CSEA Members' Pay Raises To Show Up On June Checks

ALBANY—The effects of the pay raises negotiated for 133,000 State employees by the Civil Service Employees Assn. will be felt in the June 17 and June 24 paychecks, a spokesman for the State Comptroller's office said last week.

The full amount of the raise, retroactive to April 1, 1970, will be included in the paychecks issued on those two dates. June 17 is payday for those employees on the administrative payroll, and June 24, for those in State institutions.

The spokesman attributed the delay in processing the raises to a number of factors, including the development of formulas that were used in their computation. He explained that as a result of the CSEA-negotiated minimum pay increases in 1968, 1969 and 1970, many employees were off step in the uniform salary schedule, and in many cases the new salaries of these employees had to be worked out individually.

CSEA Makes Major Gains At D Of E Meet

From Leader Correspondent

ALBANY—A meeting between representatives of the Metropolitan Division of Employment chapter, Civil Service Employees Assn. and D of E representatives here last week ended with some employee problems resolved and the employees hopeful about future solutions to others.

John Lennon, president of the Metropolitan D of E chapter, reported that a standing committee was established as a result of the meeting to tackle the problem of D of E counselors — status, salaries and educational training in particular.

CSEA Insists that the planned summer training programs for counselors be made available last counselors on an equal and not selective basis.

Department representatives David Zlaron, director of personnel training and employee relations, and Irving Weinstock, director of personnel, agreed to the addition of 16 more examiners to the Unemployment Insurance Dept. CSEA seeks a total of some 280-300 examiners to combat heavy increases in (Continued on Page 14)

Faulty Language In Rules Proposed By Judicial Conf. Is Assailed On 12 Key Points

A series of potentially dangerous omissions in the proposed rules of the Judicial Conference governing collective bargaining were detailed by the Civil Service Employees Assn. at a hearing last week for employees in the Conference.

State First Vice-Chairman Irving Flaumenbaum presented the organization's 1,000-word summary of constructive amendments dealing with 12 major issues.

Flaumenbaum's presentation made up the bulk of the afternoon hearing, in which representatives of several New York City organizations and a self-styled local employee organization made appearances, but offered no concrete proposals.

The proposed rules would set down procedures for the handling of negotiations of non-fiscal matters.

Flaumenbaum's presentation on behalf of CSEA court units throughout the State made these major points:

- Language should clearly acknowledge that personnel are employed by the State or local governments and not by the Judicial Conference.
- The proposed rules should clearly acknowledge the legal right of employees to collective negotiations.
- The definition of fiscal matters to be left to negotiations directly with the employer should be clarified to include the tri-union representation set up by the conference.
CIVIL SERVICE LEADER, Tuesday, May 19, 1976

FROM THE
FINEST

By EDWARD J. KIERNAN

(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.)

THE HEART OF most collective bargaining agreements is that the employees undertake to perform certain work, and the employer undertakes to compensate them at an agreed rate. If either party fails to live up to the contractual obligations, remedies are available to the other side; but in government, there is a gross inequity between the remedies provided for labor and those provided for management. The advantage is heavily weighted in favor of the employee.

IN NEW YORK State, it is unlawful for civil service workers to withhold their labor, but it is not unlawful for government employers to withhold wages. (The reverse is true in the private sector; there is no legal bar to strikes, but non-payment of wages is a misdemeanor.) As a result, government units can get immediate relief from a strike or threatened strike by applying to the court for a temporary restraining order to bar the employee organization from the worksite. The remedy is costly to obtain and long in coming, for there is no "temporary performance order" available through the courts to oblige management to contract compliance by management.

It is interesting to note that the equivalent of a "temporary performance order" is made available to employees in the private sector under Section 10-J of the National Labor Relations Act. Another way of looking at the problem is that, if a union wishes to dispute the validity of a contract provision, it must take affirmative action to have the provision interpreted or changed; but if management wants to test a clause, all it needs to do is refuse to perform, and the burden of affirmative action again falls on the employees.

(Continued on Page 9)

The
Fire
Officer

by Lt. John E. Kelly
President, Uniformed Fire Officers Assn.

(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.)

THE STATE Legislature has passed and Governor Rockefeller has signed our most important piece of legislation—the Heart Bill.

I KNOW that I echo the feelings of all members of the Fire Dept. in saying a sincere thank you to both the Legislative and Executive branches of our State Government. It is also a memorial to those firefighters who have retired in the past years of service that they claim, but can never enjoy the fruits of this measure. It is also a memorial to those firefighters who have retired in the past because of heart disease or hypertension, caused by their job, but unproven as to it being line-of-duty sustained.

