CSEA-Won Dental Plan
For State Aides Explained

ALBANY—Five thousand New York State dentists have agreed to participate in the first dental insurance plan ever negotiated for State employees.

The non-contributory plan, worked out recently by the Civil Service Employees Assn.'s special dental plan committee, takes effect April 1, 1971, and covers State workers in the Administrative, Institutional, Professional - Scientific - Technical and Operational units; their dependents, and retirees.

To be eligible for the plan, an employee must have been on the payroll for at least six months and must work 20 or more hours a week. An employee must have been on the payroll for at least six months and must work 20 or more hours a week.

A list of participating dentists will be sent to each employee by the insurance carrier, Group Health Development, Inc. The dental plan includes a $50 yearly deductible feature for individual employees and a $150 yearly deductible family contract and a 70-30 percent co-insurance feature after the deductible has been exhausted. This means that employees or their families do not get reimbursed for the first $50, or $150 as the case may be, of dental work. After they have exhausted the deductible amount, they will be reimbursed at the rate of 70 percent of the fee schedule labeled "value for deductible" put out by CHDI.

All participating dentists have agreed not to charge more for (Continued on Page 14)

Wenzl Scores Humiliation' By State
Blast Hanrahan Treatment Of Institution Teachers:
Seek Fair Career Ladder

ALBANY — The Civil Service Employees Assn., representing teachers in institutions all over the State, last week confirmed its intentions to "settle the issue of a realistic career ladder for institutional teachers once and for all," in a letter to Cornelius Hanrahan, director of the State Division of Classification and Compensation.

A large number of the institutional teachers had come to Albany last week to picket the State Capitol in protest of what they termed "the apparent total lack of interest in their situation."

The teachers have been requesting action on their proposals for a new career ladder, which has been before Hanrahan's office for two years, in one form or another.

Dr. Theodore C. Wenzl, State-wide CSEA president, declared complete sympathy with the teachers' complaints in his letter to Hanrahan, stating: "These teachers took the action they did because they had no other recourse. They have been ignored, mistreated and humiliated by your office."

"In dealing with public employees, it is easy for an employer to evade a problem by hiding behind the restrictive provisions of the Taylor Law, because under it New York State public employees have no ultimate defense against inequities perpetrated by administrative officials. It is particularly common to hide behind the law when the problem involves professional employees, who for the most part have no history of militancy. Due to the nature of their jobs, professional employees approach their work with a sense of dedication and responsibility that renders the idea of public demonstration and picketing (as... a last ditch solution to an otherwise insurmountable problem..."

NOTICE
Due to circumstances beyond The Leader's control, coverage of the Western Conference meeting must be postponed until next week's issue. The Leader sincerely regrets the delay.

Inside The Leader
CSEA Member Was
Arab Hostage
(Continued on Page 3)

Dr. Theodore C. Wenzl, CSEA president, hailed the plan as a major step forward in establishing management-employee relations.

"In seeking work benefits for the employees it represents, CSEA has always placed great emphasis on securing better job advancement opportunities for (Continued on Page 14)
The war in Vietnam and information about the coming elections have been the preoccupation of many people in the world and their own complexities to difficult domestic problems. The automobile, which had once been the symbol of American freedom, has become the villainous symbol of ecological pollution that threatens the air we breathe and the water we drink. But few guidelines can be found in Jeffersonian democratic principles to cope with the problems that loom on the horizon.

In these respects, New York is no different from other states. Where in the not-so-distant past, most New Yorkers could fit comfortably under the umbrellas of one or the other of the two political parties, New York now finds itself in a much different party situation. Even these apparently are inadequate to cover all New Yorkers and the party candidates run additional lines on the voting machine to attract those who presumably are disenfranchised by all political parties.

Party hopping even among political leaders has become a commonplace with Democratic leaders supporting Republican candidates and vice versa. Term limits has become even more commonplace. Blue voting among ethnic groups is no longer pronounced as it used to be. In these groups are also divided on the problems of the war on pollution and the drug problem with criminals and narcotics addiction. On the other hand, civil service employee groups are sufficiently united in support of common objectives and are expected to hold the delicate balance of power in the election.

With the election just two weeks away, voter opinion has not yet sufficiently jelled to make the results intelligently predictable. From available facts, it is clear only that the next State administration and the political leadership of the State Senate and Assembly will be determined by voter decisions arrived at during the last moments in the campaign.

Civil Service Week Declared by Exec. of Onondaga Cty.

SYRACUSE — Onondaga County Executive John H. Mulroy last week proclaimed "Civil Service Week" for County workers, starting out the Civil Service Employees Assn. for efforts to "promote efficiency in public service, and to recognize all of civil service employees."

Representing CSEA was a delegation headed by Doris B. Rosen, Tarmey, fourth State vice-president. Others present were Helen F. township, president; Charles Ecker, Central Conference president; Andrew Placito, Onondaga County chapter president; Clarence Laufer, head of the labor law chapter; Ted Brooks, Syracuse State School, and John Simmers, State University chairman. Mulroy, in issuing the proclamation, noted that CSEA "is dedicated to the principle that government lies in the hands of the people."

