CSEA Pres. Charges State Position On Career Ladder Is ‘Against Incumbent Aides’

ALBANY—The Civil Service Employees Assn. has initiated a fourth-stage grievance against the State on the matter of a patient care career ladder for Mental Hygiene employees, accompanying the announcement of same with a blistering attack on the State’s refusal to consider on-the-job experience as a valid criterion for promotion.

In filing the grievance, CSEA is asking for a formal hearing as in the procedure in a contract grievance. CSEA contends that the State has refused to “participate bilaterally” in the development of the career ladder for 20,000 employees in ward service in Mental Hygiene institutions.

Detailing the charges, CSEA president Theodore C. Wenzel says that the contract for Inservice Training Program, negotiated in the 1970-72 CSEA-State contract, are now in operation.

The first three phases, which constitute the major portion of the Education and Training Program, are the “In-Service Training Program,” the “Agency Experimental Program,” the “Tuition Refund Program” and the “High School Equivalency Program.” The first three are effective for all four bargaining units, while the “High School” (Continued on Page 14)

Education & Training Plan Won By CSEA Is Now In Operation

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Fieldmen Brouse And Frank Rescue 3 People From Fire

SYRACUSE—Two Civil Service Employees Assn. field representatives, driving home from a chapter ratification meeting late one night last week, were heroes by the time they got to bed that night.

Lee Frank, a native of both with CSEA for less than a year, were driving on the outskirts of Syracuse Tuesday night, Jan. 12, at about 11 p.m. when they saw something burning in the distance. They drove up to the blaze and discovered a house in flames, and no one else anywhere in the vicinity.

The two men jumped from their car and pulled an elderly man, badly burned, off the porch of the house, where he was sitting, stunned. They pulled his wife, also severely burned, from the doorway of the burning house.

The couple told Frank and Brouse that their 17-year-old son was somewhere inside the house.

Frank then ran into the burning building, knocking down a door, found the boy, and brought him out.

The two then flagged a passing car and bundled up the elderly couple, sending them off to (Continued on Page 16)

MARATHON TALKS BRIGHTEN HOPES FOR BREAKTHROUGH IN D OF F JOB FREEZE CRISIS

ALBANY—As The Leader was going to press, high-ranking officials of the Civil Service Employees Assn., including president Theodore C. Wenzel, were continuing to meet with representatives of the State Office of Employee Relations in an attempt to resolve terminations by the Health Insurance Department due to the State’s recent budget austerity order.

Although no agreements had been reached at pre-sent concerning the controversial assignment of highway maintenance employees involved in snow and ice removal to shift work, CSEA officials expressed hope that a breakthrough in the talks might come this week.

In earlier talks, the State had proposed to eliminate all work on Saturday and Sunday, and return maintenance operations on week-end work to day shifts during the week. Employees would be called in on overtime if a snow emergency developed on the week end. CSEA rejected this proposal as “unacceptable,” stating it was not the answer to the overall problem.

Also meeting with CSEA officials were Joseph D. Lochner, CSEA’s executive director; Richard Cleary, Department of Transportation representative on CSEA’s Board of Directors, and top-level staff members who have been working on the problem since the shift arrangement was implemented in late December.

More than 7,000 highway maintenance employees working on snow and ice removal in the 63 counties across the State have been affected by the shift arrangement, which assigns employees, all of whom worked a day schedule, to four shifts covering (Continued on Page 14)

Long Island DOT Aides Threaten Job Action Over Work Conditions

WEST BABYLON — In a heated meeting held last week in West Babylon, more than 350 employees of the State Transportation Dept. threatened a job action in the face of Governor Rockefeller’s recent budget freeze.

The move was narrowly averted through the intervention of the Civil Service Employees Assn. and its first vice-president, Irving Flumleibaus, who sought and received a one-week grace period on the Association’s promise to bring the matter to a head with the Governor’s Office.

Staff cutbacks, a new shift system, the cancelling of overtime and working out-of-title rank high in a long list of grievances set forth by the employees. (Continued on Page 14)

On Jan. 23 Metro Conf. To Meet On Pension, Dental Plan And Workshop

Possible action by the Metropolitan Conference, Civil Service Employees Assn. to assure implementation of the 1/40th pension plan for State employees will be discussed at the Conference’s meeting, beginning at noon on Jan. 23 at Ganzer’s Restaurant, 78 Duane St., Manhattan.

Discussion leader, according to Randolph V. Jacobs, Conference (Continued on Page 14)

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Parimutual racing has long served as a revenue generator in New York and in other states. Lotteries were first started in New Hampshire, and since spread to New York and to New Jersey and are likely to move into other states like Pennsylvania. The casinos in Las Vegas are of course, a major source of revenue for Nevada. If successful in New York, other states are likely to follow suit.

