WENZL IS INSISTENT ON MEETING WITH GOVERNOR OVER STATE JOB FREEZE

Rejects Talks With Lavine As "Just A Waste Of Time"

By PAUL KYER

ALBANY—An irate president of the vast Civil Service Employees Assn. last week rejected a meeting with Abe Levine, director of the State Office of Employee Relations, as an inadequate substitute for a direct confrontation with Gov. Nelson A. Rockefeller on a recent freeze order on hiring and promotions.

Wenzl had said in his letter that there were no contract violations. Wenzl rejected that view promptly and went on to say that he had advised Levine in an earlier telephone conversation that "it is absolutely essential, due to the potentially serious consequences of the Budget Director's memorandum.


Camaro Winner Is Mrs. Kumitz, As CSEA Adds 17,500 Members

ALBANY—A secretary at Rockland State Hospital in Orangeburg who joined the Civil Service Employees Assn. this Fall has found herself the lucky winner of a 1971 Chevrolet Camaro in the jackpot drawing of CSEA's Super Sign-Up Membership Drive.

Mrs. Miriam Kumitz was notified that she had won the Camaro last Thursday, Dec. 18, after "Santa Claus" drew her name and the names of ten winners of RCA color TV's five Panasonic stereo receivers and 24 Helbros wrist watches.

OUT OF TITLE WORK

—See Page 16

S & S Redemption Centers

—See Page 12

R. Theodore C. Wenzl, president of the State-wide Civil Service Employees Assn., precisely fingered the pulse of the crisis that threatens the security and living standards of public employees.

Sen. Basil Paterson

Appointed Executive

Of NY Law Journal


Joining in the announcement was former Presiding Justice Bernard Botein of the Appellate Division's First Department, the chairman of the Law Journal's Board of Editors. Botein is also president of the Association of the Bar of the City of New York.

A recent Democratic-Liberal


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**CIVIL SERVICE LEADER** Tuesday, December 23, 1970

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The militant response of leaders of the Civil Service Employees Assn. provides the best hope that State Administration reponsibility over the public employees will be brought to an immediate halt.

This note of militancy was forcefully expressed by Dr. Wenzl in his new position, Paterson will be required to submit a budget which will have to be prepared without an act of Congress directed the railroads to increase their employee schedules and working conditions coincides with not much progress has been made in the private sector. These unions include the United Auto-workers, teachers, and railroad employees, among others. Significantly, the strike threat among railroad employees was temporarily resolved only by an act of Congress directed the railroads to increase employee wage scales by 13.5 percent, while negotiations continue relative to action they propose to take.

As of this very moment, the Governor is demanding in Federal fiscal year that began six months ago, July 1, 1970. After Congress adjourns, it will not come back into session until Jan. 21, 1971.

The gains made by unions in the private sector will push the cost of living further into the stratosphere. General Motors and Ford have increased the price of automobiles; an increase in Federal taxes in New York City is inevitable; costs of home maintenance and repairs are all moving upward. Apparently it is the view of both the Rockefeller and Lasker Administrations that civil service employees must bear the full burden of increased living and government costs. In addition, civil service employees, like all other citizens, are faced with increased taxes, higher living costs, and local property taxes.

The full dimensions of the government's budgetary problems have been fully disclosed by the Rockefeller Administration. President Carter has released the $31 billion dollar mark since that is the amount that the State is ready to appropriate for State and general revenue sharing. A realistic appraisal of the calendar indicates that the State may have to prepare its budget for the fiscal year that began six months ago, July 1, 1970. After Congress adjourns, it will not come back into session until Jan. 21, 1971. The time when Governor Rockefeller is required to submit the proposed State Budget to the Legislature. When the Governor does so, Congress will certainly not have acted upon any Federal revenue sharing program. Washington services in indicate that some 300 Congressmen and 50 Senators are prepared to support some kind of Federal revenue sharing program.

Promise Anything, But

Thus far, however, public attention has been focused exclusively on the sharing part of the equation, and no one has yet paid any special attention to how the Federal government will raise the revenue it is expected to share. This being the Christmas season, many Congressmen may be reacting to the advertisements which promise something but give only Arpege. And perfume may be all that the Administration will get from Washington once the Congressmen are faced with the necessity for increasing Federal taxes to provide revenue sharing.