Poor Exams Pose Barrier To Minority Group Hiring

The Rosen report deals with recent research on the testing and cultural fairness in employment of all collectives of workers, machine shop trainees.

Some of the issues in testing, according to the report, are: Differential test performance of blacks and whites; cultural bias in testing; psychometric definition of bias; lack of validity in employment testing; procedure for test validation and moderator tests in research design. The reports are $2 a copy, and are available by writing Cornell University, Ithaca, N.Y.

important notice

MEMBERSHIP DRIVE

Several important amendments have been noted on new member applications submitted to date. CSEA's Super Sign-Up Heed quarter makes the following recommendations to ensure prompt and correct validation of applications and to expedite the mailing award certificates:

1) Read all instructions carefully.
2) Fill in all requested information on application card.
3) Do not detach Jackpot stubs from PDA card.
4) Do not sign up present CSEA members.

Special note to chapter and unit presidents and membership chairmen: Please make certain that all transmitted terms are signed properly.

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Dongan Guild Sets Communion B'kst

The annual Communion Breakfast of the Dongan Guild of Catholic Employees of New York State will be held on Oct. 25 at the New York Hilton Hotel.

Lender of Malcolm Wilson will be honorary chairman and toastmaster for this occasion. Lucian W. Hardis and the Guild in this capacity for the past 12 years and has been a member of the Guild for many years.

Michael P. Senluk, deputy commissioner of the State Liquor Authority, will accept reservations at $6 per person. For information call 212-488-3140.

Funk Inspection

The City Personnel Dept. has designated that 24 candidates for air pollution inspector, No. 8142, failed the exam for that title.

Last Call For Stenotype

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DON'T REPEAT THIS!

(Continued from Page 1)
Mgr. Reneges On Pact

TROY—Troy City Manager Ralph A. DeSantis once again has been accused by the Civil Service Employees Assn. of "not living up to his commitments" concerning the providing of benefits to City employees represented by CSEA.

CSEA field representative Thomas S. Whitney said that DeSantis had told him on Oct. 9 that he had "forgotten" about a memorandum of understanding covering vacation, sick and bereavement leave benefits which the City Manager had orally agreed to submit to the Troy City Council for approval.

DeSantis has had this memorandum of agreement in his possession since Sept. 3 and has shown on it to Whitney that he would submit the document to the City Council. It was agreed to by all parties at that time that CSEA would draw up a new memorandum of understanding, submit it to PRRB for review which would in turn send it to DeSantis for his action. That's as far as it got," Whitney charged.

"Once again, Mr. DeSantis has shown a complete disregard for the Taylor Law, contempt for the employees under his jurisdiction and a lack of good faith willingness to cooperate in promoting harmonious labor-management relations," Whitney said.

"Mr. DeSantis could make it much easier for everyone, especially himself, if he would recognize the fact that he must work under the law, work with a union in mutually resolving any future disputes and have an agreement with all the employees under his jurisdiction," Whitney said.

At the same time, Kenneth Mauer was elected as president, along with his officers, for the Hempstead Town unit. Casa served as installing officer.

Transportation Dept. Aides: Submit Your Demands Now

ALBANY—Employees of the State Department of Transportation who wish to submit demands to the DOT and handled by the Civil Service Employees Assn. must submit those demands by Oct. 31.

The team will be sorting out the proposals from the DOT employees until that date, said team chairman Paul Corley.

All demands, suggestions, problems, etc. should be sent in writing to Joseph P. Reedy, collective bargaining specialist, CSEA Headquarters, 53 Elk St., Albany, 12207.
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CIVIL SERVICE LEADER N GC413 NY
Impea Hits Eden
To resolve the current impasse between the Eden Central Schools in Erie County and the Civil Service Employees Assn., the State Public Employment Relations Board has dispatched Frank Dunn of Oswego to act as fact-finder. Dunn is an assistant professor of education in the State University System.

Connetquot Fact-Finder Favors 7.5% Pay Raise For Non-Teaching Aides

A State-appointed fact-finder has recommended at least a 7.5 percent across-the-board increase for non-professional employees in the Connetquot Central School System (Suffolk County).

The fact-finder, Earle Warren Zaidins, was assigned by the State Public Employment Relations Board under provision of the Taylor Law to recommend a settlement in the dispute between Connetquot Board of Education and the Civil Service Employees Assn., Suffolk County chapter.

Zaidins also recommended that hourly employees receive a 20-cent per hour increase; that part-time employees be given the option of working a minimum of four hours daily; that all benefits should be pro-rated for regularly employed hourly employees against a 12-month employee; that employees working between 4 p.m. and 7 a.m. receive a shift differential; that employees be given three weeks vacation after five years' service and four weeks after ten years' service; that any insurance benefits obtained by the teachers in their negotiations also be granted to CBSEA members; that the work week be changed to Monday through Friday, and adoption of a 1/60th retirement plan, retroactive to 1938.

In recommending a salary increase, Zaidins defined the term "at least" to mean "that all employees presently enjoying a number one salary schedule, in comparison to the contiguous (school) district, will receive only a 7.5 percent increase.

All other employees will receive an increase of 7.5 percent plus whatever sums it will take to equitably bring such employees up to the number one (salary) position among contiguous districts."

