park High School, 250 Grand St., Manhattan.

BUFFALO DAY — On the eve of their departure for Milan, Italy, and a goodwill tour of that country, the Transit Authority celebrated its 50th anniversary with a dinner at the Statler Hotel, 102, Brooklyn, won the election for president of the 11,500-member Uniform Firemen's Association of Metropolitan New York, a community relations officer of the Transit Authority and president of the association, Mrs. Genevieve Butler of New Haven, Conn. subway track supervisor, Edward Tatum of Manhattan, his wife postal clerk, Mabel; retired subway conductor Lloyd Shaw of Brooklyn and his wife Gloria. The veterans, their families and friends will depart on a two-week cruise.

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**Await Legislature’s Approval**

(Continued from Page 1) The commission criticized it. The Governor ignored the reaction; however, and in a recent press conference, flatly stated that Kinzel’s plan had no chance in the Legislature. He intends to ignore modifications based on the CSEA settlement on all public employees unions throughout the State.

Theodore C. Wood, CSEA’s president, said, “The pension agreement reached in our negotiations is a good one, and is successful in cutting the heart out of the Kinzel commission report. In light of what could have been imposed upon us, we feel that it is the best of all possible settlements.” It goes a long way in preventing high-level pension abuses and still protects our employees from the atrocities suggested by the Kinzel commission.

The negotiated changes would apply only to new employees and workers for a three-year moratorium on any pension improvements. After that, any bargaining over pensions would be handled on a coalition basis.

Genesey Reappointed

ALBANY — Clarence Genesey, of North Banor, has been reappointed a trustee of North Country Community College for a term ending June 30, 1981. Members serve without salary.

**CSEA FIELD SERVICES DETAILED BY RESTRUCTURING**

(Continued from Page 8) It is further proposed that field representatives (trainees), after completion of one year of satisfactory work performance, be considered for promotion to field representative (junior grade), which would require the written recommendation of the regional director and approval of the director of field services and the Directors’ personnel committee. The field representative (junior grade) should be required to complete at least one year of satisfactory service in said title before becoming eligible for promotion to the title of field representative. From field representative he may go to assistant regional director to regional director and to director of field services.

This proposal was passed with the understanding that the title of collective bargaining specialist be included among the opportunities for advancement available to fieldmen.

68 There shall annually be a meeting with the regional director, fieldman or their representative and regional executive board to discuss and resolve problems of mutual concern which affect the regional membership.

69 Field service personnel meet at least two times annually with top management and at least every four months with regional directors.

70 Each region shall be assigned an organizer (presently known as zoning fieldmen).

71 The Association should take steps to initiate what will be known as an organizing team, whereby this team will be able to go into regions, chapters and whose sole purpose would be to organize. This concept should be developed by the president in conjunction with the chairman of membership and regional presidents.

72 The division of field service and the regional director should designate from the existing staff a “crisis team.” A crisis team would immediately be dispatched to regions, chapters or units who would be experiencing an emergency so declared by the president.

73 The Association shall develop a system whereby a definite distribution list be established and whereby pertinent information such as legal opinions, grievances, new laws, PERB decisions, etc., be immediately mailed to field service employees, CSEA officers, chapter presidents, members of the Board of Directors and other interested parties wherein such reports would affect.

74 Collective bargaining specialists in the County Division shall be assigned definite regional areas. This concept does not prohibit the assignment to another area in case of extending circumstances.

75 Regional director, field staff, collective bargaining specialists and chapter presidents shall be responsible for the scheduling and instituting of contract negotiations and shall participate in all meetings pertaining to the contract negotiations, and shall require field staff or bargaining specialists to be present.

76 The Association shall in its political subdivisions immediately develop a series of mandated caucuses which should be included before a contract be executed.

77 The president appoint one management staff employee in the State Division and one for the County Division who will be able to interpret the intent and implementation of Association policy as mandated by the Board of Directors or Representatives.

78 The general schedule as developed by the regional director be posted in the regional office as to the anticipated visits to regional chapters by the fieldmen. The exception being a crisis or emergency may excuse such a visit.

79 That a fieldman notify either by card or phone through regional office personnel the anticipated visit of a fieldman.

80 The Regional field director shall make arrangements whereby a fieldman or assistant fieldman will periodically visit members working a night shift. The fieldman shall be given appropriate day off duty.