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Promise Anything, But
MINNELA—"We don’t care where you find the money. That’s your problem."

Thus, Irving Flaumenbaum last week notified the Nassau County Board of Supervisors that it has a contractual obligation with the Civil Service Employees Assn. to pay a 7.5 percent cost-of-living adjustment effective Jan. 1, 1971.

Flaumenbaum, president of the 18,000-member Nassau chapter of CSEA, said regional attorney Richard Gaba had been instructed to prepare a law suit in case the County Board attempted to stall action.

The County budget included a 7.1 percent boost that had been established by the County before the CSEA file a grievance claiming a 7.6 percent increase. The CSEA contingent was upheld.

The CSEA action won a half-a-million dollars additional for the County’s 13,000 employees.

Flaumenbaum appeared at the Board meeting last week to demand that the full raise be included in the County’s first ordinance of the new year, which is traditionally the ordinance establishing pay scales. Polling the Board, Flaumenbaum elicited from the majority concessions that the 7.6 percent figure was clearly a contractual obligation.

But County Executive-elect Ralph O. Caso, who also conceded the obligation, pledged that funds were short and asked Flaumenbaum to meet with him after he takes office Jan. 1, in an effort to find the funds.

"The CSEA lives up to its obligations and we expect the County to do so, too," Flaumenbaum said. "We don’t have to negotiate about this. It is their obligation.”

Hamburg Aides Gain 20 Year Pension Plan Plus Pay, Fringe Plan

HAMBURG — The Civil Service Employees Assn. has won a two-year contract for employees of the Town of Hamburg Highway Dept., including a 20-year retirement plan. The CSEA unit president Larry Fedman, who headed the negotiating team, reported these other benefits in the new contract, which runs from Jan. 1, 1971, through Dec. 31, 1973.

• Six percent raise, or raise equal to cost-of-living increase, whichever is greater, for 1971; 5 percent for 1972; and 4 percent for 1973.

• Personal lockers for every employee in the unit.

• Appointment of a labor-management committee to study job inequities.

• Ladder to be put on all elevators, with other equipment where necessary for safety.

• Increased Blue Cross and Blue Shield coverage, including adoption of 50-51 coverage when it becomes available.

• Retirement plan at 50th corresponding to that won by other employees with retirement after 20 years of service; military credit for veterans of WW II; conversion of sick leave credits to retirement credit.

• Death benefits equal to three years’ salary, with a $20,000 maximum.

• Mailing list to be granted to other Town employees will also be granted to Highway Dept. employees.

* Three personal leave days per year; payable.

* The right to refuse to work.

* To keep members informed. Follow The Leader.

MIDDLETOWN—Employees of the Enlarged School District of Middletown have a new grievance procedure and many other benefits as a result of a contract negotiated by the Middletown unit of the Orange County chapter of the Civil Service Employees Assn.

The agreement, effective July 1, 1970, through June 30, 1971, makes CSEA the exclusive bargaining agent for all maintenance and custodial employees with these classifications: head custodian, custodian, cleaner, maintenance helper, order clerk, journeyman mechancian, painter, mechanic, equipment operator, truck driver and courier.

Other major provisions of the contract include an improved salary scale based on a combination of existing benefits; extra pay for out-of-town travel over a period of more than 30 days; unlimited accumulation of sick leave; 12 guaranteed paid holidays, and a minimum of four hours call-back pay.

Also included: an annual shift differential of $150, paid proportionately in each pay period, for any full-time employee with a majority of his eight-hour day falling between the hours of 3 p.m. and 7 a.m.; two days personal leave per year, accumulative to five; 14 days sick leave; and one-half overtime pay for all hours worked in excess of 40 hours in a regular week.
Baris Retires As Personnel Chief Of Development

William Baris, chief of the test development and research division of the City Department of Personnel, is retiring after 33 years of city service. He is now on terminal leave and will retire on Feb. 26, 1971.