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PLEASE PATRONIZE OUR ADVERTISERS
The Million-Dollar Motivator

OUR CIVIL SERVICE readers should be pleased to know they have been the recipients of public relations counseling worth a million dollars or more.

WE ARE NOT PULLING the $1 million figure out of a hat—or a drum, as in the New York State lottery. IT IS AN ACCURATE figure, and we want to make every reader privy to the progression of facts leading to that beautiful number with $-sign attached.

DURING THE PAST year, we have discussed with readers of this column a number of items indispensable to all civil servants intent on achieving good public relations.

ONE VERY CRITICAL item was a civil servant’s “motivation” to perform his official duties in a superior and outstanding manner.

ANOTHER EQUALLY IMPORTANT item was the civil servant’s “attitude” toward his job, his community status, his civil service career, his support of collective bargaining and, of course, to the “cash customers”—the taxpayers.

HE IS JOHN R. SAUER, a Colorado farm boy, who did a pretty good job of cranking up his own “motivation” and “attitude” to build a company appropriately named Success Associates International, Inc.

HIS DENVER-BASED firm creates, designs, produces and sells management, sales, communication, motivational systems to individuals and corporations.

SAUER says his programs “explain to individuals by repetitive means how to build new habits for achievement in their field.”

“MOTIVATION AND ATTITUDE,” he says, are “the volatile agents of the mind.”

THIS COLUMN NEVER doubted the significance and magic of “motivation” and “attitude” for civil servants. And you can expect to hear from us again on the same subject.

WE TOLD SAUER’s story just to reiterate to our readers the tremendous power packed by the 10-letter word “motivation” in tandem with the 8-letter word “attitude.”

"In a program as large as Medicare," Siegel said, "with over 122 million bills received each year, even a tiny percentage of incorrect billings can add up to a lot of money." By re-checking and squaring mistakes, Siegel added, Medicare beneficiaries can help keep costs down.

Of 2,500 cases of errors or discrepancies in Medicare bills reported by beneficiaries, Medicare, carriers, intermediaries and others, and recorded in the SSA’s central control system, only half turned out to be the result of clerical error or misunderstanding. But others did reveal evidence of attempts at abuse or intent to defraud.

But it IS SSA policy, Siegel said, to carefully check all reports and other evidence of irregularity to assure that incorrect payments are not made.
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And why they can't.

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And we made it happen. We asked people to think small and they did.
So now everybody's making small cars for the first time.
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We learned by our mistakes, and we made our mistakes years ago.
We don't make them anymore; we make Volkswagens. There are 12 million VWs all over the world, with about 4 million here in the U.S.A.
And, in a way, every VW we make is a little better than the one we made before.
Because we make about 5,000 changes every year that we don't even talk about. We simply do what needs doing to make the VW work better all the time. Not to look different all the time.
So what have we got to show for 25 years?
Only the most highly developed car on the road.
Take any old Volkswagen from any old year. It will still be alright.
We never knew how to make it any other way, and we still don't. It still helps to open a window to close a door, even on an old one.
Take any new Volkswagen.
If there's a nick in the paint or on the chrome, somebody else put it there. Not us.
You won't find a jumble of wires under the dashboard. Just smooth painted steel.
Under the hood? Shiny and smooth.
Around the engine? Shiny and smooth.
Even if you removed the door panel, you'd find it the same. Smooth and shiny.
If you saw the way we made them, you'd know why this is true.
One in eight VW employees is an Inspector. And the head Inspector reports to the head of the company, not to the head salesman.
Only one other car maker in the world does this; their prices start at $5,000.
Every wheel rim we turn out is inspected. 100% of them. Every brake drum. Every gas tank.
Every engine is run in before it becomes part of the car. And after.
Every part that has to do with safety is individually inspected and then individually stamped with the inspector's initials.
(We also have inspectors who inspect inspectors. And until a man does it right, we don't let him put his hands on it.)
When a VW gets to the end of the line, an inspector checks to see that the engine, the electrical system, the brakes, and everything else that makes a VW stop and go puts out what we put in.
We make 5,000 cars a day; we check 5,000 cars a day.
Speaking of testing, we have 2 test tracks that are literally Hell on wheels. With hills and valleys and hairpin turns and cobblestone stretches that simply aren't found on American roads.
Every change we make (or don't make) lives or dies on one of our tracks.
By changing the way we change and testing the way we test, the Volkswagen we sell today is a whole other machine.
Over the years, we have practically doubled the VW's horsepower, but the engine should last even longer.
The luggage space is far greater. The car is quieter and rides better. You still get about 26 miles to a gallon.
We've added thoughtful little things like a door pocket for the driver. And a pop-up shield to protect the dashboard when you slide out the ashtray.
Happily, we can sell you a Beetle for a mere $1780.
And we give you interest on your money by not losing interest in your car.
We are the only car people in the world with Medi-car, the Volkswagen Diagnosis System.
As part of our continuing madness, we give you 4 free top-to-bottom checkups when you buy a new VW.
You just maintain your car according to the Volkswagen maintenance schedule. If any factory part is defective in material or workmanship, any U.S. or Canadian VW dealer will repair or replace it, within 24 months or 24,000 miles, whichever comes first. And he will do it free of charge.
In short, whatever Medi-car finds that's covered by our guarantee gets fixed free.
Every last VW dealer has this electronic Medi-car equipment, and if you already own a VW, you can get the checkups for just a few dollars.
On that topic, if you do own an older Volkswagen (even a '49), and need a part, don't worry. You can drive into any VW dealer's and he won't raise an eyebrow.
He will congratulate you and fix it.
Because most VW parts, changed though they may be, still fit most VWs.
We let other people make their cars bigger and smaller and taller and shorter.
We just go on making ours longer.
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HONORED — Mrs. Melba Binn, former president of the Rochester chapter, Civil Service Employees Assn. and the Western Conference, was honored recently by the chapter on her retirement from State service. Among the day’s guests at the ceremony were, left to right: George DeLong, CSEA fifth vice-president; Pauline Fitchpatrick, former Conference president and representative of the State Hygiene Employees Assn.; Samuel Grossfield, chapter president and dinner toastmaster; Mrs. Binn; Claude Rowell, former chapter and CSEA vice-president, and John Gallagher, CSEA State treasurer.

