CSEA IN FURY OVER FREEZE

‘All CSEA Is Behind You’ Wenzl Tells Oneida Chap.; Members Picket Cty. Office

By JOE TIENRO

UTICA—The president of the State Civil Service Employees Assn. has vowed to throw the weight of the entire organization behind the Oneida County, CSEA chapter's effort to get a new contract. Dr. Theodore Wenzl, in addressing a membership meeting of the County chapter last week, said he was prepared to “go all the way” in aiding them in their struggle.

Wenzl described the situation as “serious” and said he could not understand the action by the County Board of Legislators. He said the raise the Board has offered will be wiped out by the cost-of-living increases expected in the next year. He said the offer represented a step backward rather than a motion forward.

The State president stood behind a decision by the County chapter to begin picketing the County Office Building in an effort to bring pressure on the Administration to come across with a new and better offer.

Extreme Provocation

Wenzl said, too, that he would wait and see what a “superconciliation meeting produced next week and if that didn’t work then the chapter should go all the way.” It was obvious he was hinting a general walkout and said he thought there was “extreme provocation” on the part of the County in the (Continued on Page 9)

Conference Heads Add To Statewide Blast On Hiring, Promotion Halt

By PAUL KYER

As The Leader went to press, Civil Service Employees Assn. members were in the biggest uproar since this time two years ago when the Rockefeller Administration nearly brought on a strike by breaking off negotiation talks with CSEA in the middle of bargaining for the first State worker contracts. The earthquake tremors among public employees from Buffalo to Montauk Point came as the result last week of a directive from Budget Director T. Norman Hurd putting a freeze on new hirings, promotions and ordering the laying off of provisional and temporary employees to help itself out of along with a severe cutback in overtime work.

The first explosion came from CSEA president Theodore C. Wenzl in Albany last Tuesday afternoon when he charged the State Administration with “sacrificing State employees in an attempt to dig itself out of financial difficulty.” At Leader press time, he was

THEODORE C. WENZL

Charges “strangulation,” not belt-tightening.

Rockefeller, Lindsay Finally Agree—But At Workers’ Expense

The relationship between Gov. Nelson A. Rockefeller and Mayor John V. Lindsay is an enigma compounded out of alternating currents of attraction and repulsion, out of the subtle interplay of passionate fears and admiration that dramatizes the relationship, let us say, between Sherlock (Continued on Page 2)
THE LANDMARKS OF NYU

Professor Morlarty. Inevitably, when utmost the courage and vigor of those who oppose them.

Governor Rockefeller and Mayor Lindsay are now on a parallel course that makes scapegoats out of civil service employees they represent. Any dedication to the needs of the public service programs are now to freeze employment of new opportunities to those who have rights and seek to use civil service employees with the serenity of Aristotle contemplating a bust of an Immovable body may begin to unfold first in New York City in the closing days of December, when the term of municipal employees demands to the utmost the courage and vigor of those who oppose them.

Governor Rockefeller and Mayor Lindsay are counting heavily on the part of the taxpayer groups to rally to their support. A case in point is Ralph Gross, president of the Independent Commerce and Industry Assn., who last week urged Mayor Lindsay to hold a number of demands the City's police, fire, and sanitation forces. According to Gross, a list of these significant employee groups would be preferable to honorable negotiation of their demands. It is difficult to see how Grosse can contemplate the triple disaster which he chooses to strike the City's police, fire and sanitation employees with the serenity of Aristotle contemplating a bust of a man.

Sir Isaac Newton said that every action has a reaction with the force of the reaction always equal to the force of the action. The momentary unity between Governor Rockefeller and Mayor Lindsay with the civil service employee groups has not stopped the federal premium rates because of the City's freeze on hiring police and firemen to replace those who have been fired. When corporations and when corporate executives find that they can't reach their鸶 chauffeur's DIM a line because of monotomous traffic jams resulting from a police strike.

Volunteerism is the answer to the ancient conundrum as to what happens when an irresistible force meets an immovable body may begin to unfold first in New York City in the closing days of December, when the term of municipal employees demands to the utmost the courage and vigor of those who oppose them.

The confrontation between the Governor and the Mayor on the one hand and the civil service employee groups on the other is likely to be an explosive one. Theodore Wenzl, president of the Civil Service Employees Assn., has made clear the determination of his organization to defend to the utmost the rights of civil service employees against the onslaughts on their salary standards, working conditions and promotional opportunities. Clearly, his efforts will have the united support of the police, fire and sanitation groups.

Policemen Never Go "Off Duty"

ONE OF THE MOST remarkable things about policemen, to me, is the fact that they are never "off duty." An ordinary citizen who sees trouble brewing is entitled to flee; perhaps that is the only prudent course of action to follow these days. But a policeman takes action whenever he believes a crime is in progress, recognizing no vacations, no time off, no urgent personal business.

WE DON'T KNOW what strong inner motivation impels off-duty policemen, wearing civilian clothes in which they are indistinguishable, to put their lives at risk in behalf of the community they serve. But the record shows that despite the high probability of injury or death, the patrolmen of New York City continually enrich the community they serve.

(Continued from Page 1)

Vacation Bonanzas!

PORTUGAL — Feb., 11 to 15 at the luxurious Estoril Sol Hotel. Only $199, plus $15 gratuities. Includes round trip jet fare, breakfast, gourmet dinner and hotel room. Write to Irving Flasenberg, 25 Buchanan St., Freeport, N.Y. 11520. Telephone (516) 867-7715.

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Air/Sea Caribbean Cruise — SS REGINA — Via KLM Royal Dutch Airlines New York/Curacao and sailing from Curacao, March 3, return March 13, leaving Curacao, March 4, 299.00 up. Write to Mrs. Julia Duffy, P. O. Box 173, Brimmerston, L.I. New York City, after 5 p.m. (516) 273-8633. Price includes: Cruise with all meals at minimum cabin value of $129.00; Transfers: PORTS VISITED: Curacao, Antigua, Guadeloupe, St. Lucia, Grenada, Le Guaire (Caracas, Venezuela), St. Vincent, Barbados, St. Lucia, Barbados, Le Guaire (Caracas, Venezuela), Curacao, Write to Mrs. Blanche Ruth, 96 Whaley St., Freeport, N.Y. 11520. Tel: Home (516) FR 4-6295; Office (516) 449-1203.

