Merry-Go-Round Pact Talks In Oneida County Back Where They Began

(From Leader Correspondent)

UTICA — It has taken five months for the Oneida County chapter of the Civil Service Employees Assn. to find out it is back where it started in contract talks with the County government.

CSSEA field representative Frank Martello has called on "PERB" to begin "super conciliation" in the dispute which wages over money. Martello and the Oneida County Board of Legislators with "shirking its responsibility" in the matter by not giving the County bargaining team the power to negotiate a contract.

The Board met for three hours last week and considered eight different proposals in the dispute but could not agree on any one of them. When the session was over, members instructed the bargaining team to start talking with CSSEA again. In effect, the Board was sticking by its original offer of a two percent raise this year and next year. The CSSEA is asking for a ten percent raise in 1971. The County team did come back with an offer of eight percent over two years but the Board of Legislators refused to go along with that offer.

Martello issued a lengthy statement saying the five months of talking up to this point was a waste of the taxpayers' money. He accused the Board of hiding the truth.

The CSSEA will give an average increase to all Town employees represented by the unit.

Career Ladder Comm. Plans Dec. 27 Parley

Career Ladder committee members of the Civil Service Employees Assn. were informed today, Dec. 8, at 9:30 a.m., at the CSSEA Headquarters that the meeting will be held Thursday, Dec. 17, at 1 p.m. at the CSSEA Headquarters conference room.

The meeting will be called by Robert C. Guild, collective bargaining specialist for the CSSEA.

Clarkstown Unit Wins 23% Hike Plus Benefits

CLARKSTOWN — The Clarkstown unit of the Rockland County chapter, Civil Service Employees Assn., has negotiate a new contract that will give an average 23 percent salary increase to all Town employees represented by the unit.

Unit president Harold E. Abbr. Sr., told The Leader that the two-year contract has brought Town employees "out of the dark and into the light" as far as salaries and fringe benefits are concerned.

A new salary schedule and grade levels were negotiated that will bring employee salaries up to a par with others in the County. For example, Abbr. Sr. said the response to the return of the 200,000 figure as a result of the drive.

Super Sign-Up Drive Called Hugh Success; Returns Still Flowing

— Over 15,000 Expected —

White Plains, CSEA Settle On Contract

WHITE PLAINS — A new one-year contract, expiring June 30, 1971, recently was signed by the City of White Plains and the White Plains Civil Service Employees Assn.

A stipulation of settlement had been in force since the expiration of the last contract but the signing of the current contract was held up by disagreements over language.

The contract, covering all City employees except police, firemen and sanitation workers, provides for pay raises ranging from seven to 11 percent. Each employee not at the maximum for his grade receives an increase of 11 percent, or $600, whichever is greater. Each employee at his maximum receives an increase of seven percent, or $500, whichever is greater.

There is also a provision for the re-establishment of an incremental pay schedule in the next contract, with a joint

PACT SIGNED — Seated is White Plains Mayor Richard S. Hendey. Standing are, left, James Blanco, chairman of the negotiating committee, and, right, Robert J. Doherty, president of the White Plains Civil Service Employees unit.
Don't Repeat This!

While the welfare rolls at the very moment federal costs are sharply increasing, the flow of government revenues is reducing to a trickle.

Like all other government entities, the Federal government is confronted with a program of rising prices and declining revenues. According to Nixon Administration officials, the Federal Budget deficit will approach $15 billion this year. The Federal tax structure has demonstrated its inability to provide revenues. According to Nixon Administration officials, the Federal government officials who look to Federal revenue sharing as their salvation from mounting fiscal problems.

There are a number of considerations that account for the intensified drive by those officials to maximize Federal revenue sharing on the road now. The best revenue sources have already been preempted by the Federal government and the only resources left to States and local government officials are revenue-sharing resources and likely to prove counter-productive. Studies on education financing over the past two years published by Assemblyman Blakeney Jimmy Stengut, for example, warned that local property taxes for education were approaching confiscatory levels. In addition, local government units are reluctant to increase their taxes for fear that business and industry will relocate to areas offering more attractive tax advantages.

Would Eliminate Risk

This risk is averaged through Federal revenue sharing, since Federal taxes are uniformly applicable throughout the Nation.

Finally, local government leaders recognize that if the principle of Federal revenue sharing is to make any progress, then 1971 is the year for such progress. Any delay in extending a program to 1972, when all members of the House and one third of the Senate is up for re-election, a year in which increased Federal taxation does not seem politically promising.

Set Steuben Meeting

At the German Sports Club, 60-60 Metropolitan Ave., Middle Village, the Steuben Assn. of the Sanitation Dept. has slated a Dec. 10 meeting. Activities will begin at 5:30 p.m.

CIVIL SERVICE TELEVISION

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31. This week's program is Being a Boss.