There seems little likelihood that in the decade of the seventies, State officials may supplant the Federal government and its persistent prospectors in American history, searching for gold in them that gambling bills.

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CSEA Going To Court
To Protect War Veteran
Fired In Change-over

Nassau County

MINEOLA—Reacting to the
spectre of patronage raiding
of the civil service, the Nass-
au chapter of the Civil Ser-
vice Employees Assn. last week
ordered a lawsuit to protect
a VAC veteran of World War II
service in the Women's Army
Corps and the mother of two
youngsters in college. Mrs. Jones
had held a post in the unclassif-
ed civil service for eight years.

At stake is the clerk's position,
held until last Wednesday by
Mrs. Phyllis Jones, seated, who
was fired from her Elections
Board post recently. Flaumenbaum,
also the first vice-president of the
Statewide CSEA, noted that
Mrs. Jones, the mother of two
college students, is a veteran
of World War II and is further
protected by the CSEA-
County contract. At right is Richard Gaba, CSEA regional
treasurer for the Nassau chapter.

Meeting Notices

N.Y.C. Chapter
Solomon Bendet, president of
the New York City chapter of
the Civil Service Employees
Assn., called attention to the
date of Thursday, Jan. 21, when
the chapter will hold its next
regular meeting. Site of the
meeting is Garner's Restaurant,
76 Duane St., Manhattan. For
further information, you may call
chapel offices at 732-4354.

Retirees Unit
ALBANY—Members of the
Capitol District Retirees chapter
of the Civil Service Employees
Assn. will meet Wednesday, Jan.
30, at CSEA Headquarters, 33
Eck St., Albany, at 1 p.m. A
guest speaker will address the
group.

Dr. David M. Schneider, presi-
dent of the chapter, is urging
retirees to attend to "learn what
CSEA is doing for you."

Nassau Chapter

MINELAwA—A full explanation
of benefits available under the
new fully paid dental plan will
be offered at a general member-
ship meeting of the Nassau chap-
ter, Civil Service Employees
Assn., tomorrow, Wednesday,
Jan. 30. The meeting will be
opened by chapter president
Irving Flaumenbaum in the Nas-

sau County Police Auditorium
in Mineola at 8 p.m.

COUNTY DIVISION

ALBANY—A large turnout
is anticipated when the third
regular meeting of the Capital
District Conference, Civil Service
Employees Assn., takes place
Jan. 35 starting at 3:30 p.m. The
event will begin with a dinner
at Vally's Steak House on
Central Ave., followed by a
business meeting during which
accomplishments of 1970 will be
reviewed.

Non-Teaching Comm.

The special ad hoc committee
on non-teaching school employ-
ees organizational problems will
meet at the East Junior High
School (cafeteria), 160 Robinson
St., Binghamton, on Friday, Feb.
5, at 7:30 p.m.
Map Feb. 27 Tests For Eye Health & Blind Svsces. Jobs

Two consultant posts pertaining to eye health are slated to close Jan. 25, both of them tagged for exams on Feb. 27. The State titles involve consultant on eye health, $11,471, and consultant on community services for the blind, $11,471.

The eye health consultant requires a baccalaureate, also, a year of graduate work with relevant courses in public health education, public health nursing, nursing education, social work or similar subject areas. Job Bulletin No. 23-391 outlines duties to anticipate.

The community services title also asks a bachelor's plus graduate study and actual social work experience—three years at minimum. One year, however, must have demonstrated supervisory skills. The job bulletin to request is No. 23-392.

Contact your nearest Department of Civil Service office in applying and getting the pertinent bulletin. These bulletins offer a preview of subjects to be included on the exam.

Close Canal Maint. Foreman Jobs With State On Jan. 25

Canal maintenance foreman candidates can dig in for the Feb. 27 State exam provided they meet one of two alternatives by the Jan. 25 deadline. One calls for 18 months in engineering, construction or maintenance work, including half a year in the role of foreman. Also eligible for the $3,170 title are persons who have served an apprenticeship in carpentry or masonry or have four years of similar experience under the supervision of a skilled journeyman. Job Bulletin No. 22-171 gives specific details. Qualified candidates will be tested on areas which include general construction, pile driving, repair and maintenance of canals. While openings are with the State Transportation Dept., applicants must file through the Department of Civil Service, State Office Campus, Albany.

Bdg. Engineer Jobs Ask Heavy Bkground; College Degree Helps

One year dealing with the supervision or inspection of building construction will meet the minimum experience standard to become an assistant building construction engineer, whereas two years of this job history will qualify you (along with a professional license) for the senior title.

So declares the State Civil Service Dept. In pointing out that assistant engineers also need a bachelor's or associate's in civil engineering or architecture plus one or three years more of the experience described above. Consult Job Bulletin No. 25-386 for additional data, available at the regional offices of the State Department of Civil Service. Filing closes Jan. 25.