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Civil Service Leader

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Executive as Second -Class master and most of his students, including John Cheever, Dr. T. Norman Hays, and the editor of the Post Office to make more rules for orderly government or for for orderly government or for orderly government or for

THE POST OFFICE held the axe over the newspapers, because otherwise these newspapers could not go through the mails.

WE THINK THE TIME has come for government agencies back the public relations implications of their actions along with the legalities.

THERE CAN BE no respect for any government, or for civil service, if the laws or rules violate the basic public relations which means the basis of common sense.

Inst. Of Government Execs Hold First Meet

SARATOGA SPRINGS — The Institute of Government Executives had its initial meeting here last week to lay the groundwork for future executive development programs. Plans in large part, will be based on the members' reactions to various panel discussions concerning critical social and government issues. Keynote speakers were State Budget Director Dr. T. Norman Hays and Institute director Samuel H. Flas.
Funeral Rites Held For Arnold Moses, CSEA Field Staff Supervisor

Aruld Moses, 50, regional field supervisor of the Civil Service Employees Assn., for the Long Island area, died unexpectedly last Thursday, Dec. 10, at his home in Huntington. An Army veteran, he had been with the agency for 11 years.

Mr. Moses had been supervisor of all CSEA field operations serving 50,000 CSEA members on Long Island since July, 1969. Previously, he had served as a field representative for 14 years.

He brought to his job a long, successful career as a State employee and an active CSEA member. He was an active member of the Mental Hygiene Field Staff Supervisor Arnold Moses, CSEA, and a trustee of the Brooklyn State chapter. He was also a member of the New York State Mental Hygiene Employees Assn., serving as president of the chapter.

Mr. Moses, a well-known CSEA member, served on various committees on CSEA and was a member of the Statewide Contract Negotiation Committee. He was also a member of the National Committee on Mental Hygiene.

Mr. Moses was a member of the New York State Mental Hygiene Employees Assn., serving as president of the chapter.

Funeral services were held Sunday, January 10, at the O.B. Davis Funeral Home in Port Jefferson Station. Mr. Moses is survived by his wife, Elaine.

Arnold Moses

1. $1,100 Boost, Improvements in Pensions & Fringe Benefits Included in Westchester Pact

WHITE PLAINS — A ratification vote is now underway in Westchester County where CSEA members of the Civil Service Employees Assn. and the County Administration are voting on a new, two-year pact.

The agreement came as a result of a marathon all-night bargaining session which ended at 6 a.m. on Saturday, Dec. 12.

Under terms of the pact, employees would receive a minimum increase of $1,100 per year, and 100 percent individual and 75 percent family health.

Retirement

The increase is part of the "2-Year Plan." It is the first time an increase has been included since 1965.

Mental Health

Every State employee and local government employee who participates in the health insurance program sponsored by the State is entitled to receive a copy of the health insurance booklet.

The bulk of these benefits were negotiated by CSEA and are still in effect. The rules of the Director of Pilgrim, as the only state agency that has been granted such privileges, were reenacted by CSEA.

One of the most important provisions is that employees in Pilgrim's therapeutic services alone and employees in the Chronic Care Division are granted the right to appeal to the Grievance Board.

The Grievance Board, as the Grievance Board, is now in effect. All employees in Pilgrim's therapeutic services alone and employees in the Chronic Care Division are granted the right to appeal to the Grievance Board.

Pilgrim CSEA Chapter Closes Two Grievances

WEST BRENTWOOD — Two second-stage contract grievances filed by the Civil Service Employees Assn., on behalf of employees working at the Pilgrim State Hospital, have been resolved.

In a related matter, Institution level negotiations on employee working time are expected to be held soon between CSEA and Pilgrim officials.

One of the grievances was filed by CSEA and was handled by the Grievance Board of Pilgrim.

The Grievance Board is expected to handle the grievance and the employee's rights under CSEA and Pilgrim will be reissued.

In the second stage of this grievance, the Grievance Board of Pilgrim will be held.

After CSEA's complaint, Director Dr. Henry A. Brill informed CSEA that the Grievance Board of Pilgrim was being investigated and that the Grievance Board was being investigated.

In the second stage of this grievance, CSEA's complaint, the Grievance Board of Pilgrim is expected to be reissued.

CSEA has been assured by Director Brill that employees working in Pilgrim's therapeutic services alone and employees in the Chronic Care Division are granted the right to appeal to the Grievance Board.

Other Grievance

Other grievances that have been filed by CSEA and Pilgrim have been resolved.

In the second stage of this grievance, CSEA's complaint, the Grievance Board of Pilgrim is expected to be reissued.

CSEA has been assured by Director Brill that employees working in Pilgrim's therapeutic services alone and employees in the Chronic Care Division are granted the right to appeal to the Grievance Board.

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HERE ARE four recent stories that illustrate the point.

MIGUEL SIRVENT grew up in Brooklyn, was graduated from Abraham Lincoln High School, and enrolled in Brooklyn Community College. Shortly thereafter he followed his older brother into the Army, serving in Germany for two years and rising to the rank of staff sergeant. His military service completed, he continued in his brother's footsteps and joined the Police Dept. One evening last May, six weeks out of the Police Academy and 23 years old, Patrolman Miguel Sirvent had a night off. With his young wife, he visited his mother at a Manhattan hospital. Then, on their way home, the couple stopped for a snack at a hamburger stand in Brooklyn. A hold-up man entered the store, pulled a gun and announced a robbery. Patrolman Sirvent, a revolver that police officers are required to carry at all times, identified himself and ordered the robber to drop his weapon. A concealed accomplice fired two bullets into Sirvent's chest, killing him.