Tuesday, Dec. 8
9:30 a.m. (color) — Around the Clock — "Physical Fitness & You." NYC Police Dept. training series.
1:30 p.m. (color) — Around the Clock — "Physical Fitness & You." NYC Police Dept. training series.
3:00 p.m. — Return to Nursing — No. 21, "Care of the Aged." Refresher course for nurses.
7:00 p.m. (color) — On the Job—Subways 2." NYC Fire Dept. training series.
Thursday, Dec. 10
9:30 a.m. (color) — Around the Clock — "Physical Fitness & You." NYC Police Dept. training series.
1:30 p.m. (color) — Around the Clock — "Physical Fitness & You." NYC Police Dept. training series.
3:00 p.m. — Return to Nursing — No. 22, "Care of the Aged." Refresher course for nurses.
7:00 p.m. (color) — On the Job—Subways 2." NYC Fire Dept. training series.

PROGRAMS OF INTEREST

Wednesday, Dec. 9
9:30 a.m. (color) — Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.
1:30 p.m. (color) — Around the Clock — "Physical Fitness & You." NYC Police Dept. training series.
3:00 p.m. — Return to Nursing — No. 23, "Care of the Aged." Refresher course for nurses.
7:00 p.m. (color) — On the Job—Subways 2." NYC Fire Dept. training series.

CIVIL SERVICE LEADER, Tuesday, December 3, 1970

Imagine Cops Not Being Around

"WHEN YOU NEED a cop, they're never around... HOW MANY TIMES have you heard that remark? MARVIN BAXLEY, associate editor of this newspaper, heard these words the other day on the Grand Central sta-

trive toward this way home. With a true newspaper's eye, he spotted several youths assault a woman in an effort to snatch her purse and then race down the platform.

WHILE THE WOMAN screamed, a couple of passengers gave chase, catching up to the youths, as they raced to the exit stairs... However, it turned out that two of those passengers were really plainclothes Transit Patrolmen... who were around when needed.

"THE KIDS were actually dressed, kind of resigned to the fact that they were caught," Baxley said.

THE VICTIM, quivering with fear, was assisted from the subway car. "It's interesting," Baxley said, "that in looking for the passengers—all women—volun-

teed to give their names to the police."

BAXLEY said that as he continued on his way home, he noticed that fellow passengers who had seen the in-

(Continued on Page 5)
Rome State School Ordered To Stop Detailing Attendants Following CSEA Complaints

ROCHESTER — As a result of action brought by the Civil Service Employees Assn., Rome State School has been ordered to stop the practice of hiring employees at an attendant's salary, and then assigning them clerical work.

CSEA collective bargaining specialist Robert C. Grunberg said: "It is a clear case of out-of-title work. The school claims that it needs clerical workers but doesn't have the items to supply them. The CSEA-State contract covering institutional services employees contains a clause detailing of attendants to other titles. The school's excuse is obviously invalid."

Grunberg, together with Raymond A. Peterson, president of the Port Stanwix chapter, at the school, had filed a contract grievance on the matter.

Dr. Frederick B. Averill, superintendent, said that the Rome State School that the detailed attendants was a result of Article 15.1 of the CSEA-State contract (Prohibition of Detailing): "It is clear, and you do not deny that you intended initially to use the attendant's item to be used by the Head and chief accountant to perform clerical functions.

Grunberg's letter continued, "It was also your declared intention to fill this position on an out-of-title basis with one of the persons who applied for it. ... I must conclude that the actions you have taken are not in the best interest of the Dept. of Mental Hygiene."

Grunberg instructed the director to inform CSEA "in writing that a psychiatric attendant item will not be used to provide clerical services in the Mental Therapy Dept."

The intent and spirit of the contract article is clear and we must the CSEA will honor the statement contained in the agreement."

Grunberg also reported that as a result of a hearing conducted by John J. Lazzari of the Mental Hygiene Dept., the jobs notices entitled "Secretary-Clerk (Attendants) at Grade 4 have been withdrawn.

Grunberg hailed the outcome of this case as "A victory for justice and reason."

He said, "It is clear, and you do not deny that there are many more people working out of title in our Mental Hygiene institution and CSEA will go to bat for all of them to induce that they are treated fairly."

AUDIT AND CONTROL TALKS — The Audit and Control negotiating committee of the Civil Service Employees Assn. met for the first time last week with deputy commissioner Maurice F. Lichtenstein, and other state officials. The meetings were: Thursday, with John A. Weber, personnel; Harold A. Conroy, administrative director, ERS; Harry Met, administrative director, municipal affairs; John Met, administrative director, Audits and Accounts; Pez Williams, senior personnel administrator; Robert Donahue, OER; Edna Claughton, Ray Alger; Harold Kavan, vice-chaiman of committee; M deline Vitala; Larry Jimpson; Tom Linden, CSEA collective bargaining specialist; Ernest Wagner, the state's deputy department committee secretary. Not shown are Grace Fitzmaurice, Pauline McDonough, Marilee Sherry and Bernard Fleischman.