(To Be Continued)

**PROPOSED FIELD STAFF ORGANIZATIONAL CHART**

**Information for the Calendar may be submitted directly to THE LEADER. It should include the date, time, place, address and city for the function.**

May

22—Craig State chapter meeting: 8 p.m., Mt. Morris Vet’s Club, Mt. Morris.

24—Metropolitan Conference executive committee meeting: 5:30 p.m., Gannon’s Restaurant, 75 Dane St., Manhattan.

25—Central District Armory Employees chapter meeting and election of officers: 10 a.m., Guildersleld rifle Range, Guildersleld.

28—New York City chapter officer installation: 7:15 p.m., Concord Hotel, Kniehaha Lake.

30—New York City chapter workshop: Concord Hotel, Kniehaha Lake.

June

1—Dutchess-Fulton Area Retiree organizational meeting: 1 p.m., Hudson River State Hospital Boathouse, Poughkeepsie.

1—Motor Vehicles chapter installation: 6:30 p.m., Herbert’s Restaurant, Albany.

3—Eastern Conference meeting: Statler-Hilton Hotel, 107 Delaware Ave., Buffalo.

2—SUNY at Plattsburgh chapter banquet to honor retirees: 6 p.m., VFW Hall, Boynton Ave., Plattsburgh.

5—Country Workshop: Friar Tuck Inn, Route 32, Cairo.

7—Statewide Board of Directors meeting: Friar Tuck Inn, Cairo.

7—Long Island Armory Employees chapter meeting: 12 noon, Riverhead Armory, Riverhead, L.I.

7—Statewide Board of Directors meeting: 12:30 p.m. (executive meeting), Van de Mark Hall, State Hospital, 1600 South Ave., Rochester.

8—Central Conference meeting: Edgewood Motel, off Route 81, Alexandria Bay, Jefferson County.

15—Capital District Conference meeting: Hidden Valley, Lake Luzerne.

16—Testimonial for George Koch: Towne House, Huntington, L.I.

16—Brooms County chapter clambake: 1-7 p.m., Glendale Park, Endicott.

17—19—Southern Conference Workshop: Grostenger’s, Liberty.

19—Hudson River State Hospital chapter meeting: Elk’s Club, Overlook Rd., Poughkeepsie.

22—Deadline for nominees for regional officers to be submitted to CSEA Nominating Committee.
NEW YORK CITY.—Persons seeking jobs with the City should visit the Office of the Personnel, 41 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. The hours for Thursdays are 8:30 a.m. to 1:30 p.m.

By mail, applicants must make an appointment, self-addressed envelope, to be received by the Department at least five days before the deadline. Announcements are available only during the filing period.

By subway, applicants can reach the filling offices via the IND (City), the IRT (Central Park West), the BMT (City Hall); Lexington Ave (Brooklyn Bridge). For advance information on the filing days for various jobs, inquirers are advised to call the Personnel offices.

Several City agencies do their own recruiting and hiring. They include: Board of Education, teachers, 186 8th Ave., New York, phone: 857-5000.

The Board of Higher Education administers the City University and the New York City Technical Institute. It is authorized to contract with individual schools for non-faculty jobs. Information on the Personnel Department can be obtained by calling the Personnel offices at 186 8th Ave., New York, phone: 857-5000.

Various State Employment offices can provide applications in person, but not by mail.

Judicial Conference jobs are filled at 270 Broadway, New York, phone: 758-6140. Applications may be made in person or by sending a stamped, self-addressed envelope with their return address.

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No. 5081 — 78.8%

No. 5061 — 78.8%

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No. 5021 — 78.8%

No. 4961 — 74.8%

No. 4941 — 74.8%

No. 4921 — 74.8%

No. 4901 — 74.8%

No. 4881 — 74.8%

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Win 2nd-Stage Grievance For Thruway Employee

NYACK — John LaPage, an employee of the Nyack maintenance section of the New York State Thruway and member of the New York Division of the Civil Service Employees Assn., has been awarded a $337 inter- 
ment under the Advanced Increment Program and passed the performance test. This made him eligible to re-

Rochester Retirees To Meet June 8

ROCHESTER — The Rochester Area Retirees chapter has scheduled its next meeting for June 8 here in Van de Mark Hall, State Normal Building at 1400 South Ave, according to secretary Jo A. Ahrens. The executive council and of-
ficers meeting will be at 12:30 p.m., the general meeting at 1:30 p.m.