For more information, get in touch with the Suffolk County Civil Service Dept., County Center, Riverhead.

Suffolk Specifies Exam Schedule for Office Series

Suffolk County has spelled out its series of testing dates for six open-competitive titles through June. The included jobs are clerk- typist, steno, Spanish-speaking steno, key punch operator, switchboard operator and motor vehicle license examiner I.

Test Dates

Written and performance tests will be conducted on these dates: Feb. 1; Mar. 1, 15; Apr. 5, 19; May 3, 17; June 1, 21; the times are 9 a.m. and 1 p.m. Written tests only are set for: Feb. 8; Mar. 8; Apr. 12; May 10 and June 14. Performance tests have been scheduled for: Jan. 23; Feb. 22; Mar. 22; Apr. 26; May 24; June 28.

For further information, get in touch with the Suffolk County Civil Service Dept., County Center, Riverhead.

Park Engineer Filing Deadline On Jan. 25; Two Titles On Horizon

Set your sights on Jan. 26, the closing date for park engineer and senior park engineer, offering $8,170 and $11,915 respectively. The former requires one year and the latter two years in terms of relevant experience. In addition, park engineers must produce a bachelor's or master's degree within a related curriculum or five years of additional work history. Senior engineer applicants will need the professional engineer's license, as provided in Exam Notice No. 23-370. To acquire that notice and to apply, contact the nearest office of the State Civil Service Dept.

Chances Doused

The City Personnel Dept. noted that among housing five positions advertised last week who took the recent Job Bulletin No. 23-370.

A HEALTHY CONCERN

What is the state of health of your health insurance policy? When did you last look at your health insurance policy? Over 160 million Americans have some form of health insurance. It sounds great.

But.

Why not set aside a night this week to read your health insurance policy? Put the policy 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.

If you belong to H.I.P.'s prepaid group practice health care plan you do not have to worry about where you'll get your medical care or how you'll pay for it. It's all under the "roof", prepaid.

At H.I.P. we urge you to use your health insurance plan coverage.

We urge you to seek preventative health care.

We urge you to bring your children to see their pediatrician.

We urge you to seek medical attention before minor aches and pains become chronic.

H.I.P.'s prepaid group practice means truly paid in full medical, surgical, specialist and maternity care for however long the medical need exists.

H.I.P.'s Social Services, Nutritional and Health Education programs help you to use your medical benefits wisely.

This is what tomorrow's medical care is all about.

This is why prepaid group practice health plans, such as H.I.P. are being talked about all over the country. Because H.I.P. represents the kind of health care protection all America instinctively wants for itself.

At H.I.P. you receive tomorrow's medical care today, when you need it.

A HEALTHY CONCERN

GOURMET'S GUIDE

JAMAICA QUEENS AMERICAN

JIM'S STEAK HOUSE

147-12 HILLSIDE AVE, JAMAICA — CIVIC CENTER — 718-777-7200

- BEER COOKED RED STEAK - lightly marinated red steak w/baked potato - $5.50 — 526-9187

* STATEN ISLAND * AMERICAN *

DEMYAN'S


NASSAU

BROWNS LOBSTER HOUSE — CHET, ELLAINE, JIM BROWN — 1237 MARGARINE ST, LAKEVILLE, NASSAU — BEEF & FOWL — BAYSIDE DRIVE POINT LOOKOUT, L.I. Tel. 516 GE 1-3196 — 319

PERSIAN * ITALIAN * AMERICAN

TEHERAN

45 W. 44TH ST, NEW YORK'S NO. 1 COCKTAIL LOUNGE FOR FREE HORS D'OEUVRES — LUNCHEON- DINNER.

On February 1st Leader subscription price goes from $5.00 to $7.00 a year.

If you subscribe before February 1st, you save $2.00.

If you want to know what's happening to you to your chances of promotion to your job to your next raise and similar matters!

FOLLOW THE LEADER REGULARLY!

Here is the newsletter that tells you about what is happening in civil service, what is happening to the job you have and the job you want.

Make sure you don't miss a single issue. Enter your subscription now.

The price is $5.00. That brings you 52 issues of the Civil Service Leader, filled with the government job news you want. You can use the coupon below:

CIVIL SERVICE LEADER

11 Warren Street

New York, New York 10007

1 enclose $5.00 (check or money order for a year a subscription to the Civil Service Leader. Please enter the name listed below:

NAME

ADDRESS

Zip Code

HEALTH INSURANCE PLAN OF GREATER NEW YORK

625 Madison Avenue — New York, New York 10022
Note Qualification Options
For Camp Sanitary Aides

Summer employment as a camp sanitary aide now pays $3.12 per hour, says the State Civil Service Dept. These jobs can start as early as last May or June and often last through the first weeks of September.