Expanded Retirement Benefits
CSEA Won For State Aides Extended By Rensselaer Cty.

TROY — The Rensselaer County Board of Supervisors has approved a program to extend the retirement benefits which were won for state employees by the Civil Service Employees Assn.

The benefits, effective April 1, 1970, are for eligible employees who are retired under provisions of the military law.

World War II Credit

Credit for World War II service up to three years may be purchased by an employee who was on the payroll as of March 31, 1970, while he was a resident of New York State (but not necessarily born in this state). The period of military service is that from March 1, 1943, to April 30, 1945, which is the term of the war.

The benefits include: (1) Retirement credit for certain World War II service, (2) Retirement credit for transfer from retirement systems in the State, and (3) Retirement credit for transfers of credit under provisions of the military law.

Acceptance of Credit

An employee may make payments for this credit over a period of time; however, the period of repayment may not exceed the amount of time for which credit is being claimed. For instance, if an employee claimed credit for two years of military service, he must complete the total payment plan within two years from the date on which credit was granted.

Employees who commence employment on or after April 1, 1970, and prior to April, 1973, shall have one year from the date of employment to apply for this World War II credit.

Transfer of Credit

An employee who is on the payroll as of March 31, 1970, who would have been eligible to transfer service credit from another retirement system within the State had he done so within the statutory time limit, will be given another opportunity to obtain such credit.

The Employees Retirement System an account equal to the contribution withdrawn from the retirement system of which he had previously been a member, plus the regular interest on such contributions.

Employees who are eligible for this transfer of credit may make payments over a period of time provided that the period of repayment does not exceed the amount of time for which credit is declared. Such payments must begin no later than March 31, 1971.

An employee on the payroll as of March 31, 1970, who failed to make application within the period provided in the rules as of March 31, 1971, is being claimed, such payments must begin no later than March 31, 1971, if the employee claims credit for his active service.

(Continued on Page 14)

(RPM)
State To Spur Big Hunt For More LPNs

Extensive efforts to locate and hire licensed practical nurses will soon be renewed by the State Department of Civil Service to staff the various hospitals and other health facilities situated about the State. Salary levels, now put at $5,546 to $6,891, are slated to increase by 6 percent in April of next year.

Training traditionally takes up a year of intensive study, after which you gain eligibility for the LPN license. Write for the Exam bulletin to learn more about the sort of study necessary.

Job locations stretch across the expanse of the State, taking in Mental Hygiene hospitals, schools, clinics and other institutions. Geographical pay differentials, coming in total to an annual $200, are offered to those employed within the areas of metropolitan New York or Monroe County.

In applying, acquaint yourself with Exam Notice No. 20-361. It can be gotten at the various offices of the State Civil Service Dept. located in Albany, Buffalo, New York City and Rochester respectively.

Pulaski Parley

On Dec. 10, the Pulaski Ann. of the Department of Sanitation will meet at its Maspeth Hall; the address is: 61-60 56th Rd., Maspeth.

Special Notice regarding your CSEA BASIC ACCIDENT AND SICKNESS PLAN

There have been changes!

WE HAVE INCREASED THE LIMITS FOR THE DISABILITY INCOME BENEFITS...

Now, if your annual salary is

Less than $4,000
$4,000 but less than $5,000
$5,000 but less than $6,500
$6,500 but less than $8,000
$8,000 but less than $10,000
$10,000 and over

You can qualify for a monthly benefit of

$100 a month
$150 a month
$200 a month
$250 a month
$300 a month
$400 a month

FOR FULL INFORMATION AND RATES:

1. Please print your name, address, place of employment and employee item number in the spaces provided on the coupon below.

2. Mail form to: TER BUSH & POWELL, INC.
CIVIL SERVICE DEPARTMENT
BOX 958
SCHENECTADY, NEW YORK 12301

3. Or, call your nearest Ter Bush & Powell representative for details.

Schenectady
Buffalo
Syracuse

Fill out and mail today...

Ter Bush & Powell, Inc. Schenectady, New York

Please furnish me with complete information about the changes in the CSEA Accident and Sickness policy.

Name:

Home Address:

Place of Employment:

Employee Item No.

P.S. Don't forget, new employees can apply for basic CSEA Accident and Sickness Insurance non-nominally during the first 120 days of employment, providing their age is under 30 years and six months.

Maint. Jobs In Forefront Of 16 State Titles Slated To Close Entries Dec. 22

Out of the 18 State posts presently subject to a December deadline, some five involve supervisory roles in the building maintenance field. In general, the background requirement demands a substantial amount of trade experience.

Most of the pertinent titles list a Dec. 21 deadline, with exams scheduled for Jan. 23. Notable exceptions are the $14,445 post of chief planner and the title of associate cartographer, with wages of $14,915. Both indicate a cutoff point of Dec. 38 to allow more applicants to file.

