SHE'S TOP LPN — Mrs. Theresa Zumpano Malaro, right, receives the award for "Licensed Practical Nurse of the Year" for 1970 from Gov. Nelson A. Rockefeller, Mrs. Malaro is a member of the Oneida County chapter of the Civil Service Employees Assn.

ALBANY — Several joint labor-management committees created by the four unit contracts between the Civil Service Employees Assn. and the State of New York to develop solutions for specific unit problems and programs will begin meetings this week in Albany.

The committees, which will consist of representatives from CSEA and representatives of the State, will have authority under the contracts to resolve problems and establish programs covering such areas as employee training and development, career ladders, safety and sanitary conditions, a dental plan and other matters affecting State employees in the Administrative, Institutional, Professional - Scientific - Technical and Operational bargaining units, all of which are represented by CSEA.

More committees which were given life under the four CSEA-State agreements will be formed shortly and will begin their meetings in the near future, CSEA announced.

$2,000,000 For Programs

The committees which will begin talks this week and next week, and their functions, are:

1. Institutional Unit Training and Development Committee: This committee will consider, suggest, and implement programs which may provide for remedial training, lead to high school equivalency diplomas and expand the present high school equivalency program; develop skills for improved on the job performance and advancement through career ladders and otherwise. It will also consider educational leave and tuition reimbursement and related areas of employee training and development. CSEA has negotiated an appropriation of $1 million in the first year of the contract and an additional $1 million in the second year for implementation of these programs.

CSEA members serving on the committee will be Amos Royals, Grenada, and Ronald Espinosa, Central Park.

(Continued on Page 16)

CSEA Human Rights Committee Acting On Minorities' Status

ALBANY — The Human Rights Committee of the Civil Service Employees Assn. met last week to take action to help minority groups to attain their rightful status in State service.

Convening at the Tom Sawyer Motor Inn here were committee chairman O. Reginald Brown, William Wright and Howard Quinn.

CSEA president Theodore C. Wenzl, who also is Statewide 2nd vice-president of CSEA, also said that "newspaper releases indicate this plan is being worked out with the consent of the Employees Association. This is absolutely not true."

Under the Motor Vehicle Dept. program, banks would issue the licenses for an extra charge of 50 cents. "If the banks pay extra for a service that is free?" Bennett asked.

Free Bridge Toll

FOR MANHATTAN STATE EMPLOYEES

WARD'S ISLAND — Employees of Manhattan State Hospital facilities on Ward's Island will soon be enjoying free passes across the Triborough Bridge on their way to and from work, thanks to a provision in the contracts of the Institutional, Operations and Administrative collective bargaining units negotiated by the Civil Service Employees Assn.

Employees in these units who must drive to work at the Ward's Island hospital facilities will soon be issued temporary pass booklets for the bridge, CSEA announced.

CSEA Correction Officer Appeal

Story told in photos on Pages 3 and 14.
THE UFA recently exposed the fact that large sections of some blocks of New York City were being stripped systematically of fire protection and that the City had fallen into a crisis situation.

LARGE SECTIONS of the City are being stripped to supplement obvious and urgent needs in other areas of our City.

OUR EXPOSURE of this dangerous game of “Robbing from Peter to Pay Paul” prompted the top brass and administrators of the Fire Dept. to jump to their defense by rashly stating the facts we made public were not true and the current situation was “the norm” for this time of year.

I SAY AGAIN that we are in a crisis situation and if this is “the norm,” then the norm is wrong... 4, 5 and 6 companies being pulled out of Staten Island and Queens almost every night and for a certainty on weekends, leaving those firehouses abandoned.

ALL COMPANIES below 59th St. in Manhattan are up for grabs to be sent to Upper Manhattan, Brooklyn or the Bronx. And, in most cases, these companies roll into areas with four men where normally six or seven would be assigned. OF COURSE, the City does say there will always be space for supervisors and administrative positions, but this is not “the norm” or else there would have been no need for firehouses there to begin with.

IS THERE a demand for more firefighters and more firehouses? (Continued on Page 4)

(DON’T REPEAT THIS!

Don’t repeat this! I don’t necessarily constitute the views of this newspaper.)

(DON’T REPEAT THIS!

Don’t repeat this! I don’t necessarily constitute the views of this newspaper.)
Court Orders Unused Sick Leave Be Paid To Estate

BROOKLYN — In a decision of considerable significance to public employees, an arbitrator's award to the estate of a deceased school teacher of cash payment for the teacher's unused sick leave declared binding here recently by the Appellate Division of the State Supreme Court.

The split decision reversed an earlier Special Term ruling which held that the contract provision was in violation of Article I of the State Constitution and was therefore unenforceable.

The matter came to court as the result of a dispute over in-process retirement payments in a work contract between the Teachers Association of Central High School, Troy, and Rensselaer County, and the local board of education. The provision entitled employees or their survivors to cash payment for unused sick leave upon separation from service. The employee in the case at issue had died while in service and, under the contract, her estate was entitled to one-twentieth of the cash value of 15 days of unused sick leave which she had accumulated.

When the board of education objected to payment, the matter went to arbitration as provided by the teacher's group's contract.

The arbitrator affirmed the validity of the provision requiring payment, whereupon the case went to Special Term of the Supreme Court which held that the provision was unenforceable since it was contrary to the constitutional ban on State or municipal employers granting gifts or gratuities to their employees.