Baris was appointed in 1937 as an examining assistant by the old Municipal Civil Service Commission. He was promoted to assistant civil service examiner in 1943 and was promoted to civil service examiner in 1946. He has also held the titles of supervising personnel examiner and principal personnel examiner by reclassification. He has been a division chief in the Bureau of Examinations for over 24 years.

The test development and research division was established to boost the efficiency of the exam process. This division makes statistical analyses to determine the validity and reliability of tests and the difficulty and equivalence of test items. It also reviews and revises test items and develops new forms of question material.

The division has compiled a bank of thousands of questions for use on tests. The training of new examining personnel is also a function of the division. Research projects have been conducted by the division in various aspects of personnel selection, including culture-fair tests. Previous to serving as chief of this division, Baris supervised the preparation of wide variety of examinations including clerical-administrative, accounting, office management, computer operations, statistical, actuarial, college administrative and social service. He has been responsible for the administration of testing of thousands of candidates.

In 1956, because of the rise in sten and typist vacancies, there was an urgent need for continuous testing for these titles. The Department of Personnel did not have the staff or facilities to carry out such a program. Baris initiated and implemented a cooperative testing program with the New York State Employment Service.

Under this program, the Employment Service conducted daily tests for stenographers and typists at their own offices as well as in the high schools.

Method For Mail Entries

Both Federal and State civil service agencies permit mail requests for applications and send back same without charge. The City Personnel Dept., however, requires a stamped, self-addressed envelope for all test applications requested. Check the Leader column, "Where to Apply for Public Jobs," to become familiar with this procedure.

Europe on a Nikkormat F\n and 2 lenses

Wherever you're headed—Europe, South America or Grandma's—there's a sure way to bring back great pictures. Take along this travel camera outfit: The famous Nikkormat F\n 35mm single lens reflex with two interchangeable Auto-Nikkor lenses, wide angle 35mm f2.8 and telephoto 105mm f2.5. Now you're set for all the pictures you'll want: closeups of distant sights, full-view shots at close quarters, and everything in-between, too.

What's more, the Nikkormat F\n has a precise thru-the-lens meter system that assures perfect exposure with either lens, every time. In fact, it's so easy and fast to handle, you'll never miss a shot.

Let us trade you up to a new Nikon Photomic FT\n
Your present equipment may cover a good part of the cost. Because, during our special Nikon promotion, we're prepared to give you top dollar.

Come in and let us show you the famous Nikon with the latest Photomic FT\n meter system, and the fabulous selection of lenses and accessories. And let us make you an offer on a trade.

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Nassau Chapter Vows Court Action To Back Judicial Conf. Aides

MINROLA—The Nassau chapter of the Civil Service Employees Assn. has reiterated its determination to take court action if necessary to protect the rights of County employees, specifically noting the jurisdiction of the Judicial Conference.

In a message to court personel, the chapter noted that "it is a fact that all benefits that are negotiated for other County employees are negotiated for Judicial Conference employees." The statement reflected upon recent mimoscopigraphs which misled court personnel about their contractual rights.

"Unity...is the best thing that any union has for it," the memorandum said. "The Nassau County CSEA chamber has this unity. Dozens of individual units are banded together in a show of strength and power before the County and its subdivisions.

"When one unit wants to improve conditions or salaries or fringe benefits for its members, the entire County CSEA with its more than 18,000 members backs up that unit in its demands. And behind the County CSEA is the 200,000-member Statewide CSEA."

Calling for common support of the goals of County employees, the memorandum noted that "antagonism among unions is good for the employer and bad for the employees."

SPECIAL - $199.

THE PERSON L.A.S. CARNIVAL
December 25-29, 1970

Howard Hughes motion picture and television equipment deal will be the highlight of this year's Las Vegas Carnival.

In the past, Weiner Brothers has been known as the institute that produces the best typists in the world. This year, Weiner Brothers is making a major push to increase the number of typists it trains.

The institute will be offering a one-week intensive program to typists who are interested in improving their skills. The program will cover topics such as typing speed, accuracy, and keying.