The maintenance posts spotlight vacancies for building maintenance foreman, $8,284; building maintenance supervisor, $9,814; maintenance supervisor, $8,773; senior maintenance supervisor, $9,814; and head maintenance supervisor, $10,959. The building maintenance jobs entail four years of experience in the trades, with additional supervisory experience of one and two years for the respective titles.

Maintenance supervisory posts ask three and two years of job exposure, supplemented by a choice of being a building trade apprentice, completing a technical institute program and having two years in the building trades, or graduating from technical high school and having a relevant three-year work history.

Two years in the care of trees will pave your way to tree pruner foreman, paying $6,575. To become a senior draftsman (architectural), you'll need one year on architectural projects plus two others of drafting experience or training. For this $6,972 opening, the State will also accept three years' completion toward a bachelor's in an applicable area.

At $14,915 Level

Both starting at $14,915, the jobs of associate cartographer and associate cartographer, with experience or related graduate work, require a four-year college degree, supplemented by a year in the subject applicable area.

Both starting at $14,915, the jobs of associate cartographer and associate cartographer, with experience or related graduate work, require a four-year college degree, supplemented by a year in the subject applicable area.

All these titles ask a college degree or professional certification and at least a year in a supervisory role. For more details, consult the exam notice as issued by the State Civil Service Dept.

The Department maintains headquarters at the State Office Building Campus, Albany 12226, and will mail an application and exam notice upon request.

Strand Selected Head Of MH Children's Bur.

ALBANY—Peter G. Strand of Glenmont is the new chief program assistant for the State Mental Hygiene Dept.'s Bureau of Children's Services. The salary is $25,310 a year. Strand will direct a four-member team responsible for assisting in child care services and working with institution personnel.

WHY GHI?

Because... GHI protection provides tomorrow's medical care TODAY through all of these features:

• PROTECTION WITH PREVENTIVE CARE: from Home Calls and Office Visits to Surgery; Immunizations to Specialists Consultations; Diagnostic X-rays and Laboratory Tests; Diagnostic Procedures to Periodic Checkups.

• PAID-IN-FULL BENEFITS FROM PARTICIPATING PROVIDERS

• FREE CHOICE OF ANY PROVIDER

• NO INCOME LIMITATIONS

NOTE: Remember this GHI Protection Plan covers medical care and surgical procedures in hospitals and doctors' offices, at home and in ambulatory surgery centers. Your family has unlimited access to doctors in all of GHI's extensive networks of doctors and hospitals. For information call GHI Group Health Insurance, Inc., 212-736-7979.
The Transit Beat
(Continued from Page 3)

The accident appeared little shocked at this event in the life-
stream of our City.

A GREAT CITY, but increasingly more dismaying to those who grew up here. Changes have been subtle but none
the less real. Not venturing forth for an evening's walk
without taking the chance of being assaulted, mugged and
robbed. Making certain doors and windows are securely
locked. Keeping a dog whose barking annoys the neighbors
and chews up the best chair in the apartment.

FRUSTRATION HAS inevitably to result from these
developments. The citizen of this City has always taken it
for granted that, no matter what, there would be the re-
assuring presence of the police not far off to prevent trouble
or provide speedy aid in the event of problem.

THE AVERAGE citizen doesn't live with his head in the
sand and realizes that maintenance of vital police and
other emergency forces costs money. The average man and
woman of this City may grumble when taxes are raised,
when prices soar and when it costs more and more to live
in this town.

THE NEW YORKER can understand, however, that belts
must be tightened in times of need. He knows that
some of the frills, the fat and the non-vital services must
be trimmed.

TO SUGGEST that the public submit to a reduction of
police protection at a time in the City's history when crime
is at an all-time high is utterly irresponsible and more—
dangerous to the point of disaster.

MAY WE SUGGEST that those who advocate this type
of fiscal economy explain their ideas to the passengers on
the subway station during the rush hours a few days ago?
They scrambled in terror as gunshots tore through the tiled
station as Transit Policemen battled to capture two men
armed with a sawed-off shotgun, pistol and switch-blade
knife

EXPLAIN TO these passengers that maybe these police-
men were being paid enough for laying their lives on the
line to protect other lives—the lives of decent citizens—
from the likes of criminals, degenerates and parasites who
prey on the public in this City.

EXPLAIN TO Mrs. Patrick Townsend that her husband
can patrol alone in some of the most dangerous areas of
this City—the crowded—criminal infested—transit system
of the City.

EXPLAIN TO the two young children of Transit Patrol-
man Pat Townsend why their dad was away so long in a
hospital and why he had to spend two hours in an oper-
ating room while doctors probed for the bullet that almost
left them without a father

THESE YOUNGSTERS might better understand, with
some liberties, an old rhyme:

"For want of a shoe a horse was lost
For want of a policeman a life was lost
For want of common sense a City was lost."