In the recent Appellate Division action reversing the lower court's decision, Acting Presiding Justice James D. Hopkins noted that "... In short, the courts have recognized that the State and its municipalities in granting pensions, vacations, or military leave are not conferring gifts upon their employees, but that essentially the promised rewards are conditions of employment — a form of compensation deferred or held until the completion of continued and faithful service.

"In our opinion, sick leave as a condition of employment enjoys the same shelter from the constitutional ban as other working conditions; in addition, we must also observe as employees of a governmental unit, they are entitled to reemployment, to testify in behalf of the request for reallocation.

Free Bridge Toll (Continued from Page 1) sources said last week. Arrangements will also be made for reimbursement of toll charges back to April 1, 1970, the effective date of the CSEA contracts.

The temporary passes will be in effect until the completion of printing of permanent passes for the employees, according to the State. The permanent passes are expected to be ready for distribution to the employees affected in approximately two months.

Basic requirements for receiving books of passes across the bridge will be presentation of a passenger car registration indicating ownership of a vehicle and a certification that the vehicle is used for daily transportation to and from the employee's job station.

Employees who wish to file for reimbursement of the retroactive toll charges must accompany their letters with proof of car ownership and certification that they drove to work on the days for which they are requesting reimbursement. This evidence will be checked against attendants' records, and travel vouchers claiming the expense must then be filled out and submitted by the employee to the Dept. of Audit and Control, with a letter of explanation, to Mrs. Naomi Jones.

CSEA expects that the entire process of reimbursement will be implemented very shortly.

Transportation Chap. Honors Former Pres.

RAYMOND HONORED — John W. Raymond, retiring president of the CSEA chapter represented by the Dept. of Motors Vehicles and as an elected official in the Dept. of Audit and Control, with a letter of explanation, to Mrs. Naomi Jones.

CSEA expects that the entire process of reimbursement will be implemented very shortly.
They tell us there has been an increase of over 300 percent since 1965 for 26 new firehouses.
The Motor Vehicle Plan

ONCE again, the State Motor Vehicle Department is attempting to issue registrations for ordinary license plate and driver licenses through some New York City banks and, once again, the move is being strongly opposed by the New York City chapter of the National Association of Civil Service Employees, Inc. As at issue, as far as NASEA members are concerned, is that use of bank personnel for license registrations is merely an obvious move to cut down civil service jobs in the Motor Vehicle Department as the plan takes hold. If it works for the agency, NASEA contends, it will certainly be extended into other departments.

This plan was dropped last year when the Civil Service Employees Association announced its members would picket the banks involved. They have said they will do it again.

The questions involved, here, it seems to us, are these: Is this an efficiency move or an economic move? Is the move being strongly opposed by one of those interest groups that on the Merit System that arise from time to time?

City Must Face Up

WHEN Supreme Court Justice Nathaniel T. Helman upheld the endorsement of the New York City Patrolmen's Benevolent Asn, that patrolmen were entitled to wage increases and a strong sense of duty, dedication and self-respect. If they didn't, both would have chosen some other calling.

Justice Helman is right and the City should stop wasting time appealing his very proper ruling. The PMA made a contract in good faith and it is up to the City to keep that good faith.

Dear The Leader:

peace and good will between the police and the community is a must. I believe that Paterson and Nasea are looking after the police and the community's rights, respectively.

I am not a police officer, but I support the police. They are the heroes who risk their lives to protect us.

A friend of ours was shot recently by a member of the Nasea. He is recovering and I am proud of him.

Sincerely,

[Signature]

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 School of Graduate Public Administration.

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Some Counsel To Consulates

CIVIL SERVANTS do care about the quantity and quality of the service they render the taxpayer. And they do care about their public relations.

IN ANY CONFIRMATION is needed look at the NYC police officers who last week picketed their precinct to protest assignment of between 75 and 100 men to fixed posts guarding foreign consulates and UN Missions.

NEW YORK POLICE officers insist this removes 25 men each shift from the streets to deter crime of precinct's residents and businesses.

"WE ARE TRAINED police officers, not doormen," a picketing policeman told us.

ONE OF THE PICKET signs underlined the attitude of these highly skilled civil servants, each of whom costs City taxpayers $16,125 a year.

"LET US DO OUR thing—Serve the public!"

THE RESPONSIBILITY for guarding foreign consulates and official foreign government missions really belongs to the Federal Government. For years Washington has been passing the buck to City police forces.

NEW YORK CITY, of course, bears the heaviest burden since it is the seat of the United Nations. In addition, foreign consulates abound everywhere in the City.

THE TIME money for this protection is staggering. For the 75 to 100 men to guard these consulates and missions in just that one precinct, the total is close to $2 million a year.

ADD TO THIS the same duty in other precincts where these consulates and missions exist and the overall cost is probably about $5 million a year.

REIMBURSEMENT FROM the Federal Government is a myth. There's lots of talk about Washington paying for these special services, but it remains talk, not money.

THERE SEEMS TO be some hope on the horizon that the Federal Government will take over the total job of guarding these critical posts. Last year Congress authorized the formation of a special police force under the Secret Service to take on this task, but the new force is still being organized.

WE DISAGREE strongly with the editors of The New York Times, who editorially chastised the picketing police for "highly unprofessional conduct."

THE TIMES is dead wrong. We are certain that The Times would not label as "unprofessional" young medical interns who might picket their hospital if assigned to mopping floors instead of ministering to the sick and injured.

IN THIS RESPECT the picketing police officers are no different from picketing internists. Both are trained and skilled. Both have strong pride in their jobs. Both have a strong sense of duty, dedication and self-respect. If they didn't, both would have chosen some other calling.