Qualified persons are urged to file before Jan. 28 and prepare for written exam Feb. 27, on which these subject areas will be included: environmental health and sanitation, inspection techniques and preparing written reports. Openings are with the

P. R. Column
(Continued from Page 2)

human beings, not as part of the inanimate “machinery” of government or anything else.

BILLY RECOUNTS the story told by President Nixon of a visit he made behind the Iron Curtain. He was taken on an escorted tour of a steel mill, told by President Nixon of a place where he shook hands with a diplomat, told him:

“IT’S NOT HARD to find men who understand machinery. Our plant’s new machinery. Trouble Is we don’t have enough men who understand men.”

WHO CARES?

Per diem doesn’t go far in New York City?
Trouble getting reservations?
Can’t get a good hotel at a reasonable rate?
We care! And we prove it!
We offer Civil Service Employee Rates that can’t be beat.
We have a reservation office in Albany, just for you.
We redecorated 450 rooms. Just to make you comfortable.
Call us! We really do care, you know.

Building Rehabilitation Jobs Waiting In Wings
Sel To Close Jan. 26

To build your career as a building rehabilitation specialist, you will need five years in the construction trades — as a construction superintendent, journeyman-level mason, carpenter, plasterer, iron worker or plumber; contractor; architect; engineer; housing inspector; construction inspector, or in financial analysis of construction.

Substitutes include having a college degree in civil engineering, architecture or a related field, credited on a year-for-year basis up to four years. Requirements must be met by Jan. 26, the stipulated deadline date.

Salaries offered are $9,400 at the first step, going upward to $11,500. Openings situated with the Housing & Development Administration, number an estimated 55. Candidates will be weighted totally on training and experience, as well as being subject to the usual medical exam. For more information, visit the Personnel Dept. application unit at 49 Thomas St., New York 10013.

FOLLOW PENSION POLICIES
Be sure to keep abreast of the latest developments in the City’s pension policies by following The Leader, your key to retirement planning.

THE DELEHANTY INSTITUTE
57 Years of educating over one half million students

POLICE CAPT.
CLASS NOW BEING ORGANIZED
Examination expected in Spring 1971

N. Y. C. BUS DRIVER
$178 TO $197.30 PER WEEK IN 1 YEAR
ENROLLMENT NOW OPEN
(Salary schedule effective July 1, 1971)
CLASSES MEET:
Jamaica — Mondays, 7 P.M.
Manhattan — Tuesdays, 7 P.M.

Enrollment open for next exam

PATROLMAN (N.Y.P.D.)
CORRECTION OFFICER & TRAINEE
HOUSING PATROLMAN
Class Meets Mondays at 5:30 p.m. or 7:30 p.m.

Examination has been ordered for March 20th for

FIREMAN (N.Y.F.D.)
CLASSES MEET:
Jamaica—Wednesdays, 5:45 PM, 7:45 PM
Manhattan—Thursdays, 1:15 PM, 5:30 PM, 7:30 PM

Examination has been ordered for

SUPERVISING CLERK-STENO
CLASSES MEET IN JAMAICA AND MANHATTAN

ADMINISTRATIVE ASSOCIATE EXAM
Erected in June — Classes Meet Wed. 6 P.M.
License classes enrollment now open for
Stationary Engineer * Master Electrician
Refrigeration Mach. Oper.
**Civil Service Law & You**

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

**Power To Negotiate Benefits**

Many public employees take the position during collective negotiations that it is beyond their statutory powers to negotiate on or grant certain benefits in the collective agreement. An outstanding example of this is the so-called agency shop, which was discussed in this column on Nov. 17, 1970.

Employers have made this argument as well in the case of granting pay for unused sick leave upon separation from employment. Negotiators for management have consistently espoused the position that such payments were violative of the constitutional provision against gifts of public funds. (Article VIII, section 1). They also take the position that the particular municipality does not have the statutory power to pay for unused sick leave. In support of that position they point to section 92 of the General Municipal Law and opinions of the State Comptroller.

A recent decision of the Appellate Division, Third Department, has gone a long way toward eliminating this management posture as an obstacle to negotiating for fringes benefits. (Teachers' Association CHSD No. 3, 34 A.D. 2d 531.)

That case arose when the Teachers' Association went to court to enforce an arbitration award that had been rendered in favor of a deceased teacher on the question of entitlements to unused sick leave provided for in the collective bargaining agreement. The lower court held the school district could not pay for the unused sick leave, and the Appellate Division reversed.

The court pointed out that the state and its municipalities do not grant gifts to their employees when providing pensions, vacations and military leaves. These rewards are conditions of employment. They are a form of compensation withheld or deferred until the completion of continued and faithful service. The majority opinion stated, "In our opinion, sick leave as a condition of employment enjoys the same shelter from the constitutional bar. It offers an inducement and sufficient reason to enter public service; and the right to accumulate unused sick leave encourages the employee to stay in public service and at the same time deters absenteeism of trifling ailments."