PATROLMAN JAMES DRISCOlL, 29, holds 17 departmental awards for outstanding police duty. Last June, while on vacation, he was walking along an avenue in Queens when he saw smoke pouring out of a building. On his way to the perpetrators are now known.

ONE DAY LAST September, off-duty patrolman Broley was strolling through Crown Heights, where he lives with his wife and three young children. Glancing through the window of the local supermarket, he observed a hold-up in progress. He confronted five stick-up men armed with shotguns. After a gun battle and a chase, Patrolman Halyard captured one of the men and observed the license plate of the getaway car. As a result, another of the men was captured shortly thereafter and the identities of all the perpetrators are now known.

WHAT IMPELS policemen to do it? Nobody knows. But there is no group of men anywhere who make a greater contribution, day in and day out around the clock, to their fellow citizens.

Onondaga Asks For Firefighters

A call to find more firefighters has been made by the Onondaga County Personnel Dept., in pointing out that candidates may be residents of Cortland, Cayuga, Madison, Onondaga or Oswego Counties for a period of one year prior to the exam. The test date is scheduled for Jan. 23.

Qualifications are very broad, requiring only a high school diploma or equivalent certificate, and good moral character and habits. Pay starts at $6300. The age stipulation is 20-30 and possession of a driver's license is also needed.

Dec. 23 is the closing date to file for the written exam, which will test for knowledge of mechanical devices, mathematics, general science and the ability to use good judgment in firefighting.

Candidates can also expect a medical and psychiatric exam and a physical agility test. However, these exams will only be given to entrants who score adequately on the written test. Ask for Announcement No. 68463 when you apply; write the Department of Personnel at 204 Public Safety Bldg., Syracuse, for further information.

Columbus Assn. Sets Thurs. Mass Meeting

As mass meeting will be called next Thursday, Dec. 17, for members of the Sanitation Dept. Columbus Assn. It will be held at the group's clubhouse, 543 Union St. in Brooklyn, starting at 8 p.m.

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The Public Beware

Before taxpayers start applauding Governor Rockefeller and Mayor Lindsay too heartily for their stringent cutbacks in hiring new employees, blocking promotions, and slashing expenditures for needed programs, let them beware of the effect it will have on their own quality of living from day to day.

Can anyone really cheer the thought of less police and fire protection through failure to expand these forces as the population grows?

Does anyone feel that hospital care for the mentally ill—already suffering from staff shortages—can continue as it is?

Is the average citizen willing to put up with filthy streets and high garbage piles forever?

Do any of us want to see our recreation areas turned over to draft stragglers?

While we do not decry the pleas of the Governor and Mayor for economy and presents, aid for the poor, job training, cancer research, cultural and recreational development, suddenly become unimportant.

The quality of public service determines to a great extent the quality of living standards. Dr. Theodore C. Wenzel, president of the 200,000-member Civil Service Employees Assn., has rightly observed that the current freeze order on hiring for promotions and the call for firings and other "economies" are not so much belt-tightening as downright strangulation.

While we do not decry the pleas of the Governor and the Mayor for Federal revenue sharing, we do call upon them to review, in the meantime, the true priority of needs in both local and Federal areas before firing off orders that are so ill-conceived and hastily executed. Daily life depends too much on the quality of public service to tolerate this shotgun approach to so complicated a problem.

You And The Draft

By H. R. KOCH

Eighteen major recommendations of the Selective Service System's youth advisory committee are ready to roll due to what draft director Curtis Tarr calls "...constructive, youthful participation in the changes of the American democratic process."

Tarr's comment is in an introductory letter to a 22-page book, "Dialogue Plus Action! Participation equals CHANGE!" It was recently released by a follow-up report to an earlier publication listing results of the National Conference of 100 Selective Service youth advisor delegates in Washington, D. C.

In the report to his Agency's 750 youth advisors across the country, Dr. Tarr noted, "...that the 30 recommendations submitted, 18 have or are being implemented, thanks to your suggestions and the year-long work of our staffs."

He adds, "Six are being studied further. Ten were beyond the jurisdiction of the Selective Service System and were referred to the Executive Branch or the Congress for consideration. Only two have been disapproved." Selective Service spokesmen note that many of the plans approved were sparked by Youth Advisors' recommendations and already

Unnecessary Exceptions

When the Legislature amended the Taylor Law in 1969 to include a specific prohibition against improper practices by public employers and employee organizations (section 209-a Civil Service Law), it also gave the Public Employment Relations Board power and authority to establish procedures for the prevention of such improper practices and for the enforcement of the provisions of the Taylor Law (section 205.5 Civil Service Law). The law goes even further and gives PERB a broad grant of power to do whatever is necessary as may be appropriate to effectuate the purposes of the Taylor Law.

In a recent decision of the New York State Supreme Court, the question of PERB's power and authority to remedy improper practices of a school board was at issue. In that case, several probationary teachers who were active in the affairs of their teachers' association were denied tenure by the Board of Education. The teachers' association filed a charge with PERB alleging an improper practice by the employer on the ground that the employment of the teachers, who were active in the affairs of their union, was in violation of their rights under the Taylor Law. PERB directed the school board to answer the charge. This all took place subsequent to the 1969 amendment which added section 205-a.

The School Board contended that it had the absolute authority and discretion to terminate the employment of its probationary teachers and commenced a proceeding in Supreme Court seeking a judgment which would declare that PERB does have jurisdiction to consider the dismissal of probationary teachers, and enjoining PERB from holding any hearings on the improper practice charges filed by the teachers' association. PERB took the position as set forth in the Taylor Law that it had exclusive jurisdiction to consider the discharge of fact finding involved in the charge and to fashion an appropriate remedy if a remedy were warranted.

The Court decided that PERB did not have the power to hear the improper practice charge and enjoined PERB from holding any such hearing.