WHAT THE TIMES seems to forget is that civil servants are people and that they react to injustice and being demeaned precisely as do other human beings.

You And The Draft

Q. As an employer, I am interested in knowing if occupational deferments (E-A) are still permissible under the lottery system?

A. Yes. Inauguration of the random selection sequence did not change the law or regulations concerning deferments.

Q. If a local board has gone through the first 100 random sequence numbers in filling its call, does the random sequence number between 1 and 100 but who was not called because he was then deferred and later lost his deferment?

A. He will escape selection because the random sequence number between 1 and 100 but who was not called because he was then deferred and later lost his deferment?

A. He will escape selection because the random sequence number between 1 and 100 but who was not called because he was then deferred and later lost his deferment?
UPHOLDS CSEA ON AIDES’ PAY IN OSEWEGO

ALBANY — The demands presented by the Civil Service Employees Assn. to the Oswego Sanitation District number 7 (Nassau County), in behalf of certain employees, have been backed up by Dr. Phillip Harris, the fact-finder appointed to the dispute by the New York State Public Employment Relations Board (PERB). The employees in question are two foremen, a mechanic, an auto serviceman and a senior account clerk.

The fact-finder has recommended an increase retroactive to Jan. 1, 1970, with an additional increase effective July 1, 1970, for the two foremen. A weekly salary increase was recommended for the senior account clerk; an increase for the mechanic, and a weekly increase for the auto serviceman. These three increases are also retroactive to Jan. 1, 1970.

Fact-Finder Backs Non-Teaching Aides In Oswego Dispute

OSWEGO — The Civil Service Employees Assn. has won its recent contract dispute with the Mexico Academy and Central School in Oswego County on behalf of the non-teaching employees there. Herbert Van Schaack of Oswego, a fact-finder for the Public Employment Relations Board, who was assigned to the Mexico dispute, has recommended an across-the-board increase of 7 percent to all non-teaching personnel.

In addition to the increase, CSEA also won a 10 cents per hour increase for second- and third-shift employees; one additional day of personal leave and a raise in accumulative leave total to 200 days; a paid holiday on the day before Christmas; declaration of Friday or Monday as a holiday when the holiday falls on a weekend, and four weeks of vacation after 15 years of service. The PERB recommendations include all the demands originally presented by CSEA to the school district.

Labor Relations Rep

ALBANY — James D. Brown of Delmar has been appointed principal labor relations representative in the State Health Dept.
RETIREE HONORED — Charles W. Jordan, Sunken Meadow Rd., and a host of his colleagues, admired the retirement dinner that he received at a retirement dinner marking his 27 years with the State University at Farmingdale. Left to right are Dr. Halsey Knapp, former president of the College, who employed the young engineer in 1943; Jim Connors, plant maintenance; Jim Timoney, custodial head; Jordan; Bill Day, senior engineer, and Dr. Charles W. Laffin, Jr., president of Farmingdale.

Golar Names Pair
Chairman Simeon Golar of the New York City Housing Authority has made appointment of two retired employees of the agency to top executive. Max Schreiber, 60, who has been acting director of design since September 1967, has been named director of design, while Edward S. Lee, 51, who has been acting director of program planning since May 1967, becomes director of program planning.

Schreiber supervises and reviews all Authority architectural plans, makes decisions on design, and interprets the various laws dealing with building construction in the City. Lee is responsible for selecting, programming and processing sites for all Authority projects.

Of Top HA Aides

Gourmet's Guide

* MANHATTAN • AMERICAN the

JACK DEMPSEY'S
1419 BROADWAY, 2nd fl., S.C., FAMOUS THE DINNER — AFTER THEATRE, GI. 7-3620.

MANERO'S
STEAK HOUSE 156 15th St, CH 2467 Complete Steak Dinners Every Night. Free Valet Parking. Ralph Sonnen, host.

* SPANISH *

LIBORIO

EL CORTIJO

PERSIAN • ITALIAN • AMERICAN
TEHERAN
14 W. 44th St. NEW YORK No. 1 COCKTAIL LOUNGE FOR FREE HOR S OUEVRES — LUNCH-DINNER.

* POLYNESIAN *

HAWAII KAI
BROADWAY AT 59TH ST. F. 7-9608 WORLD'S GREATEST.
EST. 1924. POLYNESIAN RESTAURANT. OPEN DAILY FROM 11 A.M. TO 11 P.M. LUCON BANQUETS AFTER THEATRE DINNER. BANQUETS AFTER THEATRE. HAWAIIAN DINNER. LUNCHEON — DINNER — BANQUETS. 79.00. PARKING. CLOSE MONDAYS.

* BROOKLYN • AMERICAN *

MICHEL'S
342 FLATBUSH AV. AT 8TH AV. — NY. 4-5527 — EST. 1944 SWISS • AMERICAN • BISTRO. RESERVATIONS RECOMMENDED. BANQUETS TO 100. LUNCHEON, DINNER. 15-100. PARKING. CLOSE MONDAYS.

* STATE ISLAND *

DEMAY'S
170 Van Dam St., Stapleton, S.I. GI. 7-3537. Prime Steak, Fresh Fish, Lobster, Seafood. BANQUETS TO 100. LUNCH, DINNER. Too... • Jack & Frank, Hosts.

NASSAU

BROWNS LOBSTER HOUSE — CHEF, ELAINE, JIM BROWN BEEF & FOWL — BAYSIDE DRIVE POINT LOOKOUT, L.I., Tel. 516 GI. 1-1906.