WHAT MORE can be said. We are grateful. We are grateful, also, to our brother civil servants who took the time to write their legislators and the Governor in our behalf.

FINALLY, at the risk of omitting someone, I must say thank you to some of our friends who worked so hard in getting this bill passed:

Governor Rockefeller
Lt. Governor Malcolm Wilson
Senate Majority Leader Earl Bridges
Assembly Minority Leader Stanley Steingut
Senators John Marchi and Jeremiah Bloom
Assemblymen Edward Amman and Andree Stein

TO ALL who helped us in this victory, those listed or not, we say thanks.

WE WILL remember, in November, the Firefighters Fight Fires ... Not People
AMSTERDAM—Employees of the City of Amsterdam have just won a contract giving them a seven percent across-the-board wage increase retroactive to Jan. 1, 1970, in addition to any increments due, a wage reopener clause for Jan. 1, 1971, and many other benefits.

The two-year contract was negotiated by the Amsterdam unit of the Montgomery County chapter of the Civil Service Employees Assn. with the CSEA. It includes gains for supervisory, non-professional employees.

Whalen from the Public Employment Relations Board came in to help settle an impasse which had developed during the negotiations.

Major provisions of the pact include:

- Exclusive right to payroll dues deductions and exclusive right to recognition for the maximum period under the law.
- Dispute and grievance procedure will be final and binding arbitration.
- Longevity increments after 15, 20, and 25 years of service, and a $2500 increment for 25 years.
- Building maintenance employees will receive time and a half for all hours beyond 40 per week.
- CSEA employees have a 30-hour work-week with compensatory time off for all hours beyond 30.
- Mileage allowance of 10 cents per mile.
- Summer work schedule to be determined by Memorial Day and Labor Day.
- Fifteen-minute coffee breaks.
- Twelve-and-a-half holidays per year.
- Vacation: 10 days after one year; 15 days after three years, 16 days after 20 years; 17 days after 30 years; 19 days after 40 years and 20 days after 25 years.
- Twelve sick days per year accumulative to 120 days, plus additional extended sick leave policy for employees.

 Bahama Tours From Albany

Eight-day tours to the famous Kings Inn Hotel in the Grand Bahamas will leave directly from Albany and Buffalo during the Summer. Both trips are open for bookings by Civil Service employees and their families.

The Albany tour leaves July 27 and is $495 complete. The Buffalo tour begins July 13, and the cost is only $399. These prices include round trip jet transportation, hotel accommodations, daily breakfast and dinner and free golf. Admission to the Kings Inn complex is included.

For the Albany tour, apply now to Noni Kepner, Box 276, West SandLake, N.Y. 12196. Telephone (718) 843-4396 and T.A. 2-6099 after 5 p.m.

Reappointed

Career Employee

400 Aides Pay Tribute To Ellis Riker On Retirement From Motor Vehicle Dept.

Riker Honored

— Thomas McDonough, left, president of the Civil Service Employees Assn. Motor Vehicle chapter in Albany, presented placque to Ellis T. Riker, retiring administrative director of the State Department of Motor Vehicles. Riker was honored recently by several hundred friends, co-workers, and former co-workers at a testimonial dinner at the Thruway Hyatt House in Albany. McDonough was seated at the head table and spoke as a representative of labor.

ALBANY—A testimonial dinner honoring Ellis T. Riker, a former Civil Service Leader Gold Medal winner, who has retired as administrative director of the State Motor Vehicle Dept., drew 400 state employees, associates and friends.

The toastsmaster at the Thruway Hyatt House affair was Joseph W. Kilgallen, a program director of Governor Rockefeller's staff.

Among those seated at the head table were; Vincent L. To- fany, motor vehicle commissioner, Dr. T. Norman Hurd, director of the budget; Dr. Basil Y. Scott, deputy administrative director of the Motor Vehicle Dept.

Norman Gailman, acting commissioner of the Dept. of Taxation and Finance; Thomas M. McDonough, president of the Civil Service Employees Assn.'s Motor Vehicle chapter, was the guest speaker. Dr. Leo Call, dean emeritus of the School of Engineering at Manhattan College, and Mrs. Riker, the former Isabelle Crowley of Yonkers, were on hand.

A past president of the Capital District chapter of the American Society for Public Administration, Riker earned the American Management Assn.'s president's special citation and The Franklin Award for outstanding service in public administration. He was awarded The Leader Gold Medal Award for excellence in public service.