In reaching its decision, the court reasoned that the grant of exclusive jurisdiction to PERB in section 205.5(d) was limited to the power in that specific paragraph and that PERB had no authority over the Education Law. It is the Education Law that provides a hearing procedure, in section 209-a, that is the exclusive jurisdiction of PERB. The teachers were dismissed because of additional medical and other expenses, than the regular service pension.

Edward J. Van Allen

WERE Assigns. Prof.

Herbert Van Schaal of Oswego, professor of psychology at the State University, will mediate the conflict between the Red Creek School District and the CSEA. His assignment was made by the Public Employment Relations Board.

By RICHARD GABA

Mr. Gaba is a member of the New York State Bar and chairman of the Labor Law Committee of the Nassau County Bar Assn.

Letters to the Editor

Wants Equal Pension For Disabled Aides

Editor, The Leader:

Although the Civil Service Employees Assn. has worked and won veritable wonders in improving service retirement benefits under the New York State Employees Retirement System, I think it has fallen far short with respect to bettering the disability provisions of the State Retirement Law.

Some months ago I wrote to the Public Employment Relations Board pointing out that under the present law, as I read it, a man forced into retirement because of disability receives a smaller pension than does the regular superannuation retiree with the same number of years of service, even if the suddenly disabled worker has 24 years or more of service to his credit.

In reply, a spokesman for the Retirement System said: "There is no question that a service retirement benefit is generally more beneficial (than a disability retirement benefit). However, any improvement in the disability benefit must come about as a result of negotiations under the Taylor Law." To me, it is almost scandalous to have a worker with 35 years of service . . . and not old enough to retire on a regular service retirement . . . should be expected to receive considerably less money than the regular service retiree with a similar 25 years of service. How much less money, I do not know. The Civil Service Retirement System rather coyly refuses to give out such information in given situations.

At any rate, I think the CSEA, representing as it does tens of thousands of public employees throughout the State, is duty-bound to do something about the poor soul who becomes disabled through no fault of his own and then is handed a pittance instead of a pension. Such a pitiful service for up to a quarter century or more. If anything, the disabled worker should receive a pension of the same size as that of the regular service retiree since the disabled person was generally in a better position to make provisions for the future need, because of additional medical and other expenses, than the regular service pension.

Edward J. Van Allen

Letters to the Editor
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news broke and Solomon Bendet, chapter president and also CSEA second vice-president, accused the Administration of a "typical meat axe approach" to difficulties.

Conference presidents, representing tens of thousands of workers over six CSEA regions in the State, issued immediate and strong blasts against the order. Randolph C. Jacobs, who is CSEA Salary Committee chairman as well as Metropolitan Conference president, declared that he was "appalled at this unilateral action" by the State. "A blow to Long Island's economy as well as State employees," charged George Koch, chairman of the Long Island Conference.

Southern Conference president Nicholas Puzziferri's, whose area includes many Mental Hygiene Dept. institutions, saw the freeze creating additional hardships on patients and already overworked employees.

Upstate leadership reaction was bitter, too. Ernest K. Wagner, president of the Capitol District Conference insisted his membership would not tolerate any hardships because of fiscal problems which CSEA members did not create.

"I am afraid of the consequences," said John Adamski, president of the Bufalo Conference, who charged that State workers were already demoralized over heavy work loads.

"We will stand for no violations of our contract with the State because of fiscal bungling," declared Charles Ecker, president of the Central Conference.

Strong Language which was based on a detailed study of possible contract violations, Dr. Wenzl fired off a letter to Governor Rockefeller demanding an immediate meeting.

The letter regis:

"The Civil Service Employees Assn. was shocked to learn from listening to the State Budget Director's December 4 memorandum to your department that he was stripping State employees.

"Unilateral announcement of additional work required through your collective bargaining agreements with us is violative of the most basic tenets of the Taylor Law and concepts of collective negotiations for determination of terms and conditions of employment.

"In our agreements and supplementary written memoranda of understanding with your administration, you have committed yourself in writing to establish programs for expansion of appointment and promotional opportunities, career ladders, education and training, improved retirement, health and dental insurance, recognition of irregularities in classification and allocation, geographic compensation, overtime, elimination of out-of-title work, elimination of unsafe and otherwise intolerable work location conditions and a guarantee of all existing benefits and privileges.

"The "belts-tightening" being performed by the Budget Director, at your direction, is more like strangulation for State employees generally. This action in "improving efficiency" creates cutbacks without bilateral employee participation only exacerbates the situation by compounding the unfair and frightening threat to employees and their families. Violation of procedural safeguards protecting State employees' terms and conditions of employment established by law and your written agreements.

"We demand, therefore, an immediate meeting with you personally to discuss the Budget Director's recent memorandum and contemplated action after this "first step" in balancing the 1970-71 Budget.

"Your action to respond immediately to the demand of our members for a personal guarantee as to steps to be taken by the State contrary to the protections afforded by law and our written agreements with your administration will require me to apprise them of the State's commitment to keep us informed of any contract violations so that they can be complied and filed immediately through CSEA headquarters.

"We will not tolerate any reduction in service to the public or any hardship on the part of our membership because of a problem which we did not have any part in causing.

ECKER: "We have been informed that overtime work would be cut back and officials have admitted that they cannot see how proper service can be provided with any less manpower hours or job items than we have at present.

"If we have any reports confirming that statement, but necessarily limited to denonations or suspensions — we have vouched the complete support of the entire CSEA to remove these violations."

(Continued from Page 1)
Editor's Note: In addition to the demand for the meeting with the Governor, Civil Service Employees Assn. representatives have delivered a written protest to Abe Levine, director of the State Office of Employee Relations, enumerating what CSEA considers to be violations of the contracts. The violations involve safety and health insurance, education and training programs, safety and other items covered in the four contracts.

The CSEA-State collective bargaining contracts for 135,000 employees in the Administrative, Institutional, Operational and Professional units contain myriad provisions involving fiscal appropriations and/or mutual agreement to develop new programs or expand existing programs in various areas of employee benefit.