QUEENS • CONTINENTAL

JEANTET'S
111-13 ROOSEVELT AVE, LEV. THAN A HOME FROM 1874 YEARS IN FOOD AND CATERING. 4095.

State Tax Chief Presents Awards To 36 Dept. Aides Honoring Devoted Service

Acting State Tax Commissioner Norman F. Gallman presented awards to 36 State Tax Department veterans at the fifth annual departmental Service Awards Dinner recently at Longchamps Restaurant, 253 Broadway.

Special guests at the dinner
Included members of the State Tax Commission and regional, district and bureau heads from the Albany and New York metropolitan areas.

Those receiving awards: 45 years' service — William V. Berger, Abraham Ketz and Marion Reddy; 40 years' service — Joseph J. Maloney, Frank Kisy, Philip Lomanto, Dorothy Thalman; 35 years' service — Isidor Epstein, Isaac C. Levin, Julius Myers, and Morris Meyerson.

Also, 30 years' service — Vincent Campagna, Louis Cohn, C. Louis Coust, Alfred D. Deibel, Loretta Dineen, Gustie Elkanstein, Louis Friedman, Isaac Goldin, Morley Goldin, Charles Gram, Robert Hasker, Theodore Flair, Pearl Schenklen, Samuel Schmied, Sylvia Schleifer, Michael Schneider, Jack Souza,

koff, Don Tiro, Max Tischler, Minna Weckstein, and Isaac Zuckerman. Twenty years' service — William F. Graia, Rita King, Murray Shustack, Ester Shillman, and Martin Zelner.

In addition, six guests from the metropolitan area with more than 40 years' service were present. They were: Benjamin B. Berinstein, Sidney Bimberg, Dora O. Field, Louis Fortgang, Owen D. McGivern and David Simon.

Retirees As Guests

The amount of service represented by the veterans present at the dinner is in excess of 1,000 years.

Rabbi Cyrus Arfa, of Central Synagogue, gave the invocation. Rev. William J. Nitschke, of St. Bartholomew's Church, led the benediction. Benjamin B. Berinstein, New York Regional Supervisor, assisted the retiring aides committee. He was assisted by Arthur Fields, Thomas F. Moran, William Kisy and Gertrude Sacar.

Victory in Poughkeepsie: CSEA Set To Represent Bulk of Town Employees

POUGHKEEPSIE—The Civil Service Employees Assn., won a major victory by gaining the right to represent some of the Town of Poughkeepsie employees.

This is the first time in Dutchess County that CSEA will represent Municipal employees at that level. Employees in the water, sewer and recreation departments, as well as Town Hall personnel, decided in favor of CSEA representation.

William Mihana, a temporary operator at the Arlington Sewage Treatment plant, served as the CSEA's observer. He admitted after the vote that he "thought it was going the other way."

Lois Cunningham, the regional CSEA field representative, said she would work now to organize the Town's highway department employees, the only group of Town workers not represented by CSEA.

William Dugan, the director of elections sent by the Public Employees Relations Board, said the employees want professional representation at the bargaining table so that salaries and benefits will be fairly and equitably arranged and the rights of all employees will be protected.

He added that the Town employees were happy to be joining City, County and State employees in the area in the CSEA.

Special Commission Eyes Issue Pay For State's Legislators & Judiciary

ALBANY—A special State commission has been created to study legislative and judicial salaries and make recommendations to the next Legislature.

Warren J. Wright, Jr., president of the Watkins Salt Co. and chairman of the Board of Glen National Bank and Trust Company, has been named chairman.

Of the 15 members, five were appointed by the Governor; five were named by the Senate and five by Speaker Perry B. Duryea.

Other members include, in addition to Clute: MacArthur H. Manchester, Grandville; Garth A. Shomaker, Colonie; Stephen Schenectady; Mrs. Joseph A. Dennis, New York City; Dr. William Pearson Tolley, Syracuse University; Edward Peck Curtis, Jr., Rochester; Mrs. H. M. Rosenfeld, Schenectady; Raymond Covert, New York City.

Judge Charles S. Desmond, John; Ed Mori, New York City; Judge Charles Hughes Mulligan, Fordham Law School; Moses Hornstein, Merrick; Edward H. Hall, East Setauket, and John C. Hilly of New York City.

Campus Of State U

ALBANY—Dr. John D. Ma- guire, who holds the Danforth Foundation’s E. Harris Harbin- son, Jr. chair for distinguished teaching, is the next president of the State University College at Old Westbury. Maguire will take over the $30,000-a-year position July 1.
Monroe County Debates Lower Exam Grades

ROCHESTER—The Monroe County Civil Service Commission is considering lowering the passing grade for examinations from 75 to 70. If approved after a public hearing, the lower passing score would add 5 to 10 percent to the number who pass the Civil Service exams, according to Director Fred A. (Bud) Herman.

The County Commission action follows similar State action. The Monroe County Commission supervises the testing of all public employees in the County except for City and City school district employees.

Herman said the passing grade reduction would not reduce the quality of public employees. "The decision was made after the commission heard from many individuals who pass tests are exhaustively reviewed, and governments can "provisionally" appoint qualified persons to the jobs. The slightly lower passing grade should produce longer lists of qualified persons, Herman said.

Another factor is that about half of the exams given by the local commission are State exams. Herman said it would be unfair for the State to require a 70 grade while the County continued to require 75 to pass.

No date has been set for the public hearing.