In addition to the intensive program, the institute will also be offering a two-week basic typist program. This program will provide an overview of the typist profession and will cover topics such as typing basics, proofreading, and handling documents.

Both programs will be held at the institute's headquarters in New York City and will be taught by experienced typists.

For more information, call 864-7497 or visit the institute's website at www WeinerBrothers.com.

The Delehanty Institute

The Delehanty Institute is a prominent fur manufacturer and supplier to major department stores. In addition to providing fur products, the institute also offers a wide range of services to its clients.

The institute's employees are well-trained and experienced in the fur industry, and they work hard to ensure that each customer is satisfied with their product.

The institute's services include:

- Custom Designs: The institute offers custom design services to ensure each customer's product fits their unique style and requirements.
- Quality Assurance: The institute ensures that each product is of the highest quality, using only the finest materials and craftsmanship.
- Customer Service: The institute's team is dedicated to providing exceptional customer service, ensuring each customer's needs are met.

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

(Salary schedule effective July 1, 1971)

CLASSES MEET IN MANHATTAN and JAMAICA

Classes Now Meeting

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For information on all courses phone

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MANHATTAN: 115 East 15 St., Nr. 4th Ave. (All Subways)
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OFFICE HOURS: Monday to Friday, 9 A.M. to 5 P.M.

Prepare for next exam coming for ADMINISTRATIVE ASSOCIATE

CLASS MEET WED., JAN. 6, 1971 - 6 P.M.
at 126 East 13th St., Manhattan

Course Chairman: RALPH LEONE

Visit Free Opening Class Session

for further information, call: DELEHANTY INSTITUTE

GR 3-6900

The Delehanty Institute
No Time For Lieutenants

To say we are amazed by the off-hand way in which the Rockefeller Administration has dealt with demands by the Civil Service Employees Assn. to meet personally with the Governor on the issue of a State hiring and job freeze is to make one of the understatements of the year.

During his 12 years in office—and with great frequency in his recent campaign for re-election — Mr. Rockefeller was wont to complain about the size of the State workforce and the cost of maintaining it. Now, with a budget crisis seemingly making him feel the pinch, he is trumpeting the need for a hiring freeze.

The labor class, as defined in Section 43 of the Civil Service Law, includes "all unskilled laborers in the service of the State government and the first to get hurt by it. Let the public in general realize that we, too, are caught in the net of the freeze."

GEORGE KOCH, president
Long Island, OSEA

Too Many Impasses

COLLECTIVE bargaining goes on almost continually in local government units around the State and in most instances proceeds with certain degree of harmony. The number of cases where this is not so, however, seems to be growing to an alarming degree and steps must be found to control the situation. The same language is used in Section 85 of the Civil Service Law, requiring that in order to be eligible for continued employment, a person must diligently follow the procedures for becoming a citizen.

This recent action by an incorporated village, and its possible effect on veterans, will be followed in this column as it develops further.

In a recent disciplinary case involving a village employee in a labor class position, the employee was discharged after a hearing. But apply a different standard when it comes to the question of discipline.
N.Y. STATE
PUBLIC EMPLOYEE
HEALTH INSURANCE
SCOREBOARD

Coverage A  296,000 participants*
Coverage B  65,933 participants*
Coverage C  6,755 participants*

Guess who provides Coverage A?

Mail your answer to: Bill Parry
1215 Western Avenue
Albany, N. Y. 12203

* Does not include covered dependents.
CONSTITUTION AND BY-LAWS

ARTICLE I

ELECTION OF OFFICERS

Section 1. To be eligible for election to any office, a member must have been a member of the New York City Civil Service Retired Employees Association for a period of not less than thirty (30) years.

Section 2. A member who is appointed or who succeeds to any office, shall be eligible for re-election to the same office unless the net bank balance of the Association exceeds the stated requirements as provided in Article III and in this Constitution and By-Laws.

Section 3. The President shall be elected by the Association at a regular general membership meeting, as determined by the Executive Board, for a term of not more than five (5) years, and shall be subject to the vote of the membership.

Section 4. The President may appoint such members as are necessary to execute the duties of the office.