MH Departmental Negotiators Reveal Additional Proposals As Submitted By CSEA Members

ALBANY — The Mental Hygiene departmental negotiations committee of Civil Service Employees Assn. has released more of the proposals submitted to it by CSEA members employed by the Department of Mental Hygiene.

They are:

When the 4-11 staff attendant on the 4-12, 12-8 shifts acting in a supervisory capacity, then such an employee should be paid on the Supervising Attendant grade level.

Work week defined.

Negotiations to begin.

Provide copies of appropriate CSEA contract and membership packets to all new employees within the first day of employment.

Holiday options to be extended to all new employees on entering into service.

When a day nurse’s supervisor must relieve on the 4-12, 12-8 in New York City where the night work differential is $1,200 or more.

When a day nurse’s supervisor must relieve on the 4-12, 12-8 and the night work differential is $1,800.

Supervising Attendant.

Registrars.

Supervisors.

All offices should be air-conditioned.

CSEA be granted, as in the past, access to employees during working hours on an individual basis, for the sole purpose of assurance solicitation for life insurance as well as accident and health insurance.

Duty day nursery to be provided in all institutions.

Payment for overtime and holidays to be received within the following pay period.

Stop staffing of new hospitals with items already allotted to present institutions.

Anything in excess of normal work day to be compensated at 1½ times the daily rate.

Employees who have fulfilled all qualifications and hold a provisional item, their state of probationary period begins from the date they started work in the item.

Job descriptions and lines of responsibility under unitization to be revised and updated.

All teachers in State service get preference to teach educational programs within the institutions at the going rate.

36-hour work week for clerical employees during the summer months.

All offices should be air-conditioned.

All manual typewriters should be replaced by electric typewriters.

When new forms come down from 46 Holland Ave, there should be instruction given in processing these forms.

Upon completion, Occupational Therapy Traineeship courses should be equivalent to one year of college.

Reference Article 12 of Contract — Continuous Duty.

(a) That there shall be immediate, full, Statewide and uniform implementation of this Article.

(b) That Article 12 apply to all physicians doing night duty and shall include those physicians in residency training.

(c) Recognizing practical difficulties, due to staff shortages, etc. in implementing this Article, there shall be further negotiations as to other methods of compensation to physicians on continuous duty for 24 hours.

(d) Notwithstanding it, it is demanded that there be immediate action with regard to the Department as to implementation of this Article.

Reference Article 27 — Benefits Guaranteed.

Proposed: In reference to the Departmental Memorandum 52 Staff and Employees Housing, it is demanded that the Department fully repudiate this directive on the grounds that it is entirely in violation of Article 27.

Reference Article 27 — Benefits Guaranteed.

Proposed: 1. There be full explanation and clarification by Department as to term non-medical Chief of Service including details as to responsibilities, qualifications and method of appointment.

2. There be no further appointment of non-medical Chiefs of Staff until such time as details have been mutually agreed to in negotiation.

Theodore J. Schoemberg

HOLMBOE — Theodore J. Schoemberg, 62, died Saturday at Vassar Hospital, Poughkeepsie.

Prior to his retirement last year, Mr. Schoemberg had been a correction officer at the Matteawan State Hospital, Wassaic, and a member of the hospital's Civil Service Employees Assn.

DINNER COMMITTEE — Making final preparations for the Yonkers Board of Education CSEA non-teaching unit's fourth annual dinner-dance are, from left, seated: Carrie Cava, unit president; Bette McKenna, chairman; and Pat D'Ambrosio; and standing, Dom MiccoU, James Massaro and Richard Waryas.

The Commissioner of the State Mental Hygiene Department has assured the Civil Service Employees Assn. that last month's admittance of a man accused of murder to a State mental institution for psychiatric diagnosis was a mistake and that the mistake hopefully will not be repeated.

Commissioner Alan D. Miller agreed with CSEA President Theodore C. Wenzl last week in a letter in which he said, "... civil State hospitals are not built for a type of security which is required in these cases nor do we think they should be." Wenzl's complaint had been fired off to Miller after a person accused of a murder and assault had been erroneously admitted to Middletown State Hospital instead of Matteawan State Hospital for the Criminal Insane, which is nearby.