The Budget Director's memorandum to all department heads ordering expenditure cutbacks contains provisions that will result in violations of those collective bargaining agreements. Some of the contractual provisions affected by the Budget Director's orders are as follows:

**Health Insurance**
- (a) $4,000,000 to establish a non-contribution dental plan.
- (b) 25 percent reduction in employee contributions for dependent coverage.
- (c) Removal of income limitations for paid-in-full benefits under health insurance.
- (d) CSEA-State agreement to study feasibility of a welfare fund.

**Employee Education and Training Programs**
- (a) $2,000,000 — Institutional Unit
- (b) $ 500,000 — Administrative Unit
- (c) $ 400,000 — Professional Unit

**Career Ladders**

Establish a career ladder, involving more than 26,000 institutional employees, which will include:
- (a) an adequate job series which will include proper salary for each level in the new series.
- (b) an implementation plan within the two-year contract period.
- (c) training opportunities for present employees which will prepare them for promotion to higher positions.
- (d) CSSEA-State commitment to develop a career ladder for employees in maintenance positions.

**CSEA-State agreement to develop a career ladder for employees in maintenance positions.**

**Terms and Conditions of Employment**

All four major contracts provide for negotiations at the departmental level on terms and conditions of employment within the scope and authority of department heads. Agreements reached at this level involving expenditures or funds or development of new programs are placed in jeopardy.

**Retirement Age**

CSEA-State agreement to study the issue of a minimum retirement age. The findings of this study will be the basis for reopening contract negotiations on this issue.

**Safety Conditions**

CSEA-State agreement to develop corrective measures and recommend priorities in expenditure of available funds for correction of deficiencies in areas of safety and sanitary conditions for Institutional and Operational units.

**Out-of-Title Work**

Out-of-title work prohibited.

**Employee Comfort**

CSEA-State agreement to purchase and install the following:
- (a) $100,000 for spot cooling devices in Department of Mental Hygiene.
- (b) $100,000 for six additional lunchrooms per institution under the Department of Mental Hygiene.
- (c) An additional 2,500 lockers to be installed for Institution employees of the Department of Mental Hygiene.

**Travel Allowances**

$25,000 to implement extended travel allowances (for professional unit employees) to be mutually established by CSEA and the State.

**Property Damage**

CSEA-State agreement to develop and jointly administer rules for reimbursement to employees for personal property damage.

**Uniforms**

CSEA-State Committee to consider need for uniforms for certain professional unit employees.

**Recall**

Five percent of daily rate of compensation to be paid to employees required to be available for immediate recall.

**Car Allowances**

Mileage allowance of 11 cents per mile to be paid as of April 1, 1971, to employees who use their own cars in the course of official business.

**Sick Leave**

Guarantee of sick leave at a half-day for all administrative unit employees who have exhausted all leave accruals for a personal illness.

What's At Stake

The Committee on Safety and Sanitation of the Civil Service Employees Assn., which will discuss safety and sanitary standards for State employees in both the Institutional and Operational units, meets with State representatives to air employees' grievances.

Up to right are: Daniel Connolly, of the Department of Transportation; Sterling F. McGreevy, Office of General Services and chairman of the State team; CSEA collective bargaining specialists Joseph P. Reddy; Thomas McShane, Jr.; Edward Cleary; Chester Pala, DOT; Edward McGreevy; George Minyard; Marge Doelin of the Division of the Budget; James Cawkle, Budget; James A. Forde, and Donald Lambert. Missing from the photo are CSEA team members Helen B. Krupski, Merlaine Poe, Mrs. Barbara Weller and James Miller.

Impasse In Four Groups

Binghamton Library Only One of Five Broome Cty. CSEA Units Still Talking

By WALT ADAMS

BINGHAMTON—The City of Binghamton is once again faced with labor problems as four out of five City employee representative organizations now at impasse in negotiations for a 1971 work contract.

Of the five, only the members of the Binghamton Library unit of the Broome County

CSEA are still actively negotiating, according to the City's chief negotiator, mayor's executive assistant Peter Capland, executive secretary of the Oneonta Social Services Dept. unit, George Tomaras, said his unit is currently awaiting word from the Public Employment Relations Board mediator assigned to the negotiations. Thomas Wolfe of Electra, as to when mediation efforts are to begin.

Tomas said the City's position has been based on the following items: A two-year contract with each employee group, with a 3.5 percent pay increase above the 1970 salary schedule for all employees on the payroll as of Dec. 31. Pay rules in the second year would vary between a minimum of four percent and a maximum of seven percent with the actual increase in one percent over the increase in the cost-of-living index between July 1, 1970, and July 1, 1971, plus a 1% percent over the stated limits. The City's offer included new benefits: An additional 2,500 lockers to be installed for Institution employees which will include:
- An additional 2,500 lockers to be installed for Institution employees.
- A two-year contract with each employee group.
- A 3.5 percent increase above the 1970 salary schedule for all employees on the payroll as of Dec. 31.
- Pay rules in the second year would vary between a minimum of four percent and a maximum of seven percent with the actual increase in one percent over the increase in the cost-of-living index between July 1, 1970, and July 1, 1971, plus a 1% percent over the stated limits.

CSEA-State agreement to study the unique needs of each department but instead talks in sweeping generalities. The Social Services Dept. unit is, meanwhile, seeking retention of the increment system plus a 1% percent across-the-board pay hike based on a one-year agreement, the granting of disability insurance through NYSSB to persons who would normally be eligible after having used other benefits, a change in the City's residency law eliminating residency requirements for Social Services Dept. employees and the removal of the necessity to seek approval of travel expenditures within 48 hours prior to the travel for the purpose of routine business such as child placement.