Human Rights Committee Meets

ALBANY — The Human Rights Committee of the Civil Service Employees Assn. has reached-
monthly meeting at CSSEA Head-
quarters last week. The committee was recently augmented by several new members from around the state. The committee was formed to attend more closely to the human rights problems within the union. Since its recent augmentation, the committee has settled many grievances dealing with racial inequities in state government including job discrimination and racial bias.

CSEA Requests Data For Reallocation Study Of Highway Main Title

ALBANY — The Civil Service Employees Assn. is currently studying material for a reallocation appeal of the title of highway general maintenance fore-
mance.
The CSEA research depart-
ment has requested that em-
ployees review this title of in-
formation to CSEA "detailing their job duties and, more im-
portantly, the extent and level of their job responsibilities."
The Friday activities will feature an educational program begin-
ing at 7:30 p.m. The Conference Workshop, under co-chairmen Charles Finch, Harry French, F. Reese Nevin, Lynn Patten, Clarence Perry and Vicor Rehfeld.

Western Conf Sets June 1-2 Meeting

BUFFALO — The Western Conference of the Civil Service Employees Assn. has resched-
rolls its spring meeting to June 1-2 at the Shaler Hilton Hotel, here, according to Conference president Samuel Grossfield. Friday activities will feature an educational program begin-
ing at 7:30 p.m. The Conference Workshop, under co-chairmen Charles Finch, Harry French, F. Reese Nevin, Lynn Patten, Clarence Perry and Vicor Rehfeld.

Hope For Passage Of Waterfront Bill Ebbing This Year

The status of the Civil Service Employees Assn. members of New York's Waterfront Com-
mencement is undecided. The latest move, pending action in this year's leg-
islative session which would, if passed, give commission employees bargaining and represent-
ation rights under the Taylor Law. Currently, CSEA members of the Commission enjoy quasi-official rights to representation, but have no right to access to the Taylor law privileges since the agency is a bi-state arrange-
mament that also covers employees

from the State of New Jersey.

Legislative action to gain Tay-
lor Law rights has been initiated by CSEA for the past two years, and submitted to appropriate committees in the state's legis-
late body.

This year, the unreported legis-
lation got to the second reading and was ordered back to com-
mitee for further justification. Informed sources indicate that formidable opposition to the proposed bill was mastered at the last minute, by Waterfront Commission management.

CSEA is to submit further
causes for reconsideration of the legislation.

To this date, the Commission has not officially improved the work agreement with Waterfront employees for three years. CSEA's Waterfront Commission employee representatives have met with Commission representatives for a "hearing" chapter president Harold Kramer said, but to date there has been no word.

Traditionally the Commission publishes the terms of employ-
ment in a booklet, but the last booklet was put out three years ago, Kramer explained.

Special Group Life Insurance Plan Available During May

ALBANY — Enrollment in a special low-cost group life insurance plan, which requires only a medical examination in most cases, is available to State employees who are members of the Civil Service Employees Assn. during the month of May only.

Applications should be sent to the Insurance Department, CSEA Headquarters, 33 Elk St., Al-
bany 12207 on or before May 31, 1973.

CSEA members who are over 50 years of age or who have completed five years in state service are eligible for the plan with medical examination. Members who are over 30 years of age or who have completed over five years of state service must take examinations. The plan offers 10 percent additional insurance, guaranteed until November 1, 1973, without additional charge, which provides that premiums are waived if a member becomes perman-
ently disabled before age 60, and double indemn-
ity in the case of accidental death is guaran-
ted.

The cost of the insurance is 10 cents biweekly per $1,000 worth of coverage for members 29 years old or younger. Older members may obtain this insurance at lower than normal rates only.

Members can elect to pay their insurance premiums through the automatic payroll deduction plan.

All details explaining the group life insurance plan and necessary application forms can be ob-
tained from local CSEA chapters or chapter re-
presentatives or from CSEA headquarters.

CSEA members who are local government em-
ployees will be offered this same special plan during the month of June 1973.