**The Constitutional issue aside, the court went on to say that a Board of Education possesses broad authority to make contracts for the employment of teachers. This grant of power comes from the Education Law, which permits the Board of Education to adopt rules and regulations governing the excusing of absences of all teachers and other employees and for granting of leaves of absence to such employees either with or without pay (sec. 1708, Education Law). That same section expands the Board's powers by giving the authority to exercise any power reasonably required to discharge the Board's duties under the mandate of the Education Law.**

Taking a realistic view, any item raised in negotiations which contemplates the present or future payment of a sum of money should be negotiable. It is just another term or condition of employment, and to the extent it does not run afoul of a clear statutory prohibition, the municipality is probably within its powers to grant it. Municipalities and unions representing their employees are forever issuing press releases as to the total cost of negotiated wage increases. From a practical standpoint, therefore, it makes little or no difference to the taxpayers whether money is spent in the form of wages or whether it is allocated to other fringe benefit areas such as pay for accumulated and unused sick leave, vacation time or compensatory time.

As time passes, we are likely to witness a great expansion of the areas of terms and conditions of employment as to which public employees and employer organizations are required to negotiate.

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**Letters To The Editor**

See O/T Irregularities

Editor, The Leader:

I am a former for the New York State Dept. of Transportation, working out of North Victory, located on the northern part of Cayuga County, about seven miles from Lake Ontario, and about 15 miles west of Owego. In the words we are in the snow belt.

I have been following with much interest the articles in The Leader in regard to the recent cutbacks by the State in regards to promotions, etc., but especially in regards to overtime.

In the past we have been on regular and not in accordance with the time over 40 hours and time off during the week when the weather is good. In fact, we have been asked to work more than 40 hours a week, keep truck of the time over 40 hours and take this time off sometime in the future.

This, we believe, is very irregular and not in accordance with our contract. I am writing this to you in the hope that it may be brought to the attention of our president, Mr. Wenzl, if he is already aware of these conditions, so that he may bring pressure to bear on the State to correct them. Please do not use the time unless necessary, as I do not want to get into trouble with my superiors in this County.

However, I do feel that we are being asked to do more than is necessary, even if a cutback is necessary. If you feel that more information is required, I will be glad to cooperate.

NAME WITHHELD

Cato, New York

Rennie Hans To State Board Of Mediation

The selection of John G. Hans for another term on the State Mediation Board was recently made by the Governor. His term in office extends to 1978.

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**Foolish Economizing**

One of the more dangerous aspects of the State's hastily ordered job freeze is the turmoil in the State Department of Transportation in the area of snow removal and other winter road work.

Even with the best of weather reports no one can predict when an emergency will occur. For this reason, it is absolutely necessary that DOT roadworkers be employed on regular shifts, traveling normal distances to do their work and receive overtime pay when necessary. Only under these conditions can our road crews—those vital arteries of commerce and industry—be kept open and safe so.

Once again, we urge Governor Rockefeller himself to sit down at the table with representatives of the Civil Service Employees Assn. so he can learn from the people who do the job which economies are possible and which are foolish. Right now, foolishness seems to predominate.

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**Civil Service Television**

Television programs of interest to civil service employees are broadcast daily over WNYC Channel 2. This week's programs are listed below.

**Tuesday, Jan. 19**

9:30 a.m. (color) — Around the Clock — "Personnel Safety." NYC Police Dept. training series.

1:30 p.m. (color) — Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.

3:00 p.m. — Return to Nursing — No. 9. "Intravenous Injections." Refresher course for nurses.

7:00 p.m. (color) — Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.

**Wednesday, Jan. 20**

9:30 a.m. (color) — Around the Clock — "Personnel Safety." NYC Police Dept. training series.

1:30 p.m. (color) — Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.

3:00 p.m. — Return to Nursing — No. 8. "Patient with Peptic Ucer." Refresher course for nurses.

7:00 p.m. (color) — On the Job — "NYC Fire Dept. training program."

**Thursday, Jan. 21**

9:30 a.m. (color) — Around the Clock — "Personnel Safety." NYC Police Dept. training series.

1:30 p.m. (color) — Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.

3:00 p.m. — Return to Nursing — No. 7. "Intravenous Injections." Refresher course for nurses.

7:00 p.m. (color) — On the Job — "NYC Fire Dept. training program."

**Friday, Jan. 22**

9:30 a.m. (color) — Around the Clock — "Personnel Safety." NYC Police Dept. training series.

11:00 a.m. (color) — On the Job — "NYC Police Dept. training series.

1:30 p.m. (color) — Around the Clock — "Professional Police Attitudes." NYC Police Dept. training series.

3:00 p.m. — Continue Educating Course for nurses and hospital personnel.