Two new Civil Service commissioners were appointed by County Manager Gordon A. Howe. They are George Scheible Jr. of Greece, N.Y., retired president of Scheible Press, and Joseph Devito, also of Greece, president of the local musicians' union.

They replace Robert P. Aex, who resigned to become executive director of the Rochester-City-County Regional Development Authority, and Anne A. Kyes, whose term ran out earlier this month.

Genese Vall Armony

Swears In New State

ROCHESTER—The Genese Valley Armory commissions 96 new police officers as troopers.

The new graduates, who will join New York State's Police Force As Troopers, were sworn in by Captain Frank, an officer from Georgeville.

Governor Rockefeller has made the selection of Monroe County Sheriff Frank A. Gross of Smyaville to the State Police Board of Parole. Gross will succeed Charles H. Raymond, who was named as a sheriff by the Governor in 1961 to fill a vacancy, and subsequently was elected to that position in 1962, 1965 and 1968. Among his achievements as sheriff was the construction of the new Suffolk County Jail, widely regarded as one of the most modern and secure penitentiaries in New York State.

Albany

ALBANY—Thirty-six men who have completed Basic Training at the New York State Police Academy graduated here at historic Chancellor's Hall recently.

The new graduates, who have been trained as many law enforcement officers, heard an address by Commissioner Paul J. Curran of the New York State Department of Investigation in New York City.

There were also addresses by John T. Caulfield Jr., student representative, and Chief of Police George Murphy of Glo- gies, N.Y., who is also vice-president of the International Assn. of Chiefs of Police, Inc. The graduates have been addressed by Russell D. Gritsch, a trooper from Troop D, who is chairman of the Civil Service Employees Assn.'s special ad hoc committee for State Police, and Robert C. Guild, CSEA collective bargaining agent; Kenneth L. Casselman, Newark; John T. Caulfield Jr., Glo- gies; Richard G. Chibika, Greensboro; David N. Kiser, Nisk; Thomas C. Cole, Troy.

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Heads Ecology Corp.

ALBANY—George A. Dudley, New York City, is the new president of the State Environmental Quality Control Commission. The com- mission replaces the State Pure Water Authority, which Dudley headed.
The following are the final key answers as adopted by the Commission.

1. A
2. B
3. C
4. D
5. A
6. D
7. B
8. A
9. B
10. B
11. A
12. B
13. C
14. B
15. A
16. B
17. A
18. C
19. D
20. D
21. D
22. C
23. C
24. A
25. D
26. D
27. B
28. C
29. C
30. D
31. B
32. A
33. C
34. B
35. A
36. B
37. C
38. C
39. C
40. C
41. D
42. B
43. A
44. D
45. D
46. D
47. A
48. C
49. B
50. B
51. A
52. A
53. B
54. A
55. B
56. B
57. D
58. D
59. B
60. B
61. B
62. D
63. C
64. C
65. D
66. B
67. A
68. A
69. B
70. B
71. A
72. B
73. A
74. D
75. C
76. D
77. A
78. B
79. D
80. B
81. B
82. D
83. C
84. B
85. A
86. D
87. C
88. D
89. E
90. A
91. B
92. B
93. C
94. D
95. A
96. B
97. A
98. C
99. B
100. A

EXAMINATION NO. 6561
MOTORMAN

New York City Transit Authority
Test Held Oct. 18, 1969

The following are the final key answers as adopted by the Commission.

1. B
2. C
3. D
4. B
5. D
6. C
7. D
8. A
9. B
10. A
11. C
12. A
13. B
14. D
15. A
16. D
17. A
18. C
19. B
20. B
21. A
22. B
23. A
24. D
25. B
26. B
27. B
28. C
29. B
30. C
31. D
32. A
33. C
34. D
35. B
36. C
37. A
38. B
39. B
40. C
41. D
42. B
43. A
44. D
45. B
46. A
47. D
48. C
49. A
50. A
51. B
52. B
53. B
54. C
55. C
56. D
57. C
58. B
59. D
60. D

Fact-Finder Named
ALBANY—Lawrence I. Hamme, 45, of the Hudson Valley, was appointed fact-finder in a dispute between the Brookhaven Central School District No. 1 and the Suffolk chapter, Civil Service Employees Assn.

For more information:

Name: Lawrence I. Hamme
Address: 45 Main St., Hudson Valley
City: Kingston
State: New York
Zip: 12401

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EXAMINATION NO. 6285
ASST. FOREMAN (Maintenance)
EXAMINATION NO. 6285
ASST. FOREMAN (Safety)
MILITARY ORIGIN. TEST 7724, 6-23-65
ASST. FOREMAN (Production)
MILITARY ORIGIN. TEST 92-51
Test Held Oct. 18, 1969

The following are the final key answers as adopted by the Commission.

Has your family protection kept pace with today's inflation!

**NOW! Additional Life Insurance At Remarkably Low Cost Available To CSEA Members!**

Supplements present group plan.
Up to $40,000 available.
Optional coverage for family.

Today's rapidly rising prices have made many a man's life insurance portfolio inadequate.

**What about yours?**
If your wife and children were suddenly deprived of your income, getting along on your present insurance in the face of today's or tomorrow's costs would probably be a tremendous hardship, if not impossible.

**What You Can Do**
With this in mind, the Civil Service Employees Assn. has arranged to make available to you additional coverage at remarkable low rates. Premiums far below what you'd have to pay if you arranged for the insurance on your own. The table at right gives you the story at a glance. And low cost is only one advantage.

There are many other wonderful features, which make this plan, we sincerely believe, one of the finest ever offered to any group.