The DElehANTY INSTITUTE
57 Years of educating over one half million students

Examination expected in Spring 1971

(N.Y.C.)

BUS DRIVER

$178 to $197 PER WEEK

IN 1 YEAR

(Salary schedule effective July 1, 1971)

CLASSES MEET in MANHATTAN and JAMAICA

CLASSES NOW MEETING

PATROLMAN (N.Y.P.D.) FIREMAN (N.Y.P.D.)

Examination has been ordered for

SUPERVISING CLERK-STENO

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New York City

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Mockery of Justice

The wholesale condemnation of policemen by unproven charges—on a precinct, division, borough or department level—serves no other purpose but to undermine the morale of those that do their jobs.

We think not and we call for a more responsive and responsible solution to this mockery of justice.

New Trustees Named

Appointments of four members of the Board of Trustees of the State Nature and Historical Preservation Trust have been announced by Governor Rockefeller.

The Trust reviews and recommmends the designation of lands outside the Forest Preserve which have historical, natural, or cultural value.

The Board of Trustees is comprised of four members: Joseph Frederick Sullivan, III of Briarcliff Manor, Howard C. Kimball, Jr. of Elmira; State Education Commissioner Edward R. Novick of Solikin, and Martin A. Turner of Eden.

For Nature Preserve

Edward R. Novick of Solikin, and Martin A. Turner of Eden.

Career Aide Named

ALBANY—A civil service career aide, John O. McIlhany of the State Board, has been appointed to the State Board of Parole.

Governor Rockefeller has appointed William J. Barnwell of the Board of Commissioners, hearing Howard A. Jones, who resigned recently to accept appointment to the State Narcotics Control Commission.
Jobs in Private Industry Are Open

Jobs for men and women, from 17 to 65, ranging from messengers, vault attendants, clerks of all kinds, typists, bookkeepers, teller trainees, guards, secretaries, stenos, accountants, refrigeration engineers, are offered by Bankers Trust Company, one of the country's largest and most progressive banks. It is engaged in an extensive recruitment program. The bank has 11,000 employees in New York City and thus provide opportunities for advancement. It conducts a 1-week training course in St. Alban's Naval Hospital under the name of "Project Transition" for personnel scheduled to leave the military service in six months. Courses cover such subjects as stocks and bonds and basic bank accounting.

Follow The Leader.

To Keep Informed,

We understand.

A sedan with the guts of a sports car.

We took our car apart to show you what it's made of:

A rear-mounted air-cooled engine, like the Porsche.

Fuel injection instead of a carburetor, like the Alfa Romeo.

And what any sports car worth its stripes should have: Torsion bars and four-wheel independent suspension.

Of course, our car doesn't have all the things a sports car has. But then, no sports car has all the things we have: like the roomy rear seat you find in a sedan.

And the air conditioning.* And the fully automatic transmission? you find in a sedan.

Plus, the fact that we have more luggage space than almost any sedan.

Obviously, our car isn't exactly a sports car. And it isn't exactly a sedan.

It's a third type of car.

So we at Volkswagen named it appropriately, the Volkswagen Type 3. And now that we've told you all about our car, we'll tell you how much it costs.

$2,354* Assembled.

The Volkswagen Type 3

*Figures are subject to change and may not include state and local taxes.
ALBANY — The first of some three dozen Civil Service Employees Assn. department-level negotiations contracts has reported that its negotiations are tentatively complete.

The CSEA State University negotiating team announced late last week that negotiations on behalf of University classified employees are wrapped up except for the final legal language to be used in the written pact.

As provided for in the four CSEA-State contracts for State employees, each State agency or department is currently conducting negotiations with a CSEA team made up of employees in that particular department.

According to CSEA collective bargaining specialist Paul Burch, who coordinated the bargaining talks, some items have been resolved to local negotiations because, according to Burch, "We felt that many of these issues are best settled at the local level, because they apply to conditions of employment that differ from campus to campus and the employees directly involved are best able to settle them satisfactorily with the local administration.

A highlight of the tentative agreements is a definitive safety program for the SUNY employees in the event of campus unrest.

"The problem here," Burch outlined, "is one of deciding a uniform policy for the employees to follow in the event of a crisis and the need to prepare in advance for such an event, with a national charter to the employees. Examples of the need for a uniform policy were evident during the campus takeover attempts on several campuses last spring. At that time, we knew what our responsibilities were.

"The policy mandated by our negotiations will be a definite guideline for administrators and participated by the local CSEA chapters. The results of these negotiations will recur late in the year. The results of the negotiations are planned for the SUNY employees in the year of campus unrest.

A full report on the provisions of the agreement will be released as soon as the final legal language has been reached and the agreement has been signed.

White Plains CSEA Negotiations Complete

(Continued from Page 1)

CSSEA-City committee to work on setting up such a scale during this year.

School crossing guards receive many new benefits including pay raises, clothing allowances, additional paid holidays and sick leave accumulation.