Section 5. The President may act to the best of his ability in the absence of the President, and in case of his death, or resignation, the President shall be succeeded by his successor.

ARTICLE II

EXERCISE OF POWERS

Section 1. No power of the Association shall be exercised by any person or persons except such as are expressly authorized by this Constitution and By-Laws. No power shall be exercised by any person or persons except such as are expressly authorized by this Constitution and By-Laws.

Section 2. All powers of the Association shall be exercised by the President, the Vice-President, the Secretary-Treasurer, and the Executive Board.

ARTICLE III

OFFICERS AND EXECUTIVE BOARD

Section 1. The President shall have authority to act upon all matters before the Executive Board, and shall be responsible for the conduct of the Association.

Section 2. The Vice-President shall have authority to act upon all matters before the Executive Board, and shall be responsible for the conduct of the Association.

Section 3. The Secretary-Treasurer shall have authority to act upon all matters before the Executive Board, and shall be responsible for the conduct of the Association.

Section 4. The Executive Board shall consist of not less than five (5) members, and shall be elected by the Association at the annual general membership meeting.

Section 5. The Executive Board shall have the power to make rules and regulations for the government of the Association, and shall have the power to make amendments to this Constitution and By-Laws, as provided in Article III and in this Constitution and By-Laws.

Section 6. The Executive Board shall have the power to appoint such members as are necessary to execute the duties of the office.

ARTICLE IV

SALARIES AND EXPENSES OF OFFICERS

Section 1. The salaries of the President, Vice-President, Secretary-Treasurer, and Executive Board shall be determined by the Executive Board, but shall not exceed $15,000.00 per annum.

Section 2. The expenses of the Association shall be paid for out of the bank balance of the Association, as determined by the Executive Board.

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ARTICLE V

EXPERIMENTS

Section 1. The President may authorize the expenditure of up to one thousand dollars ($1,000.00) for any experiment, subject to the vote of the membership.

ARTICLE VI

VACANCY IN OFFICE

Section 1. If there is a vacancy in the office of President, the Secretary-Treasurer shall become the President, and the Vice-President shall become the Secretary-Treasurer.

Section 2. If there is a vacancy in the office of Secretary-Treasurer, the Vice-President shall become the Secretary-Treasurer.

Section 3. Except as provided above, any officer of the Association may resign at any time by giving written notice to the President, and the Executive Board shall fill such vacancy by appointment.

ARTICLE VII

OFFICIAL JOURNAL

Section 1. The official journal of the Association shall be published by an editorial staff, consisting of the President, the Vice-President, and the Secretary-Treasurer.

Section 2. The membership of the Association shall be entitled to receive the official journal for a period of not more than three (3) years.

Section 3. The membership of the Association shall be entitled to receive the official journal for a period of not more than three (3) years.

ARTICLE VIII

FINANCIAL OFFICERS

Section 1. The Treasurer shall have the power to sign checks for all expenditures of the Association, and shall have the power to appoint such members as are necessary to execute the duties of the office.

Section 2. The Treasurer shall have the power to sign checks for all expenditures of the Association, and shall have the power to appoint such members as are necessary to execute the duties of the office.

ARTICLE IX

AMENDMENTS

Section 1. No amendment to this Constitution and By-Laws shall be adopted unless it shall be submitted to the membership of the Association for a vote, and shall be approved by a majority of the members in attendance at the annual general membership meeting.

Section 2. No amendment to this Constitution and By-Laws shall be adopted unless it shall be submitted to the membership of the Association for a vote, and shall be approved by a majority of the members in attendance at the annual general membership meeting.

This new writing set makes refilling old-fashioned!
Here are a few questions that should be answered in comparing programs:

- Are paid-in-full service benefits provided? GHDI provides paid-in-full service benefits regardless of your member's income through over 5,000 Participating dentists.

- Are there waiting periods before benefits apply? GHDI has no waiting periods for any condition at any time.

- Are certain "pre-existing" conditions excluded from coverage completely? GHDI covers pre-existing conditions.

- Are there annual and/or lifetime dollar maximums? GHDI plans have no yearly or lifetime dollar maximums.