10:00 p.m. — Return to Nursing — No. 8. "Peptic Ulcer & Nursing Care." Refresher course for nurses.

**Saturday, Jan. 23**

7:00 p.m. — On the Job — "NYC Fire Dept. training series.

**Sunday, Jan. 24**

1:30 p.m. (color) — On the Job — "City for Mayor Lindsay—Weekly interview with the Mayor and guests."

10:00 p.m. — "The Monday Night at the Plaza."

11:00 p.m. — "Frontline." NYC Police Dept. training series.

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The name of Henry L. Diamond of Port Washington, acting commissioner of the Environmental Conservation Dept., has been submitted to the Legislature by the Governor.

We haven't put in piped-in music and potted palms to help lull you into buying a new car.

But we have put in a special diagnostic system to help keep your car running like new long after you buy it. The VW-diagnosis System: Medi-car.

When you buy a new Volkswagen, you get a series of 4 free check-ups where we use our diagnostic equipment to check out just about everything that can affect your car's health. Our equipment can see things no human eyes can. So it can actually spot problems before they can become real problems.

Take the electrical console above. In seconds, it can tell us if the resistance in your spark plug wiring is too high, or if the dwell angle of your contact points is too large. Unchecked, either of these could cut gas mileage and engine life.

But the main point is: While our equipment would spot these problems before any damage is done, during a normal check-up no mechanic could.

Volkswagen Medi-car. It's a whole new way of life.
Most physicians in New York State participate in our plan.

729,452 New York State and public employees and their dependents participate in our plan.

We paid $11,762,306.53 in benefits in New York State for our subscribers last year.

We're the most experienced medical care plan in the world. Our I.D. card is recognized by doctors in 50 states, Canada and three foreign countries.

Who are we?

Write answer here

Mail to: Bill Parry
1215 Western Avenue
Albany, New York 12203
Attention all New York State employees—

Blue Cross Statewide insurance plan covers

Rehabilitation Medicine at Brunswick Hospital Center

in beautiful new buildings with expert resident staffs

Physical Disabilities

An individual treatment program is carefully established by our Physiatrist (physician specialist in physical medicine). It is implemented by a team of rehabilitation professionals including nurses, physical, occupational, recreational and speech therapists, psychologists and social service counselors.

The Hydrotherapy Department includes a therapeutic swimming pool, Hubbard tanks, and whirlpools; the Physio-therapy Department administers electro-thermo treatments and massage in private treatment areas and therapeutic exercise in a professionally equipped gymnasium. The patient who is chronically ill can also receive special care in this facility.

Joseph J. Panzarella, Jr., M.D.
Medical Director

Mental Health

Most effective is the teamwork approach of psychiatrists, nurses, psychologists, social workers, occupational and recreational therapists. All modalities of psychiatric treatment are available - individual and group psychotherapy, hypnotherapy, electroshock, new multi-vitamin and supplemental drug therapy. Bright cheerful colors and spacious socialization areas immediately key this modern therapeutic approach to the care of the mentally and emotionally ill, the drug and alcohol addicted and those in need of custodial care.

Philip Goldberg, M.D.
Medical Director

*Medicare, most major medical insurance plans and the Blue Cross Statewide Plan for employees of New York State, local subdivisions of New York State and appropriate participating agencies are applicable at these Divisions of this fully accredited Hospital Center.

A color brochure will be sent upon request or call 516-264-5000 Extension 227 for Physical Rehabilitation Extension 280 for Mental Health.
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!

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 Affiliation)

(Number of Members)

(Address)

(Phone)
Many State Agencies Have Promotion Tests Pending

A far-ranging group of State promotional posts faces a Feb. 15 deadline, all of them subject to individual written tests Mar. 27. Only one is an interdepartmental title, while the others are situated with such departments as Banking, Commerce, Correctional Services, Education, Environmental Conservation, Executive, Labor and Transportation.

The span of grade classifications, too, is quite vast. G-8 offerings include engineering technician/environmental quality, and engineering materials technician. The uppermost level is represented by a G-30 position, director of vocational rehabilitation operations. In all cases, applicants are urged to apply directly to the Department of Civil Service well before deadlines. Regional offices are set up in four locations, namely Albany, Buffalo, Syracuse and New York City.