He is a member of the American Management Assn., the Ad- visory Council on Governmental Services of the State University's Graduate School of Public Affairs, and the Advisory Council of the Joint Legislative Committee on Mental Retardation and Physical Handicap, and has worked closely for a number of years with the Cerebral Palsy Assn.

Commissioner Toft said that Mr. Riker "is one of the foundations on which good government must stand; one of those distinguished, energetic public servants that make democracy possible."

Via Manhattan College, he entered State service in 1937 as a senior Interviewer with the State Division of Placement and Unemployment Insurance. He soon became a senior examiner of methods and procedures, working in the State's first planning office in Albany.

While with the State Tax Dept, he was credited with being "the man behind" development of the State's simplified income tax form, the withholding tax system, a new mechanism accounting system for the department and many other new operations.

Correction Due

Eva Nelson's Name Omitted from Pact Booklet By State

(Special To The Leader)

ALBANY—The name of Eva Nelson, an employee at Willowbrook State School and a member of the Institutional Services Unit bargaining team of the Civil Service Employees Assn., was inadvertently omitted from the first printing of contract booklets for that chapter.

The error was brought to the attention of the State and her name will be included in future printings, according to a spokesman for the State Office of Employee Relations.

Miss Nelson served on the team which negotiated benefits affecting more than 45,000 institutional employees, including those working at Willowbrook State School.

Miss Nelson is employed as an attendant at Willowbrook and is a candidate for first vice-president of the CSEA chapter.

Reappointed

ALBANY—Frank W. Dunham Jr. of Albany has been reappointed to the State Board of Commissioners of Priors for a term ending in 1971. He is a member of the Albany Port District Commission.

CSEA's County Delegates to Hear Deputy Comptroller Haught at Saratoga Meeting

ALBANY—The Civil Service Employees Assn. has announced that Alfred W. Haught, first deputy comptroller of the State of New York, will be the featured speaker at the annual meeting of the chapter's representative delegation of each county.

The session will be held at the Saratoga Inn, Sunday evening, May 24. The three-day meeting of local government representatives ends Tuesday, May 26.

Haught was appointed to his present position in 1959 and has also served as chairman of the State Council of Churches and as a member of the Administrative Law Committee of the State Bar Assn. Presently he is co-chairman of the Joint Statewide accounting improvement committee.

He was active for many years in civic affairs in Saratoga, where he has been president of the Common Council. Judge of the Mult- ifamily Housing Committee and of the Saratoga Council of Churches. He was Democratic candidate for mayor of Saratoga in 1953.

Cornell Condemned For Long Delays in Setting Election

(Special To The Leader)

ITHACA—A spokesman for the Civil Service Employees Assn. said recently that non-professional employees of Cornell University are "losing patience" in the face of delays in achieving a collective bargaining process to negotiate the terms and conditions of their employment.

CSEA petitioned the New York State Labor Relations Board in May 1969 for an election to determine the bargaining representative for all non-supervisory, non-professional employees of the University, the spokesman said. At that time, he said, "Management appeared to agree that the State Labor Relations Board could not intervene over the makeup of the bargaining units involved, the election, and subsequent bargaining efforts. Now, management claims that it is the National Labor Relations Board which has exclusive jurisdiction, while the matter is being resolved, this constitutes another delay, in the opinion of employees, a collective bargaining representative and a chance to meet towards equal to the negotiating table."

The spokesman also said that "The anger of the Cornell employees is growing, not diminishing, as every day passes by with no sign that a representation election will begin."

Choice For JDA

Remuneration has been made by the Governor of A. D. Ross in order to fulfill the terms of the Civil Service Employees Assn.'s Motor Vehicle chapter. The name will be included in future printings of the contract booklets for that chapter.

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Heads Training Bur.

ALBANY—David Zaron of Delmar, who since served as executive director of the Saratoga County Civil Service Commission, has been named director of a newly created Bureau of Training, Personnel and Employee Relations in the State Education Department.

Until the appointment, Zaron was assistant director of classification and compensation in the State Civil Service Dep-

FIFTH AVENUE CAPITAL ASSOCIATES is holding its annual Spring Luncheon on April 29, 1970. The luncheon will be held in the Court of New York Country on April 29, 1970 and daily in the Fifth Avenue Hotel.

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State Staffing Requirements Indicate Sizable Need For
Stenos, Typists, Tab Operators

So substantial are staffing requirements in the categories of typist, stenographer and tabulating machine operators, according to the State Dept. of Civil Service, that recruitment efforts have been placed on job placement for these posts. The policy of "applications accepted continuously," moreover, remains in effect.