- Are commissions payable to salesmen or brokers? GHDI pays no sales or brokerage commissions to anyone at any time.

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

Group Health Dental Insurance, Inc.
The GHI Building
227 West 40th Street
New York, N.Y. 10018

To:
Group Health Dental Insurance, Inc.
The GHI Building
227 West 40th Street
New York, N.Y. 10018

You're right! The members of my group need dental insurance. Please have a representative contact me about GHDI.

(My Name)

(My Title)

(My Union-Local and International)

(Number of Members)

(Addres)

(Phone)
Earnings: Earn $11,380 Yr.

Epidemiologist
Sought In Erie

The State discloses an opening for an epidemiologist, starting at the pay of $1,750. This post, with the Erie County Health Dept., requires a master's degree in either public health or epidemiology plus two years of public health experience, one of them supervisory in capacity.

At the Executive Dept., six promotional titles are pending; two are both supervisory in capacity.

For more details, pick up Job Bulletin No. 41-588, available at any office of the State Civil Service Dept. Closing date for applications is Jan. 25.

Success Circuit

The City Personnel Dept. has declared that some 12 candidates for electrician, having successfully met qualifying standards, are $20,677 and $24,723. The final title, assistant chief engineer, begins at the pay of $24,723.

The dictionary of Administration & Supervision is your latest & most useful guide to all the terms & concepts used in planning - directing - communicating. It boosts your leadership vocabulary & perfects your skills in managerial communication. It helps you score high on your promotional exams & interviews. $4.78 Postpaid.

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nor, New York or call 720-6708.
(Continued from Page 1) The prize will be awarded by the Albany Tulip Queen, Christine Little. Ada Rowley slipped up Mrs. Kuetze, a CSEA member.

Winners of prizes came from 19 counties spread across the State and from three boroughs of New York City: Suffolk and Nassau Counties topped the list with five winners each, while Erie and Onondaga Counties each had three winners. Counties having two winners were Madison, Ulster, Cortland, Westchester, Dutchess and Putnam. Counties with one winner were Rockland, Warren, Monroe, Livingston, Orleans, Otsego, Albany, Chautauqua and Columbia. In New York City, Manhattan, Queens and Staten Island each had one winner also.

The winners appeared evenly divided between State and County members.

Winners of RCA color TVs are: Joan Coricain, Amityville; Robert W. Leary, Glen Falls; Norman Blatberg, Manhattan; Victoria Simmons, Rochester; Albert Grasso, Canastota; Carrie Macaulay, M. Morris; Petra Wendling, Kenmore; Gertrude Volk, Buffalo; Louis Herag, Accord; Ralph Candelario, Bayshore.

Winners of Panasonic stereo receivers are: Nicholas Godino, Syracuse; Jeannette DeCres, Shortsville; W. P. Dorsay, Syracuse; William J. Hutchings, Cheektowaga; Stanley C. Collins, Rome. Winners of Helbros wrist watches are: James E. Troy; Marie D’Albert, Patchogue; Esther Johnson, Batavia; Mary D. Collins, Albany; M. C. Liptzer, Farmingville; Sara Sievret, Dunkirk; Perry L. Smith, Bayville; Mildred E. Vincent; Anna Schneider, Willowbrook; Roger Veltri, Elmira; Ronald L. Smith, Chittenango; Adele Bumie, Syracuse; Robert Com- eau, Wallkill; James Kelly, Peekskill; Kenneth Cadieux.
CSEA Asks MH Aides For Bargaining Ideas On Institutional Level

ALBANY—"Bargaining talks are about to get underway between the Civil Service Employees Assn. and officials in the State Mental Hygiene institutions, and we must get proposals from the employees so that demands can be formulated." This was the plea from Robert C. Guild, collective bargaining specialist for the Civil Service Employees Assn., who will coordinate negotiations on the institutional level. CSEA is not preparing for the institutional negotiations but is expressed its concern that negotiations under provisions of the CSEA-State contract should not affect Unit employees.

Importance Stressed

Guild pointed to the importance of participation by the individual employees; "If a Mental Hygiene worker has a personal job problem or if he has just a sound idea for a contract demand, we want him to make his objections at his institution, he should submit his proposals to the president of his CSEA chapter in writing, as soon as possible."