**Other Important Features**
Members may apply for $5,000 to $40,000 in multiples of $5,000. However, the amount, when combined with the Association's Group Life Insurance Plan, may not exceed three times salary.

**Optional Coverage For Your Dependents**
If you are insured under this program you may also apply for coverage for your spouse and each unmarried child (including legally adopted children and step-children) who has not reached his 18th birthday.

**Rates Guaranteed by MONY**
The entire plan is underwritten by MONY (Mutual Of New York), one of the oldest and strongest insurance companies in the world. MONY guarantees the premiums for each age bracket. Rates cannot be increased as long as your policy remains in force. In fact, dividends, as declared, may further reduce your cost.

Who May Apply
Members of the Association who are under age 70 and regularly and actively at full-time work for at least 30 hours per week, and insured by the CSEA Group Life Plan, may apply.

Special Liberal Rules During Introductory Enrollment Period
There are extra advantages for applying during the Introductory Period. That's why we urge you to send for the pamphlet giving complete details—now. Just use coupon below.

Even if you are undecided, we urge you to send coupon now for full details. You have nothing to lose but a 6¢ stamp.

For Complete Details, Fill Out And Mail Today
TER BUSH & POWELL, INC.
Civil Service Department
P.O. Box 914
Schenectady, N.Y. 12301
Please send me information about the CSEA Supplementary Life Insurance Program.

Name ...........................................Age ..............
Home Address _____________________________
City ...................... State ........ Zip ........
Place of Employment _______________________
Employment Address _______________________

*In addition, you get WAIVER OF PREMIUM in certain cases involving total disability, plus broad conversion privileges and liberal renewal agreements.*

<table>
<thead>
<tr>
<th>Member's Age</th>
<th>Semi-Monthly*</th>
<th>Bi-Weekly*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 30</td>
<td>$5.00</td>
<td>$5.50</td>
</tr>
<tr>
<td>30-34</td>
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<td>8.00</td>
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<tr>
<td>60-64</td>
<td>8.50</td>
<td>9.00</td>
</tr>
<tr>
<td>65-69</td>
<td>9.00</td>
<td>9.50</td>
</tr>
</tbody>
</table>

*Convenient surrender of premiums for state employees, and their dependent, sub-divisions.

Premiums increase as insured attains a new age bracket.

<table>
<thead>
<tr>
<th>AMOUNT AVAILABLE</th>
<th>Spouse</th>
<th>Child age 1 months or more</th>
<th>Child age up to 6 months</th>
<th>Child 7 days to 15 days</th>
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</thead>
<tbody>
<tr>
<td>$5,000</td>
<td>2,500</td>
<td>500</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>

Premiums increase as the insured attains a new age bracket.

A flat additional charge of $0.57 bi-weekly includes all insured children age 15 days to 18 years regardless of number.

Also, if you should die before your children become 22, their insurance would continue without further premium payments until they are 22.

There is a special Accidental Death Benefit with an extra benefit equal to the face amount or equal to twice the face amount if such death is due to riding as a passenger in an aircraft or other commercially operated public conveyance. These benefits are payable for loss of life resulting from accidental injury and occurring within 90 days after the accident. Death resulting from war, suicide ( sane or insane), certain aviation activities, or death attributable wholly or partly to disease, is not covered.
H.I.P. is the only medical insurance plan that maintains its own special emergency service for the benefit of subscribers.

This unique service enables the plan to cope with medical emergencies occurring at night, on weekends and on holidays.

By using the combined resources of its affiliated medical groups, H.I.P. has been able to set up a centralized emergency system at its main office that takes over when medical group centers are closed. A call to a medical group during these hours is electronically transmitted to a master switchboard.

This makes it possible for H.I.P. members to talk directly to H.I.P. physicians on special duty when problems arise during off hours. These doctors are available for consultation and advice. When necessary, they arrange for home visits, for hospital admissions and for treatment at specially designated locations.

The H.I.P. emergency service handles an average of 2,000 such calls a week, with the demand rising to a peak during the winter months.

The knowledge that medical protection is available round-the-clock seven days a week makes for peace of mind for H.I.P. families.

The ability to provide such a valuable service is another of the advantages for patients made possible by the prepaid group practice of medicine.

Prom. Tests
List Aug. 3
Cutoff Point

A promotion series consisting of 16 State titles — taking in agencies from Correction and Audit & Control to the Dept of Labor — has been earmarked to accept applications up until Aug. 3. The exams, some of them oral, will be pending for Sept. 12.

Titles are indicated by grade classification, with revised salaries appearing in the appropriate job bulletin. Such bulletins may be obtained by contacting your agency's personnel unit or, if none are available, the State Dept. of Civil Service.

Oral exams are on tap for two Correction Dept. posts — asst. industrial superintendent and industrial superintendent, G-21 and G-24 in level. Written tests await contestants for these titles in Audit & Control: senior State accounts auditor, G-18; associate auditor, G-23; principal auditor, G-27; senior examiner of municipal affairs, G-18; associate examiner, G-23, and principal examiner, G-27.

Moreover, oral tests are also slated for supervisor of school business management, G-28, in the State Education Dept., and three principal budget examiner titles which fall within the Executive Dept. All are G-31. Also in that department, the Office of Local Government will fill the G-23 job of senior research analyst via a written comprehensive test.


Nassau Chapters
Begin Bargaining

MINEOLA — All three Town units of the Nassau chapter, Civil Service Employees Assn. have started negotiations for 1971 contracts, it was announced by chapter president Irving Flaumenbaum.