As a stenographer-typist, your job will vary according to your assignment, for it may be in any one of the many State departments and agencies. You might work in a group of stenos and typists that serves several people, or you may be assigned to a small office. You’ll be typing, including mimeograph stencils. Stenos take and transcribe dictation, of course. Very likely, you will have other secretarial duties as well.

To qualify, you need to take an exam which includes a spelling test, a typing test requiring 35-word-per-minute speed, and a test in dictation for stenos, requiring an average of 80 words per minute. In Albany and New York City, there may be training opportunities for candidates who fall below the qualifying level. The eligible list for typist, incidentally, is used to fill the title of dictating machine transcriber.

Tab Operator’s Test

Tab operator candidates can qualify by having three months of experience or having completed a tab operator’s course; after that, you’re eligible to take a four-part written test, consisting of questions on operations of IBM tabulating machines; clerical aptitude; arithmetic and office practices.

About salary levels, they are all set to soar as a result of the new contract for State employees. What this will mean is that the old wage scales will increase by about 14 percent as of April 1971. The first step of this Increase was retroactive to last April 1.

Bienes and tab operators currently reap $4,918 to $5,700 per annum, while typists earn the pay of $4,300 to $5,350. Additionally, a special $200 geographically differential is supplied to all appointees working within the New York City metropolitan area.

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John J. Hart — Highest in written test — a DELEHANTY student

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8. Thomas L. Pagano
9. Thomas A. Del Pond
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12. Thomas M. McCreesh
13. Charles W. LeBlanc
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TUESDAY, May 19, 1970

Success Realized

CONGRATULATIONS to Governor Rockefeller and leaders of the New York State Legislature for turning a 20-year hope into solid, substantial law.

When the Governor affixed his signature to the Heart Bill yesterday, firemen and policemen were relieved of the tension of facing a drastically reduced income for themselves or their survivors as a result of disability due to heart disease.

In the past, the burden was upon the firefighter or the policeman to prove beyond a shadow of doubt that the disability occurred during the course of his duties. Now he can retire at three-quarters salary, or a widow can anticipate a full year’s income plus a pension.

It has been a long struggle for the three uniformed forces that were affected by this bill: the Patrolmen’s Benevolent Assn., the Uniformed Firefighters Assn. and the Benevolent Assn., the Uniformed Fire Officers Assn. Congratulations are certainly due to their current union leaders: Edward Amman, Assembly Speaker Perry B. Duryea, Jr., Assembly Minority Leader Stanley Steingut, State Senators Jeremiah Bloom and John Marchi and Assemblymen Andrew Stein and Edward Amman.

The Leader, too, is proud to have given continuing and sincere support for this bill that turns a millstone into a help rather than a hindrance.

Disability Pay Dilemma

MAY THE NEW YORK City Employees System postpone payment of an accident disability retirement allowance pending a decision by the Workmen’s Compensation Board? This is the question that the Board has been asked to decide. This problem is the subject of an article by Mr. Thomas S. Agresta in the last issue of Social Security: New York City Employees Retirement System (New York Law Journal, April 15, 1969).

THE PETITIONER was employed as a Court Clerk I in the Supreme Court, Queens County, until his retirement on March 23, 1969, because of disability resulting from an accident in the course of his employment. The Retirement System informed him that no progress could be made on payment of his retirement benefits until he filed a claim with the Workmen’s Compensation Board. He did so, but no decision was made by the Board after several months. The petitioner then demanded that the System pay his retirement allowance without awaiting such a decision, but the System refused to do so.

SUBSEQUENTLY, the Board closed the petitioner’s case pending the outcome of a third-party action. The Board did not make an award for the period subsequent to the petitioner’s retirement on March 23, 1969, although it did make a final award covering the period prior to the date of his retirement. The System thereupon informed the petitioner that any allowance for accident disability retirement would be “minus $60 a week Workmen’s Compensation,” notwithstanding that the Board had made no award for the period after March 23, 1969.

THE SYSTEM made two motions. One was to change the venue of the proceeding from Queens County to New York County. Justice Agresta denied this motion because Queens County was the proper county in that the material events took place there. The petitioner was employed in Queens County and sustained his injury in that county. The second and more important motion was to dismiss the petition for legal insufficiency. On such a motion, which is submitted instead of an answer to the allegations of the petition, the Court is required to assume that the allegations of the petition are correct.

JUSTICE AGRESTA observed that a member of the New York City Employees Retirement System contributes a portion of his salary to the System, and his membership constitutes a continous retirement interest such as a debt of which may not be diminished or impaired. On April 24, 1968, the Board adopted the resolution retiring the petitioner as of March 23, 1969, thereby establishing his right to an accident disability retirement allowance effective with that date.