Bargaining specialist said that notices will soon be distributed to employees at each Mental Hygiene Institution containing the name and address of the chapter presidents to be contacted.

"The employees themselves know better than anyone what they want in a contract. They are the ones who are close to the problems and these are their cooperative solving working conditions. I hope it's obvious how important it is to get the proposals for demands submitted now."

Freeport Units OK Pay & Benefit Pact

(From Leader Correspondent)

MINEOLA—A new contract has been ratified unanimously by members of the Freeport Village unit of the Civil Service Employees Assn.

The agreement provides a 9½ percent cost-of-living adjustment over previously scheduled increments, an additional salary step to reach a higher final average salary. When such an agreement, vacation benefit of five days after five years, two-step regrading for Sanitation Dept. employees, and the right to re-open negotiations if 20-year retirement is approved by the Legislature.

The benefits covering about 200 Village employees, were negotiated by a team including unit president Willis Williams and vice-presidents William Jakubowski, Arthur Rasmussen and Leo Center.

For White Collar Aides Erie Solons Approve 9% Salary Boost

(From Leader Correspondent)

BUFFALO—Erie County legislators have approved a previously negotiated contract that gives nine percent pay raises to 4,500 white-collar County employees represented in bargaining by the Civil Service Employees Assn.

The approval met stiff resistance from minority Democrats in the County Legislature when Republicans also moved to approve nine percent pay hikes for the County's top five executives.

The Democratic attempt to send the CSEA contract approval back to committee was rebuffed as Republicans pushed through an amended salary proposal, increasing County Executive salaries from $35,400 to $38,340 each for the County Clerk, Sheriff and Comptroller.

Buffalo Area Seminar For CSEA Unit Officers Termed Great Success

BUFFALO — The success of a recent seminar on unit management within a chapter of the Civil Service Employees Assn. will probably lead to other such seminars later as early as this coming Spring in the Buffalo area according to a spokesman for CSEA.

"The response to this seminar was overwhelming," Milling said. "Every unit president, vice-president, secretary and treasurer from every unit of the Chapter was represented and I think this shows that there is a definite interest in these types of meetings and that there should be more of this kind of audience participation seminar."

For CSEA Officers

BUFFALO — Robert A. Milling, CSEA field representative in Erie and Niagara County, termed a seminar for CSEA unit officers, attended by 150 people, a "great success." The meeting was held at the Chaske Wagon Restaurant in Lackawanna recently, an "excellent and encouraging" peak for local government affairs, speaking on county government.

"The meeting, sponsored by school groups within the Erie County chapter, was one of the most successful of this kind that there has been," Milling said. "The meeting included 150 people, all unit officers, including a talk on how to manage a unit on how to apply for federal grants, how to deal with a problem employee and how to organize a unit."

The seminar was attended by representatives of every union within the chapter and was a great success, Milling said.

Ingram Honored On 'T'way Retirement

ALBANY—The State Thruway Authority has announced the retirement of Earl Ingramah, Silver Creek maintenance supervisor. The retirement party was attended by a large group of fellow workers and friends.

Robert Willet, Buffalo Division engineer, was master of ceremonies.
A HEALTHY CONCERN

What is the state of your health and your health insurance policy?

When did you last look at your health insurance policy? Over 160 million Americans have some form of health insurance policy.

It sounds great.

But, why set aside a night this week to read your health insurance policy? Put the benefits listed in your policy under the hot white light of today's soaring medical costs, today's demand for medical services, today's complex medical procedures, however.

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C S T R I M A S C H E E R —

Current president John L. LaMonaco, fourth from right, of the Division of Employment chapter of the Civil Service Employees Assn. welcomes former chapter president Robert F. Daley, now a representative of Group Health Insurance. The occasion was the chapter's third annual Christmas party, for which some 150 people jammed Luchow's Restaurant in Manhattan. Among the dignitaries who gathered for the German-style meal and after-dinner dancing were, from left: Daley, Nick Pollitcino, CSEA field representative; Anthony Brusarcchio, D of E second vice-president; Harry Quinn, assistant industrial commissioner for the New York State Department of Labor; LoMonaco; George Wells, D of E fifth vice-president; Randolph V. Jacobs, Metropolitan Conference president, and Joy Gottefeld, D of E fourth vice-president and social chairman. There were no speeches, folks, but there was a lot of happy holiday banter.