While at the Middletown institution, the patient assaulted and injured an employee.

"A person accused of a crime such as ..." (this) would not normally go directly to a civil hospital, Miller wrote. Miller then admitted that the local-level decision to send the patient to Middletown had been in error. "We have reviewed our procedures," he said, "and are reasonably sure that a similar incident will not recur.

Wenzl had called on the Department of Mental Hygiene to "take immediate steps to establish proper criteria for all admissions at each institution, isolated from the regular ward areas and staffed with properly compensated and trained personnel." If civil State hospitals are completed to accept potentially violent patients.

Miller responded: "We are presently considering a variety of solutions to this potential problem. . . . The Commissioner also promised to keep CSEA informed of events as they progress.

"I hope that this will be the last we hear of violent patients being sent to hospitals that are not equipped to handle them," Wenzl said.

POUGHKEEPSIE — The City School District Non-teaching unit of the Civil Service Employees Assn. has urged all CSEA members to support Victor C. Waryas in his bid for election to the Assemby from the 98th District.

John Faneleute and Gary Markueute of the CSEA political action committee visited Waryas at his office and questioned him on six points. Discussed were half-pay retirement after 20-years' service; full-pay retirement after 40 years; school aid for cities; State aid for Poughkeepsie and other cities to compensate for loss of taxable properties; minimum pay rate of $2.50 per hour, and lower car insurance.

Said Faneleute, committee chairman, "We urge all CSEA members in cities, towns and the State hospitals to support Victor Waryas."
Overwhelming Early Response Reported In CSEA Drive To Sign Up New Members

"Overwhelming," that's the way Sam Emmett, chairman of the Statewide membership committee, characterized the new-member drive launched Oct. 1 by the Civil Service Employees Assn.

"Response during the first week of the campaign was terrific. It actually exceeded our fondest hopes," said Emmett, "and from comments heard in the field there is every indication that the high level of response will continue."

Emmett indicated that the apparent success of the drive stems from the numerous Incentive aspects of the program. First off, a present CSEA member in good standing who signs up a new member gets a special award certificate worth one book of stamps ($3.00 to $5.50 approximate retail value), redefeirable at any S & H redemption center in the U.S. PLUS a chance at the $10,000 Super Prize Jackpot.

The recruiter can sign up as many new members as he wants and gets as many award certificates and chances in the jackpot as new members he has signed up. Obviously, the more new members he recruits, the more award certificates he gets and the better his chances are to win the Super-Jackpot first prize—a stunning 1971 Camaro. Other Jackpot grand prizes include: RCA color television sets, Panasonic stereo receivers, and ladies' and men's Helbros wrist watches.

Secondly, there is an incentive for each newly recruited member. When he signs the special PDA card for membership in CSEA, his name automatically is entered in the Super-Jackpot Jackpots and he becomes eligible to win any one of the Grand Prizes, too.

Over and above the special award certificates and jackpot prizes, there is an even stronger incentive to participate in this all-out State wide membership effort. That incentive is the desire for a bigger and stronger Employees Association — one which can bargain from strength for employees on all levels of government in New York State. Every member wins in this kind of program.

Emmett praised the membership chairmen in the chapters and units for their all-important contributions in launching this huge drive. "This is a grass roots kind of program," said Emmett, "and its ultimate success lies with the membership and the hardworking chapter and unit membership chairmen."

Emmett also eagerly passed along a helpful tip from an obviously successful recruiter who indicated that the secret to such a program as this was to set a specific daily goal to ask non-members the simple question, "Have you signed up yet?" According to this Super Signer Upper, "There are prospective new members all around just waiting to be asked to join."

S.O.S. COUPON—If you have not received your Super Sign-Up materials as yet and you want to get in on this exciting and rewarding program, please contact the president or membership chairman of your chapter or unit immediately. If you are unable to contact either, clip the coupon below and mail it directly to Super-Sign-Up Headquarters. Materials will be sent to you at once.

SUPER-SIGN-UP HEADQUARTERS
Civil Service Employees Association, Inc.
33 Elk Street
Albany, New York 12224

You bet! I want some of those rich rewards.
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**DEPT. OF HOSPITALS**


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1. Thomas Pollard, Joseph L. Kniknoff, George Deel, Alphonse Deel, Dorothy M. Kusterman, and Dorothy M. McLean.

**HE BRONX COMM COLLGE**

1. Peter H. Jacoby.

**HE NYC COMM COLLGE**


**PUBLIC WORKS**


**REVIEW**


**Plan Prom, Test For Supervising Tabulator Operator.**

Jan. 16 will mark the test date for promotion to supervising tabulator operator, states the City Personnel Dept. in reminding applicants of the Oct. 27 filing deadline. The title is open to employees of any City agency who possess six months' seniority as the post of senior tab operator or senior keypunch operator. Eligibility also extends to persons in those titles working for the District Attorney of any of the five boroughs.

The agency list will weigh performance, 35; seniority, 15; and the written test, 50. If a general list is established, it will use the ratio of: written, 80; and seniority, 15, with performance required for eligibility. Agency lists generally stipulate a passing grade of 75 percent on the performance exam.

**Roster Shriners**

The City Personnel Dept. has released the data that the roster of candidates for water plant operator has decreased by 14 due to failure on the recent practical exam.