Gains For Retirees

There are important new retirement benefits. Effective April 1970, the City will participate in the State Career Retirement Program granting hax-pay retirement allowance after 20 years. In addition, fringe benefits include: a new grievance procedure; an additional pay holiday, Dr. Martin Luther King's birthday, bringing the total number of days to 12; a sick leave accumulation of 150 days; three excused leave days, to be granted for specified reasons; administrative leave of 12 days for the CSEA bargaining unit for meetings and conferences; improved overtime and holiday pay schedule; improved night differential payments; free health insurance for employees with 15 percent of the cost for dependents covered by the City.

The negotiating committee was chaired by James Blanko. Other members were Stanley Bouchak, Betty Huntington, Leona Mariner and Walter Palamar. The committee was assisted by Emanuelle Vitali, a CSEA bargaining specialist assigned from the Albany office.

Clarkstown Unit

(Continued from Page 1)

posted, a typist-clerk's salary in 1971 will be $3,500 to $4,786, with longevity increments in the eighth, twelfth and sixteenth years.

Other contract provisions include increased vacation schedules: 1/60th retirement plan similar to that negotiated by CSEA for State workers; a $500 across the board cost-of-living raise plus normal increments in 1972, and many other benefits.

Among guests attending the recent get-together of the East Hudson Parkway Authority chapter, Civil Service Employees Assn., were these notable, left to right: Thomas Laponeillo, field staff supervisor for the New York area; field representative Felice Amadio; EHPA chapter president James Lennon; Amodio, first vice-president of the Nassau chapter; Irving Flaumenbaum, Statewide first vice-president, and Michael Del Vecchio, head of the Westchester chapter. The meeting took place in Valhalla's American Legion Hall.

MANSFIELD CLOTHES

MANUFACTURERS OF FINE MEN'S CLOTHING

Invites Civil Service Employees, Applicants and Their Families to Purchase Hand-Detailed Quality Men's Clothing—Direct From The Manufacturer

COME VISIT OUR 10TH FLOOR FACTORY SHOWROOM
7 WEST 22nd ST. (Near FIFTH AVE.) Chelsea 3-0727
HOURS: DAILY to 6 P.M.—OPEN SUNDAY at 3 P.M.
MANUFACTURERS WHOLESALE FACTORY PRICES
• SUITS $50.00 to $65.00 • SPORT COATS $30 to $35.00
• SLACKS $9.50 to $13.50
OVERCOATS — RAINCOATS — SUBURBAN COATS
ALSO AT ATTRACTIVE LOW MANUFACTURER PRICES

EHPA GUESTS

Among guests attending the recent get-together of the East Hudson Parkway Authority chapter, Civil Service Employees Assn., were these notable, left to right: Thomas Laponeillo, field staff supervisor for the New York area; field representative Felice Amadio; EHPA chapter president James Lennon; Amodio, first vice-president of the Nassau chapter; Irving Flaumenbaum, Statewide first vice-president, and Michael Del Vecchio, head of the Westchester chapter. The meeting took place in Valhalla's American Legion Hall.

SUNY Negotiating Team Ends Contract Talks With Agreement

(Continued from Page 1)

Federation of Teachers, AFL-CIO. The box for "no representation" is also on the ballot.

CSEA president Theodore C. Werzel, who has been appearing on election panels at various campuses throughout the State, said that members of the faculty and professional staff have expressed a fear of being dominated by whichever organization wins. He said, "It will go on record that CSEA, if selected, will allow the SUNY professionals the right of self-determination. CSEA's key to success has been and is the democratic way SUNY professionals will decide for themselves and negotiate what terms of employment they consider to be important to them. CSEA will serve as the instrument to carry out their wishes."

The CSEA president, a professional educator himself, said that the State Professional Assn. has admitted publicly that it does not have the experience or personnel to negotiate and that it must rely entirely on the New York State Teachers Assn. and the National Education Assn. for professional services. "NYSSTA is hard-pressed to service its current members—primary members and secondary school teachers. In fact," he said, "NYSSTA delegates recently decreased the dues mainly to shore up NYSSTA's collective bargaining program with additional personnel for the school districts it represents throughout the state."

The CSEA leader further noted that CSEA is the only organization competing which offers equal membership to both the faculty and non-teaching professionals of the University.
Marie Antoinette Was A Fink

IT HAS BEEN recorded in the annals of history that, when Marie Antoinette was told that the people of France were on the brink of breaking because they had no bread, when Marie Antoinette was, inasmuch as French society of the day was made up of 98 percent working people and two percent who ate chocolates and drank champagne without a care for the working stiffs—is advising the City to goad the firefighters into a work stoppage.

RALPH GROSS, of the City's Commerce and Industry Assn., which supposedly represents some of the most responsible and prestigious firms in town, has urged the City to tell the firefighters that, if they haven't the wherewithal to buy bread, let 'em eat cake.