For details Call Ken or Marie (212) 889-7808

LAS VEGAS
PRESIDENTS WEEKEND SPECIAL
FEBRUARY 12-15, 1971
Four Spectacular Days & Three
Exciting Nights Featuring:
ALL FAMOUS BRAND NAMES & LATEST MODELS
SAMSONITE LUGGAGE
SMITH CORONA TYPEWRITERS
RANGES DISHWASHERS
COLOR TV BLACK & WHITE TV
MAJOR APPLIANCE

PRESIDENTS WEEKEND SPECIAL
WHERE ALL QUOTED PRICES ARE ONLY
10% ABOVE WHOLESALE

SPECIAL DISCOUNT
Approved By Many Civil Service Organizations

- NEW CARS — Official car purchase plan . . . exactly $100 above dealers actual cost!
- CARPETING — Specially negotiated discount prices on almost all national brands.
- STEREO AND HI-FI — Stereo consoles, stereo cabinets and stereo components including amplifiers, preamplifiers, tuners, turntables, speakers and speaker systems and tape recorders.
- DIAMONDS — Uncontested value at lowest possible price!
- PIANOS -Direct factory arrangement for special discount prices. Factory showroom located in New York.
- CAMERAS AND PHOTOGRAPHIC EQUIPMENT — Cameras and accessories, movie cameras, still and movie projectors, editing, copying and developing equipment, lenses and films.

ADDITIONAL SERVICES
- MAJOR APPLIANCES — Televisions, air-conditioners, refrigerators, freezers, dishwashers, washing machines, dryers, disposals, ranges, radios, humidifiers, dehumidifiers, tape recorders and vacuum cleaners available at slightly above wholesale.
- FURNITURE — Complete lines of furniture as slightly above dealers actual cost.
- CUSTOM DRAPERIES, UPHOLSTERY AND SLIP COVERS — Exclusive service group only through United Buying Service, 13 locations throughout the tri-state area.
- FURS — A prominent fur manufacturer and supplier to major department stores is now contracted to offer their products at discounts exclusive to United Buying Service. Fur available include Mink, Beaver, Leopard, Muskrat, Broadtail, Alaskan Seal, Persian Lamb and a variety of Fun Furs.
- LUGGAGE — Products of all leading manufacturers at special discount prices.

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The Greatest Buying Power in Greater New York
FRIDAY'S MACKLE BRO'S INVITE YOU TO JOIN THE GREAT ESCAPE.

Haven't you had your fill of the problems of the City and ever-growing suburbs? Problems like air pollution, violence, crime, off-and-on-again commuting, inflation and high prices, ever rising taxes, taxes and more taxes. Not to forget the cold, wet, snowy, depressing winters! In short, we think life really doesn't have to be filled with unhappiness.

There is a way to The Good Life. Florida's famous Mackle Bros. can show you the way to fresh clean air; clear, spring-fed water for every home and house, warm and wonderful year 'round weather; friends and fun and society 365 days a year; plus a home you will be proud to own at a fraction of the price you'd expect to pay quality-built homes, from only $12,650 at Mackle Bros. Spring Hill (with 15 models to choose from); homesites from $2,295 also at Spring Hill, with a number of payment plans to select from.

Call us now or fill in this handy Great Escape Coupon and we'll send you all the information you need on all three Mackle Bros. famous Florida communities. Great Escape, Upscale and Golden Springs in Central Florida and Deltona near the East Coast. Do it now... before it's too late. Telephone operators are standing by. Telephone: in the New York metropolitan area, (212) 263-7373 or in Nassau or Suffolk Counties 812-820-300.

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Advertised in TUESDAY, JANUARY 18, 1972

FLORIDA'S MACKLE BROS. INVITE YOU TO JOIN THE GREAT ESCAPE.
Long Island DOT Crisis Averted

(Continued from Page 1)

In connection with the recent assignment of Department of Transportation employees involved in snow and ice removal work to night shifts, CSEA president Theodore C. Wenzl, as well as two recent incidents that point up the difficulties with the new shift arrangements.

Roger Stevens, CSEA unit president for Albany County, reported that a DOT employee, Richard Anser, was injured while plowing snow on the recently opened marked-off arterial in Albany last Thursday night, Jan. 14. According to Stevens, Anser was normally assigned to another roadway in the vicinity, but was brought to the Long-Division arterial because of the recent shift changes. Anser's unfamiliarity with the road, Stevens said, caused him to hit a manhole cover with his plow, throwing the vehicle out of control. The snow plow then jumped a barricade, bending the plow and breaking Anser's wrist. Anser is expected to be absent from work for at least several weeks due to the injury. "I attribute this accident wholly to the fact that it was dark and Anser was not familiar with the road he was plowing," Stevens said. "If he had been on one of his regularly assigned roads, or if he had been plowing during the day, the accident would not have occurred."

George Koch, president of CSEA's Long Island Conference, echoed Flaumenbaum's call for a one-week walking period, set to terminate this Friday, Jan. 22. The interim period, Koch clarified, will be used in an attempt to find the employees who are willing to work nights, and to begin the process of eliminating those who are not. The L. I. Conference further directed that all officers and members of the DOT be present during the interim period to work in the new positions.

Meanwhile, Thomas Gibbs, who heads the labor relations section of DOT, as well as his colleagues, are预料ing the effects of the new shift arrangements. "We are sure that it will continue to be a success," Gibbs said.