The Town of Oyster Bay unit, headed by Beatrice Jeanson, held its first session with Town officials last Wednesday. The Town of Hempstead unit, headed by Kenneth Cadieux, opened talks a week ago Monday. The Town of North Hempstead unit, headed by Alex Bozza, had been first to open talks two weeks ago.

Flaumenbaum said the negotiations promised to be intense, but observed that the long history of successful bargaining between the town and CSEA made a solid foundation for confidence in the outcome.

No Summer Meetings
For Nassau Chapter

MINEOLA — There will be no meetings of the board of directors or general membership of the Nassau chapter, Civil Service Employees Assn., during the summer barring an emergency, it was announced by chapter president Irving Flaumenbaum. The directors and general membership meetings are now scheduled for Sept. 17.
<table>
<thead>
<tr>
<th>Year</th>
<th>Name</th>
<th>City</th>
<th>Age</th>
<th>Race</th>
<th>NATIONALITY</th>
<th>OCCUPATION</th>
<th>SALARY</th>
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</thead>
<tbody>
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<td>NY</td>
<td>75</td>
<td>8</td>
<td>British</td>
<td>Farmer</td>
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<tr>
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<td>NY</td>
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<td>British</td>
<td>Merchant</td>
<td>$2000</td>
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<tr>
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<td>Stevens</td>
<td>NY</td>
<td>83</td>
<td>8</td>
<td>British</td>
<td>Lawyer</td>
<td>$3000</td>
</tr>
</tbody>
</table>

**Help Wanted M/F**

**EMPLOYMENT OPPORTUNITIES**

Applicants please apply with particulars to:

**VILLAGE OF GOWANDA**

PO Box 320, Gowanda, NY 14070

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**REAL ESTATE VALUES**

**LAURELTON**

$24,990 **DESERTATION SALE**

Desert colonial, 7 lg rooms, 4 Bdmrs, finished basement, 6500 sq ft. of garden grounds. On a large plot.

**OWNERS SAVING**

**QUEEN VILL**

**$30,500**

**WAWASSET**

10 yr old legal 2-fl brick. 2 1/2 bdmns, 3 fdrns, modern electric, 900 sq ft of garden grounds. Non-smokers.

**OTHER 2 & 1 FAMILY HOMES AVAILABLE**

**QUEENS HOMES**

**OL 8-7530**

170-13 Hillside Ave - Jamaica

---

**LAURELTON**

$23,990 **BRICK RANCH**


**BAILEY PARK**

$22,990 **BRICK RANCH**

This Cape Cod style ranch home, 2 bedrooms, 2 baths, all masonry heating. Eat-in kitchen, dining room, living room, sleeping porch, screened porch, screen porch, veranda, and bathrooms of extra luxury. Only 16 yrs old. Owner must move. 5,000 sq ft of total grounds. Non-smokers. 3 bedrooms, 2 bathrooms, 2 fdrns, modern kitchen, beautiful grounds. 1000 sq ft of garden grounds. Non-smokers.

**BUTTERLY & GREEN**

148-25 Hillside Avenue - Jamaica

**FIRST-MET REALTY**

**OL 6-6300**

---

**LAURELTON**

$28,990 **BRICK RANCH**


**BAILEY PARK**

$22,990 **BRICK RANCH**

This Cape Cod style ranch home, 2 bedrooms, 2 baths, all masonry heating. Eat-in kitchen, dining room, living room, sleeping porch, screened porch, screen porch, veranda, and bathrooms of extra luxury. Only 16 yrs old. Owner must move. 5,000 sq ft of total grounds. Non-smokers. 3 bedrooms, 2 bathrooms, 2 fdrns, modern kitchen, beautiful grounds. 1000 sq ft of garden grounds. Non-smokers.

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Binghamton School Unit Reaches Concord On Pact With District

From Leader Correspondent

The Binghamton City School unit, Civil Service Employees Assn., has reached agreement on the work contract for the 1970-71 school year with the Binghamton City School District.

Under terms of the accord, unit members and officers will have access to school message/liter boxes for the delivery of CSEA communications to all members in each of the 21 buildings utilizing the services to non-teaching employees.

A 40-hour work week consisting of Monday through Friday for maintenance and custodial personnel is also included and agreed upon. Unit members called in on Saturdays, Sundays and holidays will be compensated with a guaranteed two-hour minimum call-back rate with a one-hour minimum prevailing for employees called in to cover absences.

Vacation time for all new employees will be pro-rated as follows: after three months, 1/2 day; after six months, 2 days; after nine months, 7 days.

Also secured was the adoption of a 4 day/100th week retirement plan on a non-contributory basis, and the continuation of a fully paid New York State medical insurance plan for unit members and their families.

Another point won was employment security for non-competitive labor class and cafeteria employees after five years of continuous service.

Other considerations include a continuance of three-day personal business-leave provisions with up to three days off with pay in cases of death in the family.

Cafeteria Workers

Cafeteria employees were granted a $3.75 per week pay raise for cooks managers with all other cafeteria employees granted a 10-cents-an-hour hike. Cafeteria washers will receive a $1.00 per hour increase after five years of service and an additional 5-cents-an-hour after 10 years of service. Cafeteria managers will receive longevity increases of $100 after five years with additional $100 increases at the 10- and 15-year stages.

Cafeteria employees will receive the $250 pay hike plus a $150 increment for a total of $410.

• Recreation attendants will receive the $250 pay hike plus a $150 increment. Another 401 employees were reinstated, which produces a $250 across-the-board hike plus a $120 increment for a total of $444.