ORDINARILY, a person like Ralph Gross making statements attributed to him on the City's current labor strife should not be taken seriously by a rational person. After all, he's the front man for management at the highest level. It is his job to beat down the working man; you don't hear him advising those who supply his bread that he—or they—should be making some meaningful sacrifice to set examples of belt-tightening.

However, Ralph Gross' remarks become worrisome in light of some disturbing facts:

THE UNIFORMED Firefighters Assn., Local 94, AFL-CIO, presented new contract proposals on behalf of 12,000 members of the City on Oct. 9.

AT THIS DATE, there has been virtually no meaningful bargaining. Not that we haven't been ready, willing and able. Oh, no! We said a long time ago that there was no need to play the Perils of Pauline on contract talks. Let's sit down now, we urged the City, and bargain across the table without waiting for 11:30 p.m. of Dec. 31, a half-hour before the current agreement expires.

BUT THE CITY was having none of this and I can't help but wonder whose advice was being followed. The City's tactic certainly was in line with what the impatient Mr. Gross—unable to contain himself quietly before unleashing his inflammatory and senseless remarks—would suggest.

THE FIREFIGHTERS submitted their contract proposals on Oct. 9, but, instead of sitting down to negotiate, the City went public with a hue and cry of payless paydays, fiscal crisis, impending chaos, etc. The City went so far as to announce that 500 provisional employees of 300,000 civil servants would be cut. Nothing was said about the whopding raises given all kinds of high-salaried officials over recent years.

BUT BEHIND THIS, the City was looking at the firefighters and right past them at the same time—for standing outside the door, waiting for the outcome of our contract talks, are 77 other union locals representing some 80,000 City employees.

WELL, FIREFIGHTERS consider themselves the City's only total and instant emergency force. With the police, we represent the City's first line of defense. Without any reflection on the work of any other civil servant, it is ridiculous and incongruous to lump us with anyone else who wears a uniform.

THE CITY's delaying tactics, the harassment of outsiders with silly Gross remarks and other inanities of the last two months have served to stiffen the backs of the firefighters. Increased militancy at the bargaining table will be the result.

WE WILL NOT bargain for anyone else except the firefighters. WE ARE DETERMINED not to be shut out, ignored, overlooked or otherwise treated unfairly.

AND THE SOONER the City recognizes this and agrees to sit down with us across the bargaining table, the sooner we will be on the road to a new contract, negotiated in good faith and good will.

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Inside
Fire Lines

by Michael J. Maye
President, Uniformed Firefighters Assn.

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

1970
**Eligibles on State and County Lists—**

- **ACCOUNT C/CL SR AUDIT C/CL**
- **Civilian (Includes Disabled Veterans)**
- **Eligibles on State and County Lists**

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**THE NEW PSYCHIATRY**

**Why do we at H.I.P. call our psychiatry program the Mental Health Service?**

Because service, rather than sickness, is the issue.

We treat children who are having problems at school. Problems in reading.

We treat housewives who feel unwanted. Disturbed. Who need to talk. Who want to talk to somebody who can help.

We talk to parents about the problems they’re having with their teenagers. Parents who feel their children have become a lost cause.

We see employed persons who don’t feel right at the work they’re doing. Who don’t feel they’re functioning properly on their job. Who wonder why.

We talk to adults who can’t seem to fall asleep at night. Who toss and turn. Who can’t unscramble problems. Whose problems stay with them during their waking hours.

We offer three different kinds of psychiatric therapy—individual, group or family.

We have Mental Health Service Centers in Manhattan, Brooklyn, Queens, staffed by psychiatrists, psychologists, psychiatric social workers, who know how to work with families that have been hurt.

Our emphasis is on prevention. On therapy that keeps a person on their job. That keeps a family together. That keeps a child progressing in school. Therapy that will never read.

H.I.P.’s Mental Health Service is made available through tomorrow’s medical care today.

**H.I.P.’s Mental Health Service is made available through a special rider, at a nominal cost, to groups. The Mental Health Service today serves over 170,000 New Yorkers.**

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**CIVIL SERVICE LEADER**

**Tuesday, December 4, 1970**

**SOCIAL SECURITY**

**The New Psychiatry**

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Sign-Up Drive Success

(Continued from Page 1)

book of a Stamps for each camp. A list of camps in the state appears on page 1.

The top ten state chapters in terms of total payments for the seventh week are as follows:

New York City chapter—533 new members;
Creedmoor State Hospital—396 new members;
Willowbrook State School—200 new members;
Department of Finance—150 new members;
Metropolitan Division of Employment—110 new members;

Education Dept. chapter—166 new members;
Suffolk School chapter—148 new members;
Central Islip State Hospital chapter—142 new members, and
Pilgrim State Hospital chapter—131 new members.