JUSTICE AGRESTA held that the System had no right to withhold payment of the petitioner’s retirement allowance pending determination of the Workmen’s Compensation claim or, in fact, to compel the petitioner to make a Workmen’s Compensation claim. Of course, the petitioner may not receive payments from both the System and the Board exceeding the total amount of his allowable pension. However, the petitioner did not receive any payments from either source since his retirement over a year ago. Moreover, the Board’s notice of decision did not indicate that the petitioner will receive any Workmen’s Compensation benefits in the future. Under the circumstances, assuming the truth of the allegations of the petition, the petitioner is entitled to immediate payment of his entire pension allowance, including amounts from the date of his retirement to the present date.

IF THE BOARD should in the future make an award for a period prior to the date of its award, the Board may direct the City of New York, as the petitioner’s employer, to reimburse the System the amount of such an award which is not in excess of the pension portion of the accident disability retirement allowance paid to the petitioner prior to such date. Subsequently to the date of such an award, the System may deduct future payments under the New York City Workmen’s Compensation Law from the pension portion of the retirement allowance.

AS THE PETITION was legally sound, the motion to dismiss in lieu of answer was denied and the respondents were required to answer the petition.
Cullen To Mediate
Auburn Pact Dispute
ALBANY—Donnell & Cullen, of Ithaca, has been appointed to mediate in the dispute between the City of Auburn (Nassau County) and the Civil Service Employees Assn. Cullen is professor of industrial and labor relations, Cornell University.

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From The Finest

(Continued from Page 2)

THIS DISTINCTION gives rise to a real economic hardship, and it is getting worse every year. Take a case in which employees have been deprived of a portion of their wages for a year, after which their claim is granted retroactively. Not only have they lost the use of the money for a year, but the cost-of-living has risen—probably substantially—during the period, so that the money is not worth as much now as when they received it as it would have been if paid when due. In effect, every such contract dispute gives employers the right to exact cost-free loans from their workers, and to ultimately repay those loans with “cheaper” dollars to boot. With interest rates and the cost-of-living soaring, it is obviously tempting to government employers to take full advantage of this possibility by prolonging the settlement processes to the fullest extent. This kind of foot-dragging is also employed profitably during the period between the negotiation of a new contract and the implementation of its terms.

THE LEGISLATURE could provide partial relief from this problem by requiring the payment of reasonable interest whenever government units are in default of wages for any reason. Such legislation would not only restore a measure of equity to the employee for the period during which he has been deprived of the use of his money (although not for the decrease in the value of the dollar) but would also encourage management to seek the promptest possible adjudication of disputes, and speedy implementation of new contract provisions. To a degree, the fairness of this proposal has been recognized in the private sector for at least a decade; the N.L.R.B. regularly orders the addition of interest at six percent when discharged employees are reinstated with back pay. This principle has also been upheld by the United States Supreme Court. In Rodgers vs. United States, the Court held that:

As our prior cases show, a persuasive consideration in determining whether such obligation shall bear interest is the relative equities between the beneficiaries of the obligation and those upon whom it has been imposed. And this Court has generally weighted these relative equities in accordance with the historic principle that one for whose financial advantage an obligation was assured or enforced, and who has suffered actual money damages by another's breach of that obligation, should be fairly compensated for the loss thereby sustained.

IT HAS BEEN argued that provision for the payment of interest might be written into collective bargaining agreements, but fairness demands that such reasonable compensation be provided through legislation as a matter of right, and should not be made the subject of negotiation to be brought through forfeiture of some other benefit. I therefore urge every association of civil service employees to actively seek a statutory solution to this problem in the next session of the New York State Legislature. Events of the past few years make it brutally clear that much work needs to be done if collective bargaining by government employees is to be preserved. I believe the mandatory payment of interest on overdue wages would be a major step in that direction.
Here are a few questions that should be answered in comparing programs:

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- Are the premium rates guaranteed for more than one year? GHdI can guarantee rates for up to three years **without** additional charge.

These are only some of the items to compare. When choosing your dental plan, ponder the pitfalls. To get all the facts you need to make the best decision for dental benefits for your members—**mail coupon below TODAY!**

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- Challenging assignment, excellent opp. alli for innovative person

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Pay Boosts Plus New Fringes Negotiated For Columbia C'ty Aides By Employees Assn.

(Special to The Leader)

HUDSON—A two-year work contract covering employees of Columbia County, negotiated by the Columbia County chapter of the Civil Service Employees Assn., was recently signed by CSEA and the County.