• 10-month stenographers, typists, account clerks and accounting office typists will receive a $250 across-the-board hike plus a $150 increment for a total of $450.

Vacations for all new employees will be pro-rated as follows: after three months, 1/2 day; after six months, 2 days; after nine months, 7 days.

Also secured was the adoption of a 4 day/100th week retirement plan on a non-contributory basis, and the continuation of a fully paid New York State medical insurance plan for unit members and their families.

Another point won was employment security for non-competitive labor class and cafeteria employees after five years of continuous service.

Other considerations include a continuance of three-day personal business-leave provisions with up to three days off with pay in cases of death in the family.

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Also secured was the adoption of a 4 day/100th week retirement plan on a non-contributory basis, and the continuation of a fully paid New York State medical insurance plan for unit members and their families.

Another point won was employment security for non-competitive labor class and cafeteria employees after five years of continuous service.

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Poughkeepsie OKs Model City Workers For CS Protection

Poughkeepsie—The Model City Agency has been informed that its employees are now covered under the provisions of the State Civil Service Law.

In a letter read at the June 17 Agency board meeting, City Manager James Mulcare, said the action means the employees are also subject to "appropriate rules and regulations of the Dutchess County Personnel Department."

The letter, written to Agency board chairman John Boyle, was read at the meeting by Julio Vivas, executive director.

Mulcare said he received the information conveyed to him by William P. Behymer, Dutchess County commissioner of personnel.

"Aubrey Coons, commissioner of finance for the City of Poughkeepsie, and I discussed this matter at some length with J. Watkins, director of municipal service, New York State Civil Service Commission, at a recent conference and this review by Mr. Behymer confirms our earlier information," Mulcare wrote.

I have therefore directed that the report of the Poughkeepsie personnel office referred to the County personnel officer for entertainment and grading."

"The action of the New York State Civil Service Commission is a unilateral one that is not subject to either Council or Model Cities approval or review."

"In the interim period, existing salaries hold with all force and effect and it should be noted that the ultimate entitlement, grading or evaluation may be subject to downward revision at the discretion of the County personnel department."

Royals Makes Tour

The director of the new rehabilitation center on Ward Island, Henry Williams, played host to Amos Royals, president of Manhattan State Hosp. chaper, CSEA, and his executive committee. There was an tour, a meeting, and a discussion concerning the rehabilitation of the patient and his return to the community. Mr. Williams informed the committee about the staffing of new employees at the psychiatric facility.

"I am sure with the Model City framework, we could give first preference to residents of the model neighborhood."

(Continued from Page 1)

Technical Unit Training and Development Committee: This committee will develop programs to encourage participation and expand opportunities in its talent supports program and development and implementation of professional development leave, recommending guidelines and criteria for participation in these programs, suggesting changes and modifications in them, and adoption of related or new programs. A sum of $200,000 will be appropriated in the first year of the contract for this purpose, and an additional $200,000 in the second year of the contract.

Committee members from CSEA include: Donald J. Passaro, Div. of Parole; Julia E. Duffy, Div. of Employment; Alan White, Div. of Employment and Finance; Frank L. Light, Div. of Taxation and Finance.

3. Administrative Unit Training and Development Committee: This committee will develop and expand educational opportunities, including in-service training, career development, and the high school equivalency program. The Agency will offer facilities, including those of the State University, for the employees' use under these programs. A sum of $250,000 will be appropriated for these programs in the first year of the contract, and a proportionional sum of $350,000 in the second year.

CSEA members on the committee are: Peter Montalvo, Div. of Taxation and Finance; Dorothy Poul, Div. of Education; and John G. Bevier, Workmen's Comp. Board. Mary Galliner State University College at Buffalo; Frank Faub, Div. of Employment; Stanley Kosinski, Div. of Motor Vehicles; and Edith Daly, Div. of Mental Hygiene.

4. Operational Unit Training and Development Committee: This committee will recommend priorities and criteria for the development of courses, and selection of participants, implementing specific programs for employees in responding to technological change in the State and in the new role of the National Guard. The programs may be courses of refresher courses, high school equivalency programs, technical training, safety programs and other training appropriate in response to such technological changes.

Those serving on the committee from CSEA include: Edward L. Jordan, State University College at Potsdam; William J. Fagan, Insurance Dept.; George Duncan, Tax Dept., Carl M. Behr, Office of General Services, and Robert J. Wall, Div. of Housing and Community Renewal.

5. Institutional Unit Committee: This committee will consider reports of safety and sanitary deficiencies in State facilities. The committee will recommend corrective measures, and suggest priorities for the implementation of such measures.

That committee will make a report describing specific problems of weight lifting injuries, and shall recommend corrective measures and rules to the department head.

CSEA representatives on the committee are John Williams, Carl L. Moe, Barbara Wingen. Buffalo State Hospital; and Judith Wein, Buffalo State Hospital.

6. Committee on Dental Plan: This committee will develop and implement a major non-contributory dental plan for State employees in each of the four units, as provided for in each of the contract.

The committee will develop the dental plan in consultation with the agency's staff, and shall make a report describing specific problems of weight lifting injuries, and shall recommend corrective measures and rules to the department head.

CSEA representatives on the committee are: Dr. John Gardiner, State University College at Potsdam; William J. Dugan, Insurance Dept.; George Duncan, Tax Dept., Carl M. Behr, Office of General Services, and Robert J. Wall, Div. of Housing and Community Renewal.

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