**Do You Need A**

**High School Equivalency Diploma**

for civil service for personal satisfaction
6 Weeks Courses Approved by N.Y. Regents Dept. Write or Phone for Information

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Please write me free about the High School Equivalency class.
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**GOURMET'S GUIDE**

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NAISSAU BROWNS LOBSTER HOUSE • CHITT. BLAINE, JIM BROWN • BEEF & FOWL • BAYSHORE DRIVE POINT LOOKOUT, L1 Tel. 516 GR 1-1194

BARRY’S • QUEENS - CONTINENTAL

JEANTES 1212-14 13TH AVE. LES THAN A HOME RUN FROM FAME ISLAND. 64TH YEARS IN FOOD AND CATERING

**Suffolk Unit Bargainers Maintaining Demands As Contract Negotiations**

(From Leader Correspondent)

SMITH TOWN, — Negotiations between the Suffolk chapter of the Civil Service Employees Assn. and County negotiators are continuing, chapter president Frank Imholz has announced.

"In spite of the talks were still in the early phases but that indications of progress have been given. He indicated, however, that the talks could continue beyond the December budget submission date.

"I'm prepared to sit until the Fourth of July if necessary to get what we want," he said.

The chapter has demanded an immediate boost of all employes to the top seniority pay scale. The nine-step seniority scale, he said, is an illusion.

"Lots of people are with the County 10 or 12 years and, contrary to the popular belief, they're still on the lower steps because every time they earn a promotion they lose their long-ery increments. We want to get the people the money now and then negotiate every year.

"We're prepared to sit out Exam Notice No. 0671, available at the Department of Personnel from the standpoint of wage increases. We're prepared, which will have questions about: supervision, machine room management, scheduling, card design, coding, arithmetical calculations, and other pertinent problems. Knowledge of accounting machines and associated equipment in the card punch operation will also be evaluated.

Among the typical duties you can expect to be assigned: supervising a tabulating machine room; originating wire diagrams and specifications; examining and reviewing machine room operations from the standpoint of efficiency, and keeping overall production records. For a more elaborate job description, check out Exam Notice No. 0971, available at the Department of Personnel.

The CSEA is also demanding a 20-day, half-pay retirement and full family dental coverage. Imholz said negotiators are exploring the idea of an independent Suffolk retirement fund.

**Bound For Broome**

Daniel C. Williams, a Syracuse attorney, will serve as mediator in the dispute between the Town of Union in Broome County and the Civil Service Employees Assn.
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ON THE WINNER — Edward Dudek, president of the University of Buffalo chapter, Civil Service Employees Assn., presents plaque to Dick Welch, jockey aboard Armeo Dream, winner of the chapter's race at Buffalo Raceway recently. Sponsorship of the "Night at the Races" is part of the chapter's annual recreation program.

St. Lawrence Contract Talks Dragging; CSEA Charges "Slave Labor"

ST. LAWRENCE—The St. Lawrence County chapter of the Civil Service Employees Assn. has expressed complete dissatisfaction with the progress of contract negotiations for County workers following the first meeting between the chapter, the County and fact- finder Dr. Martin Elders, appointed by the State Public Employment Relations Board. CSEA has been negotiating with the County for four months, and has encountered "an unwillingness to negotiate," said Edward Hammond, CSEA field representative.

According to CSEA, the County had agreed to at least four CSEA demands during mediation, but later reneged on all of them.

"What this indicates to us," said Hammond, "is that the County has a very low regard for its 600 employees. If this were not obvious during negotiations, it is certainly obvious now. If they would pull this kind of thing with PERB sitting in on the sessions, we think they would pull almost anything."

"The main issue in the dispute is salaries," said Hammond. He contended that County employees are paid less than the employees of several municipalities within the County, and far less than the employees of State facilities there.

"But these factors alone would not make the situation as frustrating as it is," said Hammond. "The County is not strapped for funds. They had a budget surplus of $3 million last year alone. That they can continue to offer their employees subsistence-level wages with that kind of money available is incredible." CSEA has demanded a $750 raise, or 10 percent, whichever is greater. To date, the County's best offer is a 5 percent raise. The County also wants a two-year contract, while CSEA maintains that a one-year contract is absolutely necessary "in view of the County's reluctance to negotiate."

"If we state it simply," said Ham-mond, "the County wants slave labor. They don't care if their salary schedule causes a high turnover rate. They don't want qualified and dedicated personnel. They want people who will do the work for practically nothing and cause no 'trouble' by asking for a living wage. Their attitude seems to be 'If you don't like it, that's too bad; because there's plenty more where you came from.'"

According to CSEA, the high turnover rate is actually more of a burden to the taxpayers than a higher wage scale would be.

"Inefficiency and waste are unbelievable," said Hammond. "Our people, those that want to do a good job and are staying on out of real dedication, are resisting job offers from local industry, which pays more, has better benefits and treats employees like human beings. The County would rather have its employees go on welfare, since the State reimburses the County for the major costs of welfare."

"The County is not going to pay these people because it wants to," he concluded, "but they are going to get a living wage if we have to sit at this table and fight for another four months."