In the County division, the following chapters were among the leaders:

Nassau chapter—335 new members;
Erie chapter—259 new members;
Westchester chapter—232 new members;

Farrell Says Thanks For Hospital Mail

William Farrell, a representative for the Civil Service Employees Association in the Metropolitan Area, has expressed his gratitude to the many friends and supporters who sent him greetings while he was confined to Manhattaen Hospital for a recent illness. Farrell was released last week and is now back at his old duties.

LEI-ING ONE ON

— From the smiles, it would seem that everyone had a ball of good time at a Luau party sponsored by the Civil Service Employees Association. Dark-haired Libby Ibsen and blonde Rowan Amodio provided some of that Hawaiian hospitality to, from left, Dr. John Toll, the college president; George Koch, Long Island Conference president, and Al Varacchi, SUNY Stony Brook chapter president.

Redemption Centers In New York State

(Continued from Page 3)

Spadaro, treasurer, spoke briefly on current problems involving the Taylor Law and had high praise for Group and the unit and commended them for their zeal and enthusiasm for CSEA. The Niagra Falls School unit had recently negotiated a very excellent contract with the School Board.

School Superintendent Henry Kalfus praised principal Gruppo and his officers for their tact and understanding during the bargaining sessions.

Merry-Go-Round

(Continued from Page 1)

its head in the sand and said the attitude was typical of the "worker be damned" attitude that persisted in cases where public employees were involved. Farrell has worked hard into the dispute it has the power to hold public opinions on the matter and has the power to subpoena.
The demand for competent office workers continues to be heavy. There are many openings for office workers with good skills and a minimum of one year experience. Secretaries can earn $120 to $140 a week. Beginning Secretary-Bookkeepers, with no experience, can earn an employer’s test taking dictation from 70 to 80 words per minute, can find jobs in all types of office. Employers may be able to type 35 to 45 words per minute. The salary range is $90 to $110 a week. Those who have experienced Full Charge Bookkeepers can make from $150 to $200 a week and Assistant Bookkeepers $100 to $150 a week. Also wanted are Accounting Clerks who are computer literate and are able to perform bookkeeping and checking work with vouchers and are able to prepare various material for electric data processors. Some colleges accounting credits preferred and must speak English. The pay rate is $110 a week. There are also jobs for Bookkeeping Machine Operators with some knowledge of bookkeeping and typing. Garment experience helpful but not necessary. It is preferred that applicants have knowledge of NCR or Burroughs bookkeeping machines. The pay rate is $110 to $135 a week. There are also openings for beginning Assistant Bookkeepers with two years of high school who are able to do light typing. The pay rate for these beginners is $80 to $90 a week. Apply in the Office Personnel Placement Center, 575 Lexington Ave., Manhattan.

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THOMAS & GOLMAN, Gen. Mgr.
ALBANY — Calling non-CSEA members who participate in CSEA-won benefits "Freeloaders who have been riding our coattails long enough," Harold Ryan, Audit and Control delegate to the Civil Service Employees Assn.'s Capital District Conference, urged his fellow delegates to find ways to end the practice.

"It's not enough we have to win raises for these freeloaders," Ryan told delegates at the recent conference meeting, "but we've dragged them far enough in the field of dental plans, education advantages and other benefits.

Ryan drew a thunderous response when he called, "Let's stop this damn practice and stop it now!"

Also strongly supported at the meeting was first vice-president Thomas McDonough, who called for unity among member chapters. He referred to action by the CSEA's Long Island Conference, as reported by The Leader, in which George Koch, president of that conference called on his member chapters "to speak with one voice."

Handbook, Sites
It was reported at the meeting that the Conference's annual handbook would be ready for distribution shortly, according to A. Victor Costa, in charge of preparation of the manual. The site for the annual meeting of the conference will be selected at the next meeting, according to Mrs. Jean Gray, president of the Thruway Authority Headquarters chapter and chairman of the site committee. She will have recommendations on at least three potential sites, she reported.

The conference's annual "Ice Capades" program will take place on Tuesday, March 30. Reservations forms are to be mailed to chapter presidents very shortly, according to Ernest Wagner, conference president.

The perennial problem of parking for State employees at the various off-campus facilities can be solved, according to McDonough, if departmental negotiators make the matter a subject of departmental negotiations.

Pact Violations
Joseph McDermott, coordinator of agency negotiations, is seeking complaints on contract violations, he reported to conference members and urged any aggrieved CSEA member to contact him at the Department of Transportation, Building 4, State Campus, Room 213.

Ryan also received strong support for a resolution in which he called for the increase from $1,500 to $2,500 a year, the conference reimbursement from CSEA headquarters.

In other action, the conference:
* Heard from Dorothy Honeywell on plans for a trip to New York City around Easter;
* Admitted the Headquarters chapter, Division of State Police, into Conference membership, and
* Heard plans for the appointment of a nominating committee at the January meeting. The conference's biannual election of officers is slated for the annual June workshop.