Wenzl Demands Meeting With Rockefeller Now

(Continued from Page 1)

rum arising out of its implication of repudiation by the Administration of its written agreements with its employees, that CSEA representatives meet with Governor Rockefeller personally as soon as possible.

Wenzl said: "The Governor should answer his own mail and should be willing to meet with us on a matter of such obvious paramount importance."

"At last," Wenzl said, "is not only a violation of our contract but the Governor's personal commitment to the concept of negotiation and bilateral agreement in public sector employee relations. If he does not wish to discuss the apparent abandonment of the principles established by the Taylor Law, a product of his administration, then we do not wish to waste his time or ours. We shall, however, report this change in attitude by the Governor to our membership to determine what action they feel is necessary."

Harsh Reaction

Reaction on the freeze order has been the harshest since the negotiations crisis with the State some two years ago. As was reported in these columns last week, the six conference presidents of the Employees Association, representing thousands and thousands of workers throughout the State, were unanimous in their condemnation of the unilateral action on the part of the State.

Since that time the freeze order has been hotly debated on the floor of the Legislature, and when he refused the superintendent's reiteration of the order has been hotly debated on the floor of the Legislature, and when he refused the superintendent's reiteration of the order, Ward was summarily suspended and threatened with dismissal.

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Ward's contention was that if he were to be required to perform the duties in question, he should be promoted to the appropriate grade.

Ward called on CSEA for legal assistance, and the law firm of Kaviody, Cook, Hepp, Sandler and Gardner took the case under CSEA Legal Assistance Program.

Ward was reinstated to his job after a hearing.

CSEA Wins Battle For Member's Job Following 'Out-Of-Title' Court Case

BUFFALO—Thanks to the Civil Service Employees Assn.'s Legal Assistance Program, Clarence H. Ward has been returned to his job at the Erie County Penitentiary in nearby Alden.

Ward had been suspended from his job as assistant canner at the Penitentiary, subsequent to a disagreement between him and his supervisor over out-of-title work. Ward claimed that the supervisor ordered him to perform duties which, he felt, were beyond the scope of his job, and he refused.

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SOFTBALL CHAMPS—Irving Flaumenbaum, right, president of the Nassau chapter, Civil Service Employees Assn., presents chapter softball championship cup to the County's District Attorney William Kahn, who accepted the award on behalf of the members of his staff's diamond nine. The chapter sponsors the County Employees' League each year.

Poughkeepsie Picket Line

(Continued from Page 3)

good faith to win this package. It is a fair contract both to the employees and the taxpayers and it is a shame that union-busting attempts on the part of some anti-employee legislators can cause this problem.

At issue is an extra pay day in 1971 caused by cumulative delayed payment on a 52-week schedule—a benefit turned down by CSEA. Wenzl told The Leader at pre-election last week.

The employees of the City do not expect and did not attempt to negotiate an extra week's pay for 1971. In fact, if there are not 53 paydays in 1971, then the employees would, in effect, be working without compensation during the last week of 1970.

"It is just a matter of circumstance that 1971 happens to have 53 Fridays and the City negotiating team agreed that payment on the first warrant payment, would be based on 1970 salaries for work performed during the week of Dec. 28, 1970."

Reilly said he intends to call each and every member of the city Council to poll them on whether they would vote to re-store the negotiated benefits that were removed from the contract.

Further, Reilly said that he would release the results of this poll to the CSEA members who live and vote in the City for action. "We have a lot of civil servants here in this City," Reilly said. "Working for the State, County and other local governments. I am sure that they are interested in what we legislatures are doing."

"The Common Council has forced us to place our right in the political arena. We have called upon PERF to assist us in resolving this problem, which unfortunately has placed us on a collision course with the Common Council."

[Image]