Dr. Elders, the PERB fact-finder, reportedly will submit his report after one more reading with the County and CSEA.

Named Nursing Home License Program Chief

ALBANY—William D. Parker of Saratoga County has been named head of the State Health Dept.'s new nursing home licensure program. The post pays $16,515 a year.

Parker also will serve as executive secretary of the State Board of Examiners of Nursing Home Administrators. Prior to the appointment, Parker was a senior attorney in the department's legal office.

St. Lawrence Election Remains Tied; Revote Nov. 6

ISLIP—A revote in the Islip Town bargaining election was declared a tie last week and a third election was ordered Nov. 6.

The 109-109 tie was announced by the State Public Employment Relations Board after the final disputed ballot had been opened at PERB's New York City office. Civil Service Employees Assn. had led the field in the first election Sept. 2, eliminating one rival union but failing to gain an absolute majority.

CSEA was ahead again in a revote two weeks later, but the outcome was clouded by contested ballots, and the opening of the last contested ballot last Thursday produced the tie between CSEA and AFSCME.

Meanwhile, Suffolk chapter president Frank Imholts has dissolved the old unit and placed it under the trusteeship of chapter vice-president Peter D'Allesandro. The other unit officers are to be elected Nov. 16. Imholts declared: "This has already revitalized the unit. The representation vote Nov. 6 should be decisive."

Need Typists, Stenos At Military Academy

Vast, indeed, is the extent of vacancies waiting to be filled for stenos and typists at West Point, home of the U.S. Military Academy. The Academy has three titles, offering hefty pay hikes, are involved in this case.

Either a high school diploma or six months of handling similar duties is needed to attain GS-2 rank whereas the GS-3 typist must possess a year of school above that of high school. Federal stenos can get appointed at GS-3 provided they offer a diploma or a half-year of background in shorthand. To qualify for hiring at GS-4, however, steno prospects must produce evidence of one year of studies beyond the high school diploma.

New Salary Cited

Actual pay rates at new Pod-}
For Work-Related Courses

Hike City Reimbursement in College Refund Plan

City personnel director, Harry I. Bronstein, predicted that the College Refund Program will offer greatly increased reimbursements this fall to City employees. The program provides full reimbursement of up to $150 a semester. In previous terms, the maximum refund was only $50 a semester.

Employees in covered titles are encouraged, through this program, to enroll in college courses which are related to their work, will prepare for career advancement, or will lead to a degree. Participants will pay fees to the college at the time of registration, and will be reimbursed upon proof of satisfactory completion of course work.

Due to the City University's new admission policy, however, the Municipal Reduced - Rate Program will not be offered this semester.

Applications (Form DP-323A)and registration instructions for the College Refund Program may be obtained from agency personnel officers, the Training and Career Division Development of the Department of Personnel, 220 Church St., New York 1013, phone 566-0148.

Top Accounting Post

ALBANY—Everett L. Morris is moving from Maryland to Albany to become director of the accounting and tax analysis division of the State Public Service Commission. The salary is $33,500 a year. Morris has been employed in the Office of the Chief Accountant of the Federal Power Commission since 1964.

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To keep informed, please the Leader.
Engelbert Buffs Radiate After Brief Encounter

- Showing ingenuity that only Civil Service Employees Assn. members can exhibit, two women employees of the New York State Workmen's Compensation Board, 50 Park Pl., Manhattan, were granted an exclusive audience with Engelbert Humperdinck at the Americana Hotel last week. Adoring fans of one of the hottest names in show business strained for a glimpse of the entertainer at the hotel, Laura Cacace, stenographer, and Lillie Mark, clerk, were personally greeted by Engelbert in his suite. The women’s interest in music is still shrouded in mystery as to how they accomplished the impossible. It was known, however, that a member of CSEA’s public relations department was observed in the vicinity.

Humperdinck is currently appealing to his fans to write to the hotel, 50 Park Pl., New York, to secure a room to rent for the space that they plan to use for the sale of private прием the State for the use of his private phone or room rent for the space that must be devoted to State business during the period they are on duty.

The employee on duty is required to be available to receive telephone messages from an answering service which handles CSEA calls during the employee’s absence. The employee’s absence must be approved by Region officials. This duty may be traded off for a more desirable time if possible, but is not subject to change if a trade cannot be worked out.

The employee is on duty at all times and is required to follow up the calls by filling appropriate reports or notifying the proper authorities for immediate action.

By WALT ADAMS

BINGHAMTON—Civil Service Employees Assn. members throughout Region 9 of the Department of Transportation are up in arms over an unsigned directive from DOT headquarters in Albany mandating so-called “duty officer” tours for personnel in grade 23 or above without any form of compensation.

A spokesman for the protestors, Michael Flohr, told The Leader that under terms of the directive, employees so assigned are required to have their phones for a total period of some 2½ weeks out of the month and are not authorized to be relieved by Region officials. This duty may be traded off for a more desirable time if possible, but is subject to change if a trade cannot be worked out.

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Flohr said that this directive will cost the State more than $1,000 per employee and will cause the State to pay more than $10,000 per month for additional office space.
Cattaraugus Cnty Dept. Heads Request CSEA To Represent Them In Collective Bargaining

(From Leader Correspondent)

LITTLE VALLEY—A total of 19 Cattaraugus County department heads have asked the County Legislature for collective bargaining representation by the Civil Service Employees Assn.