Yes, Virginia—Santa Delivers At D of E Fete

ALBANY—About 365 very happy youngsters gathered recently to help celebrate the 19th Annual Christmas Party sponsored by the Division of Employment chapter of the Civil Service Employees Assn. The kids were guests of D of E employees.

Adding a touch of joyfulness was Santa Claus, played by Peter Zahm, a member of the Institutional Services bargaining unit. This phase will not become effective until the current contract expires.

The Education and Training Plan Now In Operation

(Continued from Page 1)

The In-Service Training Program, comprising mostly ten很重要的 afternoons per year, is expected to be saved by eliminating overtime.

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No Experience Needed

Seek More Security Officers
To Aid In Maintaining Order

Effective April 1, the new salary range of $6,146-7,304 takes effect for those hired as security officers by the State. Vacancies soon to be filled, says Exam Notice 23-294, indicating that you have until Feb. 22 to file an application.

No experience is necessary—a big plus-factor in attracting candidates. However, several physical, medical and character requirements must first be met. They include having at least 20/40 vision in each eye; the ability to distinguish colors; the capacity to hear and identify spoken and whispered words; height of 5-foot-7, and character sufficient to be deputized as a law enforcement officer. No educational standard has been set.

The upcoming Mar. 27 exam, open to all who meet these criteria, will deal generally with the Division of Employment and the Workmen’s Compensation Board.

After-Hour Entries

Should you want to obtain a State job bulletin after 5 p.m., you can simply dial a special number of the State Dept. of Civil Service and a recording will tape your request. Application forms can be gotten by exactly the same means. The phone is: 465-3811.
Loose Ends' Being Tied

Wenz Praises Helpers in Membership Drive

ALBANY — Theodore C. Wenzl, president of the Civil Service Employees Assn., last week praised CSEA members and CSEA staff for their efforts in the Association’s recent membership drive which brought in more than 17,000 new CSEA members.

E. Norbert Zahm, director of education and training for CSEA and coordinator of the drive, noted some “loose ends” that must be taken care of concerning the drive.

"A few of the CSEA members who signed up new members for the drive have not yet received their $8 & $10 Gift Stamps, and CSEA Headquarters has received many calls regarding the delays. There are a number of reasons why you are not receiving your certificates; first, several "new members" signed up by one member and the signature on the forms is not legible; second, many certificates were returned to Headquarters because they are incomplete or unknown addresses.

Zahm said that any member who is expecting to receive a certificate and has not received it should contact CSEA Headquarters by mail. All letters should include the member's name, full address and chapter number, as well as the new member's name and full address.

State employees should address their letters to Miss Jean Loker, CSEA, 39 E.B. Hall, Albany, N.Y. 12207. County Division members should address their letters to Mr. Arthur Dunham at the same address.

Zahm requested members not to return their CSEA membership certificates as a letter is required for verification of all requests.

Travel, Retirement Committees To Meet

ALBANY — Two committees of the Civil Service Employees Assn. will meet next week in Albany.

The CSEA extended travel committee will meet with representatives of the State on Jan. 36, 9 a.m., in the State Office Building. All committee members will meet in caucus at headquarters with CSEA collective bargaining specialists Thomas J. Linden at 9:30 a.m. that day before going to the joint meeting.

Members of the committee are George Bradford, Thomas Donlon, Alex Donohue, George Oron, Vic Pessi and Joseph W. Zdyb.

Both CSEA men will be present the CSEA's President's Award for Distinguished Service, an award which has been given only once before by Theodore C. Wenzl of the Employees Association.

President Wenzl released this statement: "The courage and heroism exhibited by Donald Brouse and Lee Frank makes every member of CSEA proud to be associated with them. I cannot praise them enough for their deeds. It is a privilege for CSEA to be represented by men of this caliber."

Warn Valley Stream Aides On Peril Of 'Do-Nothing' Union

MINEOLA — Blue-collar employees of the Village of Valley Stream, who are threatened by a "dues and do-nothing" union, Nassau County Civil Service Employee Assn., have just elected President Irving Flaumbeaum said this week.

A New York City union uninterested in the civil service is attempting, with the usual lack of success, to lure employees away from the Village unit of the CSEA, Flaumbeaum said.

Outside unions have been routed from Long Island civil service ranks by a series of cold shoulders and election defeats. Flaumbeaum said that members believe that the outside union was inexperienced and ill-equipped to do anything for civil servants except collect higher dues.

Correction

(Continued from Page 1) of Sick-Leave Accrual."

The correct information is printed on...

CHANGE IN APPLICATION OF SICK-LEAVE ACCRUAL

Chapter 167 of the Law of 1970, effective Oct. 1, 1970, amends Section 167 of the Civil Service Law and provides that an employee accrual of sick leave is subject to an annual maximum of 66 days. This may be exceeded to the extent that the employee's sick leave exceeds the annual maximum.