Amendments to the current contract sought by the Social Services Dept. unit include provisions that holidays shall be scheduled according to Federal Laws enacted for 1971. When Christmas and New Year's fall on a weekend, the Friday before shall be granted as a holiday. The unit is also seeking to have the vacation plan structure amended to permit the carrying over of ten vacation days into the following year with one day of personal leave time being carried over if so desired. The full cost of premiums for Blue Cross and Blue Shield would be borne by the employer according to another Social Services demand.

Proposals Are Realistic

In commenting on the attitude of the City in negotiations with the Social Services Dept., Tomaras said as that in presenting the 1971 contract proposals, the department feels that the proposals are realistic and reasonable.

(Continued on Page 14)

Oneida Picketing

(Continued from Page 1) negotiations thus far. Wendl said if any retaliatory measures were taken, he would come back to the County and fight the cases personally.

When pickingeting of the County Office Building started at 8 a.m. Thursday, Dr. Wendl led the delegations.

The chapter and the County have been going around in circles on the contract since last July with no apparent progress in the discussions.

Could Be Court Test

The picketing will continue until the "super conciliation" session takes place on Dec. 17. If "PERB" cannot settle the dispute in a relatively short time, it may lead to the first strike in the City's history under the "extreme provocation" clause in the Taylor Law.

The meeting at Hotel Utica turned up all of the State chapter presidents as well as the presidents of all the local locals. Though the delegates pledged complete support for the County chapter's case.
A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

A State Government agency in New York City needs Stenographers. Applicants will be tested at $80 a week. These jobs offer good fringe benefits, sick leave and vacation with pay. The beginning salary is $3,000 a year. There are some temporary openings for those applicants who fail the basic training minimum test requirements. Please are needed. Typists to work in a State Government agency in New York City. Applicants will be tested at $35 a week and must pass a spelling test. Those jobs also have good fringe benefits, sick leave and vacation with pay. The present starting pay is $18 a week. Please apply at the Office Personnel Placement Center, 515 Lexington Ave., Manhattan City.

In Queens there is a demand for Taxi Drivers with one year of experience for night shift work. The salary is $140 to $150 a week depending on experience. A highly experienced Pitter is wanted to fit together fabricated parts of structural steel. The position must also be able to lay-out, position and align. The pay is $4.39 an hour.

Truck Mechanics with a C class license, III license and experience in driving gas and diesel trucks can earn $100 to $120 a week. Full experience in foreign car mechanics are wanted to work on Mercedes Benz and Volvo cars at $24 an hour. There are also jobs for Construction Inspectors with five years' experience in general construction and the ability to inspect and fill in reports. The annual salary is $8,300 a year. Apply at the Queens Industrial Office, 43-13 Crescent St., Long Island City.

Restaurant Counterworkers able to prepare short orders, serve customers and keep a clean cash are wanted. Must have experience. The pay is $11.50 an hour plus tips. There are openings in hotels as follows: Clerk Typists are needed. Must be able to type between 35 and 40 words per minute. Room Service, Samal or electric typewriter. The pay range is from $100 to $125 a week. Hotel Secretaries with good stenography and typing ability are wanted at $115 to $125 a week for a 35-hour work week.

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Evanescence in the 1960s, and the Dead in the early 1970s. The latter's lineup included Jerry Garcia on guitar and vocals, Bob Weir on guitar, Roni"
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ALBANY—A special committee set up under contracts negotiated for State workers by the Civil Service Employees Assn. last year has begun meeting with the State officials to air employee complaints and suggestions for improvement in safety and sanitary standards in State-operated facilities.

The CSEA committee will attempt to reach agreement on new standards to benefit State workers in both the Institutional Services and Operational Services collective bargaining units and any agreements reached are also expected to affect employees in the other units.

"Some of the safety and sanitary standards at some facilities drastically need improvement," said CSEA collective bargaining specialist Joseph P. Reedy, who is assisting the CSEA team in its talks with State officials. "We expect that our dialogue with the State will produce a workable safety and sanitary code that will protect employees on the job. Nothing less than this will be satisfactory to CSEA."

Reedy also called on State workers in the two units to contact CSEA committee members with their suggestions and their problems concerning safety and sanitation on the job. "It is very important to the success of our talks that we know exactly where the problems lie and what employees want done about those problems," Reedy said.

Employees who wish to forward suggestions or point out individual safety and sanitation problems to the team should contact a team member in their area, their chapter president, or else send their suggestions in writing to Reedy, care of the Safety and Sanitation Standards Committee. CSEA Headquarters, 33 Eri St., Albany, N.Y. 12207.

CSEA committee members include: Edward Cleary, Chester Palega, Edward McGreevy, Robert Morgan, Robert Murray, John Sullivan, and James Waller.

Sanitary And Safety Codes Being Set Up.
Plaques Presented At Bethpage CSEA Installation Affair

MINOCO—The Bethpage School District recently presented the Nassau chapter, Civil Service Employees Assn., recently held its installation dinner at the Bethpage Country Club.

Two Career Aides Honored by SIF

LAUDONVILLE—Two veteran employees of the State Insurance Fund's Albany office have retired.

LOUDESTON—Louis E. Pastore, supervisor of research and planning, has retired.

CIVIL SERVICE LEADER, Thursday, December 17, 1970

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LAURELTON EST.
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$26,500

CAMBRIDGE HTS
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BETHPAGE, NY—The 300th birthday celebration of the birth of William Shakespeare will be celebrated during the school year with a series of educational programs. The theme for the year is "Shakespeare in the Arts." The programs will include a series of lectures, workshops, and exhibitions on the life and works of Shakespeare. The celebration will also include a Shakespearean play on the stage of the school auditorium in April.
Syracuse--The Civil Service Employees Assn.'s Oneida County chapter has notified Onondaga County that it wants to renegotiate the whole thing." He said, "The contract means that workers to leave the offices at 5 p.m. during July hours that permitted many employees to leave the offices at 4 p.m. instead of 5 during July and August.