The agreement reestablished the salary schedule, granting increases from 3½ per cent to 10 per cent effective Jan. 1, 1970, and from 3 per cent to 10 per cent effective Jan. 1, 1971.

Other major provisions of the contract include:

- Ten cents per hour shift differential
- Time-and-one-half for Saturday, Sunday, Christmas and Thanksgiving
- Two-hour guaranteed call-in time
- Continuation of the July and August early closing time
- Eleven guaranteed holidays per year
- Paid vacations: Twelve days' vacation after one to five years' service; Fifteen days' vacation after five to ten years' service; Eighteen days' vacation after ten to fifteen years' service; Twenty-one days' vacation after fifteen years or more
- Twelve days' sick leave per year, cumulative to 150 days plus extended sick leave at one-half pay at the rate of one pay period for each year of service
- County payment for medical examination
- Bereavement leave of absence up to one year
- Bereavement leave of three days for death in the immediate family
- County payment of employee hospitalization premiums under Statewide health plan, 60 per cent paid for dependents
- Goal and binding arbitration

Also included in the agreement are provisions for: no loss carryover for CSEA chapter officers for processing grievances; the right for CSEA field representatives to enter County facilities to aid in the administration of the contract; bulletin board right; CSEA convention leave, and a past practices clause.

Copies of the agreement were to be supplied to all departments. Employees will be protected under Section 75 of the Civil Service Law, whether they were previously covered or not. The contract also includes off-duty pay provisions and a separability clause.

Negotiating for CSEA were:

- Frank Clegr, president of the Columbia County chapter of the CSEA
- Dale Row; Dorothy S. Dunlop; Joyce B. McDonald; Helen Degen; Sherwood Beilson, and Thomas Kane. Assistance in negotiations was Emanuele Vitala, CSEA collective bargaining specialist.

INSERVICE TRAINING — At a ceremony recently, Dr. W.C. Johnson, director of the Matteawan State Hospital, presented certificates of achievement to selected personnel. Cited for inservice training proficiency were, left to right:

- First row: Tellie Gravellina; Dolores Sabol; Dorothy Gibney; Catherine Rogers; Thelma Turner, R.N.; Herbert Hochman, training program director. Second row: Edward Oken; Betty Bryant; John Donovan; Fred Nameath; Dr. Johnson, the hospital director.

Erie Competitive Unit Calls Technical Impasse In Buffalo Negotiations

(Special to The Leader)

BUFFALO — Negotiations for hundreds of employees of the City of Buffalo were postponed indefinitely last week when the Erie Competitive unit of the Civil Service Employees Assn. charged the City of Buffalo with interfering in CSEA's selection of its negotiating team and called a "technical impasse." Unit spokesman Joseph Malore, president of the unit and head of the negotiating team, told The Leader that he had declared "technical impasse" with the Public Employment Relations Board last week because the City objected to the presence on the CSEA negotiating team of representatives of the City School District and of other City departments.

Malore said, "Because employees of the school district and of other City departments are facultative dependent on the City of Buffalo, and because their presence will be affected by many of the items to be negotiated, CSEA feels that they should be represented on the negotiating team along with other employees. It is a simple matter to apportion these personnel to the competitive unit."

The communication to PERB outlines the present situation and asks for "immediate assistance" from that agency, CSEA said.

Heads New Department

Henry I. Diamond of Port Washington has been named by Governor Rockefeller as Commissioner of the Dept. of Environmental Conservation, a new agency created by the Legislature this year.

Bingo Control Body

ALBANY — Governor Rockefeller has reappointed Mrs. John R. Tinklepaugh of Columbia County to the State Bingo Control Commission.

CSEA Attacks PERB's Plan To Divide Cattaraugus Aides

ALBANY — A recent decision by the New York State Public Employment Relations Board to put about 250 employees in Cattaraugus County into a separate blue collar unit for representation in future negotiations is being appealed by the Civil Service Employees Assn.

Presently all employees of Cattaraugus County are represented in the bargaining unit. The PERB-proposed blue collar unit would include employees within the Department of Public Works, Buildings and Welfare

PERB proposes that an election be held to determine the employees' organization that should represent the blue collar workers. According to PERB, blue collar workers include: automobile mechanics, blacksmiths, carpenters, garbage attendants, heavy equipment operators, laborers, motor equipment operators, senior sign painters, truck drivers, welders, welder trainees, farm laborers, maintenance men, mechanics, head cleaners, maintenance men, watchmen, cooks, food service helpers, laundresses, orderlies, seamstresses, and nurses aids.