The request was received without comment by the Legislature and includes appointed full- and part-time department heads.

The matter was referred to the Legislature's negotiating committee, which has talked with the department heads informally on two occasions.

The list of department heads requesting CSEA representation ranges from the $26,000-a-year County health commissioner to part-time civil service commissioners earning $1,642.

The CSEA was sought by the department as their "sole and exclusive bargaining agency" until December 1971 and the move, although rumored, appeared to take the Legislature by surprise.

The CSEA new holds bargaining rights for all County employees, except those in the legislative, executive, and County treasurer positions where legislation, incumbent, and county attorney.

In another CSEA matter brought before the Cattaraugus Legislature, a resolution that would have voided five years off the retirement requirement for more than 500 County workers represented by CSEA was tabled.

The resolution was offered by Legislator Howard M. Paterson, a Republican, and would have substituted a 35-year career retirement plan for the present 30-year plan.

No explanation was given for the tabling.

Albany Twy Chap. Elects New Officers

ALBANY—The new Albany Division, Thruway officers of the Civil Service Employees Assn., are: Vito Dandrea, president; J.P. Gonier, vice-president; Ralph H. Hansen, secretary; Altillo Benedicta, treasurer; Don Fuller, delegate, and Ralph Compaill and John Naples, alternate delegates. The entire slate will serve two-year terms.

Court Refuses Unit For Suffolk Deputies

Riverhead—A Suffolk County Supreme Court Justice has ruled that the Suffolk County Sheriff's Benevolent Assn. has no right to negotiate a separate bargaining unit for the department heads and jail guards was unimeType.

The decision, handed down by Justice William R. Oeller, said that the petition for the separate unit was "un timely in view of the fact that more than 30 days have elapsed since the County Public Employment Relations Board had determined that two units would be established for Suffolk County employees—one for white-collar and one for blue-collar workers.

The Suffolk County chapter of the Civil Service Employees Assn., which had represented all County employees before the unit decision, was elected by workers to represent both the white-collar and blue-collar units in an election in August.

Genesee Parks Commission Installs New Officers

Letchworth State Park—The Genesee Valley Parks Commission chapter of the Civil Service Employees Assn. recently held an installation meeting at Letchworth State Park.

Sworn into office were: Robert Preston, president; Charles Strong, first vice-president; Martin Dawley, second vice-president; Eleanor Blair, secretary, and Erwin Howden, treasurer. Harry Johnson, CSEA field representative, was installing officer.

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Great Neck Park Employees Gain $1,000 Pay Hike

MINEOLA—A $1,000 across-the-board pay boost has been negotiated by the Civil Service Employees Assn., on behalf of employees of the Great Neck Park District, it was announced by Nassau CSEA chapter president Irving Faumanbaum.

In addition, the second year of a two-year contract will bring an additional pay boost of five percent or cost-of-living, whichever is greater.

The unit's objectives were pressed in negotiations led by president Al Ails and assisted by CSEA field representative Frank Jauquinio.

Sterling Forest—On 7/8 woodland acre overlooking the Bear Mountain Lake, large panelled Family Room with fireplace, two bedrooms, two bathrooms, four person elevator, full kitchen, L.R., D.R., Radiant heating. $17,500. Owner $15,500. 914-638-2215.

Mayflower—Royal Court Apartments—Furnished, Unfurnished, and Rooms. Phone: HE 1-1594. (Albany).

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RULES FOR CSEA SUPER SIGN-UP MEMBERSHIP DRIVE

(1) Only CSEA members in good standing as of October 1, 1970 are eligible to sign up new members.
(2) For each new member signed up during the period of October 1, 1970 through November 27th, 1970, the person recruiting receives one Special Award certificate (approx. value $3.00-$3.50) which may be redeemed at any S&H redemption center in the United States.
(3) For each new member signed up during the above period, the recruiter also has his name entered once in the Super Jackpot. (Thus, if a person signed up ten members, his or her name will be in the jackpot drawing 10 times.)
(4) The new member who is signed up during this Special Super-Sign-up period also receives one chance in the Super Jackpot.
(5) To be eligible for any certificates or prizes, the recruiter must sign up new members on the special PDA card supplied to each chapter and unit prior to this drive. These cards must be filled in completely, and returned to the designated membership chairman in your unit or chapter. If you do not know who he or she is, call your chapter or unit head.
(6) Certificates will be awarded as soon as possible after receiving them at headquarters in Albany from your local membership chairman.
(7) Drawing for the Super Jackpot will be held as soon as possible after the contest — prior to Christmas.
(8) No one person is eligible to win more than one jackpot prize.
(9) The drive will be carefully policed, and any illegal or fictitious members signed up will be in violation of the law.
(10) The jackpot, with a total value of $10,000, includes a 1971 Camaro as first prize; 10 RCA color TV sets for prizes 2-11; five Panasonic stereo receivers for prizes 12-16; 24 ladies' or men's Helbros wristwatches for prizes 17-40.
(11) An employee who fills out a standard PDA application card during the drive, without being solicited, also will have his or her name entered into the jackpot drawing.