Another factor was the report in The Leader that Broome County employees had won a 14 percent wage increase during the first year of their new contract. Some workers, it was reported (newswomen were excluded from the meeting in the County War Memorial), wanted to know why they could not receive an equally large boost.

Other contract sections would have reduced the cost of health insurance to employees by about $120 annually, would have allowed the workers to accumulate up to 30 days of holiday time, expanded grievance procedures, overtime pay and time-and-a-half for holiday work.

Nassau Probation Aide Honored At Retirement Fete

Maurice Clarke, a long-time employee of the Nassau County Probation Dep't, was honored with a surprise dinner-dance held at Ziegla's Restaurant on the occasion of his retirement. Mr. Clarke had served the department with a serious look at the near future and plan with some prudence and discretion.

Tomasar said the image of public welfare leaves much to be desired. "We should be a political party," he said, "if the administration of welfare is less than 10 percent of the total cost with public assistance. This fraction seems to bear the brunt of the burden of being a part of the welfare system."

Tomasar cited these reasons for the high rate of turnover and the need for highly trained and skilled personnel within the Social Services Dept.

"Until the job can pay well enough for the benefits to retain its competent staff," he said, "not only will the turnover continue, but everyone affected will lose in the long run."

Ameliorate Problems

Tomasar said that this year's contract proposals are designed to try to bring about needed changes in personnel to ameliorate some of the problems and improve conditions in general. "Frankly,", he added, "we have not proposed to City Council." Tomasar charged, "It was not only the request we dealt with, but the return offer had little to do with the requests of the Social Services Dept. The decision as to whether or not to join VISTA was really forced upon us," he said, "by the unreasonable of the City's offer. It continued, "It's not the time to ignore the Social Services Dept, since the next four to five months may bring sweeping changes."

In conclusion, Tomasar said that "If it is time for O.C.S.E.A. to "Face facts in welfare and start treating Social Services Dept. employees as unwanted stepchildren."

Onondaga Comm. College Establishes Curriculum For State Education Program

(From Leader Correspondent)

SYRACUSE--A special program of courses to provide educational opportunities for State employees has been opened at Onondaga Community College.

These courses are designed exclusively for and in cooperation with the State Department of Civil Service Employees Assn. They began Nov. 23 at the college in downtown Syracuse.

Tomasar said, "The titles of the courses being offered through the Division of Continuing Education, opened December 23, Edward W. Lalonde, who retired as of Dec. 4, succeeding Edward W. Lalonde, who retired as of Dec. 4."

Administrative supervision, advanced principles of accounting, advanced secretarial techniques, fundamentals of supervision, introduction to supervisory skills development, and practical training techniques workshop and principles of accounting.

The courses will be paid for completely by the Department under the agreement with CSEA, and the department will supply employees to take the various courses. The Department will administer the program.

Four other courses are being offered through Syracuse's Central Technical School: automotive skills refresher, basic electricity, stationary engineer-

Toy Drive Winding Up

Binghamton chapter president Stanley Yanez and the Onondaga Community College chapter of the Civil Service Employees Assn. gathered at Danzeland in Kirkwood last week to hold the unit's annual Toys for Tots party.

All those attending were required to bring a new toy as part of the admission price. Several hundred dollars worth of toys were collected by the unit.

The toys will be turned over to America's Toys for Tots, Inc. in Binghamton, which each year coordinates the Binghamton area's efforts.

The Toys on Christmas morning will adorn the stockings of needy children throughout the Broome County area.... children who otherwise would be forgotten by Santa.

This marked the 18th year of

(From Leader Correspondent)

BINGHAMTON—Some 250 members of the Binghamton State chapter of the Civil Service Employees Assn. gathered at Danzeland in Kirkwood last week to hold the unit's annual Toys for Tots party.

Binghmanorthodontist Dr. Donald Bronsky speaks to Binghamton State chapter members during Toys for Tots dinner last week in Binghamton.

Wanted: Fact Finder To Solve Pact Mess In Onondaga County

(From Leader Correspondent)

SYRACUSE—The Civil Service Employees Assn.'s Onondaga County chapter of the Civil Service Employees Assn. has opened a labor agreement after Jan. 1, 1971. Negotiations had worked more than four months to come up with the 1-year pact.

CSEA field representative Lee Frank, who headed the unit's negotiations, said that he was pleased with the outcome. The County and CSEA unit could get together on another total contract agreement before January.

"It will take at least a week to get a fact-finder," he said. "Then we get into the holidays.

One of the factors in the defeat, it was learned, was that it eliminated the shorter Summer hours that permitted many employees to leave the offices at 4 p.m.—instead of 5—during July and August.

Another factor was the report in The Leader that Broome County employees had won a 14 percent wage increase during the first year of their new contract. Some workers, it was reported (newswomen were excluded from the meeting in the County War Memorial), wanted to know why they could not receive an equally large boost.

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Revamp Setup Of Units In State Budget Div.

ALBANY--The State Budget Division has refocused its top level work force, providing several promotions and the creation of new budget examination units.

Heading up the seven units are: Paul Velletta, Education; Robert Canfield, Environment; Karen Wennberg, Environment; Robert Handrick, Mental Hygiene and Narcotics; Thomas Nieves, Public Protection; and John E. Wood, Transportation and Economic Affairs.

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Both open-competitive and promotional tests are pending within the next months, reports the State Civil Service Dept. in Albany. A wide variety of titles will be tested, and of course qualifications differ. Noted below is a listing of State exams upcoming soon.

A number of oral tests are pending on the December agenda, declares the Department of Civil Service in Albany. Indicated with the starting salary, the pertinent titles are: blood bank administrator, $13,528; principal capital program analyst, $16,760; director, addiction psychological services, $18,612; associate human economist, $10,814; senior cartographer, $15,971, and chief municipal management specialist, $28,403.

Among the roster of State open-competitive exams slated during December are: senior attorney, $14,280; canal structure maintenance foreman, $8,284; building maintenance supervisor, $10,383; junior epidemiologist/Erie County, $5,871; assistant director of transportation analysis, $18,528, and foreman of tree pruners, $6,755.