Permissive Death Benefits Is Explained

ALBANY — A Civil Service Employees Assn. spokesman said last week that the $3,000 survivor's death benefit negotiated by State employees under the Civil Service Employees Assn. is also available to local governments as a result of permissive legislation passed by the State Legislature.

The $3,000 survivor's benefit, available to State employees who retired on or after April 1, 1910, with at least ten years service, can be expanded to local governments by the State Legislature.

As a result of permissive legislation, local governments can adopt for their employees the ordinary death benefit which amounts to three times the employee's annual salary not to exceed $20,000 and applies to employees who die while still in service.

New York Hawaii Trip Now Open

Bookings are now open for a two-week trip to Hawaii and the Golden West, leaving New York City July 18 and returning on August 1.

The tour price of $459 includes round trip jet transportation, visits to Hawaii, San Francisco and Los Angeles, hotel rooms and sightseeing.

Immediate application may be made to the agency immediately to Mrs. Julia Duffy, P.O. Box 43, West Brentwood, N.Y. (516) 272-5653.

New Labor Aide

Appointment of Mrs. Sheila Mosler of New York City as special assistant to State labor consultant Victor Borella has been announced by the Governor. Mrs. Mosler had previously held an administrative post in the State Division of Human Rights.

Her new job will involve social legislation.

CSEA Assistant Research Director Thomas M. Curley also attended.

D O'GANA Gains Noted

After CSEA Acts

(Continued from Page 1)
Coerner Speaker At Tax Examiners' Fete

More than 150 members and guests of the New York State Tax Examiners Assn., attended the organization's annual dinner at Rosoff's Restaurant recently.

Tax Commissioner Milton Koerner was the principal speaker at the affair which was attended by District Tax Supervisors from the metropolitan area.

Marvin Braham was general co-ordinator of the dinner and entertainment.

Lottery Commissioner ALBANY—Former State Assemblyman Samuel I. Berman of Brooklyn has been reappointed to the State Lottery Committee. A Democrat, he will serve for a new term ending in 1974.

TV Column

(Continued from Page 6)

Department training series.

1:00 p.m.—On the Job—Subways. 2. New York City Fire Department training series.

10:00 p.m. (color)—Urban Challenge. Robert Abrams, Bronx Borough president, host to John J. DeFaro, president of Unifed Sanitation's Association, and Hugh Marius, commissioner and assistant administrator of Environmental Protection Committee.

Saturday, May 30

7:00 p.m. (color)—On the Job—Subways. New York City Fire Department training series.

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Immediate application should be made to Claude E. Rowell, 64 Langslow Bt., Rochester, N.Y., 14609. After 5 p.m. telephone (716) 673-5657.

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ALBANY—Dr. Amos Romanoff of Pumetville has been named vice chairman of the State Advisory Council for the Advancement of Industrial Research and Development.

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State Advisory Comm. (Continued from Page C)

Uniformed Sanitationmen's Association, and Hugh Marius, commissioner and assistant administrator of Environmental Protection Committee.

John J. DeLury, president of Uniformed Sanitationmen's Association, and Hugh Marius, commissioner and assistant administrator of Environmental Protection Committee.

State Environmental Commissioner Milton Koerner was the principal speaker at the affair which was attended by District Tax Supervisors from the metropolitan area.

For the first time, members of Civil Service Education and Recreation Assn. will be able to join a tour of Hawaii and the Golden West leaving and returning directly to and from Rochester. The dates are July 4 to 18. Tour members will travel via American and Pan American Airlines to Los Angeles, Honolulu and San Francisco. The price of only $459 includes round trip jet airfare, hotel rooms, sightseeing in Los Angeles, Hawaii and San Francisco and a special party in Waikiki Beach.

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Local Governments May Grant Paid Leave To Aides To Attend CSEA Meetings

(Special to The Leader)

ALBANY—All local governments in New York State, including counties, cities, towns, villages and school districts, are allowed to grant time off without charge to leave credits for employees to attend union conventions and meetings, a spokesman for the Civil Service Employees Assn. said last week.

The spokesman cited the State's Municipal Law, Section 92 (1), which provides that "The governing board of each county, city, town, village, school district, and of each fire district or other district corporation, and of each civil or political division of the State by local law, ordinance or resolution ... may grant vacations, sick leave and leaves of absence to its officers or employees without pay and adopt rules and regulations in relation thereto."

"This provision means," said the spokesman, "that all local government jurisdictions may grant time off for CSEA meetings in exchange for employees' leave credits. But, it is up to the individual CSEA chapter or unit to negotiate for that time off with pay. It will not be given freely by the employer."

The spokesman also urged all CSEA chapters and units to seek time off for CSEA meetings as one of the top demands in future employee-employer contract negotiations.

L.I. Conference

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New Letter Outlining Whole CSEA Program

Chapter, and the new officers will be installed at the Tri-Conference.

Koch, who is with the Long Island State Parkway Police chapter, secretary, and Albert Varsacchi of the Stony Brook University chapter.

Ballots were counted at the Suffolk chapter headquarters here. Koch, who is with the Long Island State Parkway Police chapter, and the new officers will be installed at the Tri-Conference Workshop to be held June 1 at the Grand Hotel, Kerhonkson.

CSEA

CIVIL SERVICE EDUCATION & RECREATION ASSOCIATION
P.O. BOX 772, TIMES SQUARE STATION, NEW YORK, N. Y. 10036

1970 MEMBERSHIP APPLICATION

I, hereby apply for

Membership in CSE&RA (Civil Service Education & Recreation Association) for the year 1970. I understand Membership will entitle me to share all educational and recreational benefits offered by CSE&RA, and that many of these benefits extend to members of my immediate family.

I am a bona fide Public Employee, employed by:

(Department)

My Home address (Street)

(City) (Zip Code) (Bus. Tel.)

(State) (Zip Code) (Home Phone)

Please check appropriate boxes:

[ ] Yes, renew my membership in CSEA for 1970 at $6.50
[ ] Yes, for only $2 more include me in the $5,000 CSEA Group Insurance Plan.
[ ] Enclosed is my check or money order payable to CSEA, for either $6.50 or $8.50 as indicated in boxes one and two above.
[ ] Charge one or both as checked above to my MASTER CHARGE #

AUTHORIZED SIGNATURE

One membership good for immediate family. Newsletter outlining whole CSEA program will be mailed with membership card. Dues and insurance can be charged to Master Charge.

Cattaraugus Chap. Draws Praise For Doubling Size Within Year

OLEAN—Speaking at the annual dinner meeting of the Cattaraugus County chapter, CSEA, President Ivan Plaumenbaum, first vice-president of the State Association, congratulated the chapter on being the only one in the State to double its membership in the last year.

He counseled members not to be ballyhooed by irresponsible tactics of other unions." He stated further, "We believe in honest bargaining and are not interested in strikes per se, and we expect that public officers will work with us in the interest of this concept in labor relations. We certainly don't renounce the right to job action or strike, but we have an overriding responsibility to the public and will use job action only as a last resort. There would have to be extreme provocation upon the part of the public officers and unmistakable bad faith in bargaining in violation of the Taylor Law to do so."

Guests who attended included Mayor William D. Ousbounds, Village of Allegany; Ken Crandall, chairman of the County Board of Supervisors; Howard Peterson, chairman of the CSEA unit committee of the County Board of Supervisors; Nils carrot, CSEA field representative, and Danny Jenkins, assistant field representative.

Mrs. Josephine Jackson of Salamanca, president of the chapter, welcomed the guests. Mrs. Elaine Jack Beck of Salamanca, a past-president, was toastmistress.

John Panado and Mrs. Margarett Kinney were co-chairmen of the dinner.

Judicial Conference

(Continued from Page 1)

fellow locally employed workers with the same grievance are dealing with the local municipality. The result would be that the two groups of employees in one jurisdiction might be faced with conflicting decisions.

Separate bargaining by New York City court employees now handled through the City's Office of Collective Bargaining should be preserved, and this unit should also have the power to negotiate non-fiscal matters with the Judicial Conference. The uniqueness of the City court system and its problems have long been recognized by State law.

A proposed court system review board should be made equally responsive to employee organizations as to the

CSEA in Albany

(Continued from Page 1)

Legislature unanimously approved the resolution.

CSEA had petitioned the Legislature for recognition after more than 75 percent of the case workers turned out at a meeting several weeks ago and indicated a strong desire to be represented by the Albany-based organization of 175 public employees.

A CSEA spokesman said the employees are concerned with many areas of their employment, especially salary.

A semi-annual meeting has been set for 4 p.m., May 25, at CSEA headquarters, 43 Elk St., Albany.

BuY TO BONDS

GUESTS AT CATTARAUGUS—Irving Flaumenbaum, first vice-president of the State Civil Service Employees Assn., president of the Nassau County chapter, where he was the guest speaker recently. With the CSEA officer are, left to right: Mrs. Josephine Jackson, chapter president; Mrs. Margarett Kinney, chapter representative; and Joseph Dolan, CSEA director of county affairs.

The spokesman also urged all CSEA chapters and units to seek time off for CSEA meetings as one of the top demands in future employee-employer contract negotiations.