State residence, however, remains for these posts which face a Jan. 23 test: building maintenance supervisor, $8,284; building maintenance supervisor, $9,814; clinical teacher/Erie County, $8,820; associate engineering examiner, $14,915; maintenance supervisor, $9,414; and nurse supervisor/Erie County, $9,606. Of the above positions, only associate cartographer and associate engineering examiner can receive the above-mentioned training by writing the State Civil Service Dept. In Albany or Manhattan. At these same offices, moreover, in-person applications will be accepted continuously.

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offers to State Employees on State Sponsored business the very best for less. At only $10.50 per person, State Employees will enjoy the design of engineer projects. You can receive the above-mentioned bulletin by writing the State Civil Service Dept. In Albany or Manhattan. At these same offices, moreover, in-person applications will be accepted continuously.

New Year's in Nassau. $229.

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For further information contact Mike Roth, Birchwood C.t., Min.

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CSEA representatives Jack Corcoran, field services supervisor and field representative Theodore Modrzewski convinced the U.S. Labor Board to form a special CSEA chapter composed of the FSA employees.

Corcoran began by expressing the purpose of the chapter. The new unit is a non-dues paying chapter formed specifically for the purpose of affording pro-CSEA employees protection against what was termed potential management retaliation for union activity.

The unit's formal designation by Albany headquarters was preceded by the adoption of a unit constitution, an adherence to CSEA administration, and the election of officers.

Some 85 FSA employees were listed on the special chapter roll, which outlined the program and reported on efforts to date to secure a new representation election on the Harpur campus.

File 29 Charges
A total of 29 charges of unfair labor practices were filed with the New York State Labor Relations Board by the CSEA in December 1st for the election which CSEA lost by only three votes.

CSEA officials have charged FSA management with harassment, coercion, and intimidation of pro-CSEA employees to vote "no" during theballoting.

Corcoran said the new special chapter will sustain its stand to win the election, be in a position to bargain in behalf of its members. The new chapter will stand ready to offer advice and counsel to member employees and officers to continue to win a new election.

Those present at the meeting also discussed the possibility of job action to support their demands for representation. Corcoran said, "We can only tend to think the matter over very carefully before reaching a decision as either or not they choose to participate if such action materialized.

The employees could, Corcoran said, "play by their rules up to now damn fast. We have," he said, "and we will continue to do so without any dirty tactics and with everyone eligible to vote.

The employees could, Corcoran said, "play by their rules up to now damn fast. We have," he said, "and we will continue to do so without any dirty tactics and with everyone eligible to vote.

"I think this is un-American to demand that unions attempt to enroll the State Comptroller from disbursing the check-off of dues and deduction of insurance premiums in the four State units represented by CSEA.

"The case might have been different if the union had not gone to the State Supreme Court last summer seeking permission to enroll the State Comptroller from disbursing the check-off of dues and deduction of insurance premiums in the four State units represented by CSEA.

In his decision, Justice Greenblott further called on the council to base its decision on the exclusive right of the employees represented by CSEA to exclude employer interference with the administration of an employee organization, "unfounded," and added that "The use of a check-off or deduction system is a test-case method of implementing union security and in no way interferes with an employee's right to associate with a minority union which he may choose to collect dues or premiums by other means.

He ended his decision by stating: "Since a public employee may make a grant of check-off privileges exclusive to the majority union . . . the director of employee relations properly terminated the exercise of check-off privileges . . . (by Council 50)."

Good Response Found To United Drive By Binghamton CSEA
BINGHAMTON — Officials of the Binghamton City School Unit, CSEA report overwhelming success in this year's fund-raising campaign in behalf of the Brome County United Fund.

Union president Steve Caruso said his 185 members and non-members contributed a total this year of $625 or some $133 above last year's receipts.

25 YEARS OF SERVICE — Thomas McDonough, left, president of the Motor Vehicle chapter of the Civil Service Employees Association, presents awards to Evelyn Dahlin as a retirement party sponsored by the chapter in her honor. She retires after 25 years of State service.

CSEA Sustained By
Appellate Division On
Exclusive Dues Right

ALBANY — An attempt by Council 50, AFSCME, AFL-CIO, to throw out the benefit of exclusive dues and insurance deductions to Civil Service Employees Association members in this State has been denied by the Appellate Division of the State Supreme Court.

Justice Louis M. Greenblott wrote the decision which was handed down Dec. 7 and argued before Presiding Justice J. Clarence Egan, Hearings and Appearances Justice Walter B. Reynolds, Lawrence H. Cooke and Michael J. Sweeney also concurred with the decision.

Council 50 had appealed a judgment of the Supreme Court last summer which dismissed an action that unions attempt to enroll the State Comptroller from disbursing the check-off of dues and deduction of insurance premiums in the four State units represented by CSEA.

In his decision, Justice Greenblott related that CSEA had negotiated the right of exclusive dues check-off in four CSEA-State contracts and that this right is indeed negotiable. He said, Section 654 of the Executive Law authorizes the director of the Office of Employee Relations to instruct a State officer "to administer the provisions of a binding agreement between the State and the duly certified and recognized employee organization. This authority extends both to insurance, deductions and check-off of employee association dues.

The decision continued: "These checks are clearly related that to a non-recognition, non-certified employee association, dues and insurance check-off are not vested right, but a privilege which may be withheld at the discretion of the director of employee relations.

Whatever discretion a public employee may have, under the act, to grant the check-off to a minority unit not recognized as a bargaining agent . . . the employer is pliable under no obligation to do so."

Greenblott further called on the council to base its decision on the exclusive right of the employees represented by CSEA to exclude employer interference with the administration of an employee organization, "unfounded," and added that "The use of a check-off or deduction system is a test-case method of implementing union security and in no way interferes with an employee's right to associate with a minority union which he may choose to collect dues or premiums by other means.

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