CSEA FORCES STATE TO RESTORE D of T SINGLE-DAY SHIFTS

CSEA Launches Pact Grievance Against Mental Hygiene Dept. For Failure In Career Ladder Talks

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

CSEA leaders noted that several hundred CSEA Mental Hygiene delegates, convening at the CSEA Acts Judicial Conference have favorably resolved a dispute over the eligibility of a court employee to take a promotional examination. The Judicial Conference, in a letter to chapter president Irving Flammenga last week, waived technical objections that had barred Matthew G. Dougherty of Levittown from taking the examination, because he was three weeks over the age limit.

The chapter had argued that Dougherty would have been eligible if he had taken the examination on or before Dec. 24. The chapter president Theodore C. Wenzl said that not only does the contract for Institutional Unit employees mandate “bilateral participation” in the career ladder development, but that a supplementary Memorandum of Agreement, signed by State Office of Employee Relations representative John Hanna Jr., and having the same legal force as the contract, insures that “appropriate alternatives to the requirements for educational attainments for present incumbents” will be resolved “in the best interests of CSEA members and the citizens of the State, and asked that CSEA meet with the State Office of Employee Relations.

Lockport — Nearly 800 white-collar workers employed by Niagara County have overwhelmingly ratified a new contract negotiated by CSEA chapter president Frank J. Imholze, second from left, and Brookhaven Town Supervisor Charles W. Barrand after agreement on raises for new two-year contract. At left is George W. Harrington, president of the CSEA’s town hall unit, and at right is Nicholas Boggi, president of the town highway unit. The contract brings pay boosts of 7-10 percent in each of a two-year pact plus fringe benefits in new areas.

LEADER, Tuesday, January 26, 1971
DON'T REPEAT THIS!

(Continued from Page 1) be the target of bricks and bottles, hurled at him while engaged on his dangerous mission of firefighting. Sanitation workers are marred by dirt and sludge, and the public is in the advance of neglect and disrepair. Civil service employees in other classifications, no matter how hard-worked, are too frequently regarded by the public as drones, even though the quality of public service is so often marred by impossible, administratively red tape out of control.

It is not necessary to condone the job actions taken by the police and firefighters that had the City of New York precariously perched on the brink of disaster. It is necessary to understand the frustrations and the low state of morale that have driven these men to a course of action in defiance of their own better judgment and their dedication to their work and to their careers. The ruling of the Court of Appeals — that the Patrolmen’s Benevolent Assn. suit for pay parity with sergeants raised an issue of fact that should be determined by a jury — was hardly the precipitating cause for the police job action. It was simply the straw that broke the camel’s back, another frustrating setback that ignited the fuse of long smoldering police anger, resentment and bitterness generated by public abuse and lack of Administration support for a policeman doing a job in selection made for Sunmount Bd.

A Malone resident, Elisabeth Donovan, has been designated by the Board of Supervisors as Charles Murray as a board of visitors member at the Sunmount Institution in Malone. The designation concludes Dec. 31, 1974.

Vacation Bonanzas!
ROMEO AND FLORENCE — At Easter, April 8 to 18, only $371 complete. Five days in Rome, three in Florence, Meals, flight, rooms, sightseeing throughout. A CESRA favorite.
Write Samuel Emmott, 1065 East 28th St., Brooklyn, N.Y., 11210.
After 5 p.m. write Mrs. Griswold, 743 East 2nd St., Brooklyn, N.Y., 11230.

AIR/SEA CARIBBEAN CRUISE — SS REGINA
Via KLM Royal Dutch Airlines New York/Curacao and sailing from Curacao — leaving Feb. 20 and returning Feb. 27, $296.00 up. Price Includes: Cruise with all meals at minimum cabin value of $299.00, transfers, PORTS VISITED: Curacao, Trinidad, Barbados, St. Vincent, LeGuanan, Venezuela. Write to Mrs. Blanche Rutte, 96 Whitley St., Freeport, N.Y., 11520. Tel.: Home [516] 546-8888 after 6:00 P.M. Office [516] 546-3859.

AIR/SEA CARIBBEAN CRUISE — SS REGINA
Via KLM Royal Dutch Airlines New York/Curacao and sailing from Curacao — leaving March 15 and returning March 20, $296.00 up. Price Includes: Cruise with all meals at minimum cabin value of $299.00, transfers, PORTS VISITED: Curacao, Anigua, Guadeloupe, St. Lucia, Grenada, La Guaira [Caracas, Venezuela], Kordian, 1501 Broadway, Suite 709, New York, N.Y. 10036. Tel.: (212) 688-3700.


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Your Public Relations 10
By LEO J. MARGOLIN

A Slice Of Revenue Pie

TO OUR CIVIL SERVICE readers, revenue sharing is not a new subject. This column discussed revenue sharing previously because it is critical to the future of civil service.

REVENUE SHARING is the principle by which the Federal Government, the most efficient tax collecting agency in the world, shares a small percentage of its revenues with cash-strapped states and cities.

AS OF THIS WRITING, the nation’s cities and states are short between $20 and $30 billion.

PRESIDENT NIXON is making revenue sharing the major domestic thrust of his Administration for the second part of his term.

THE STATE OF NEW YORK alone short $1 billion in back pay, plus a regular salary increase of $100 a month.

In New York, the bottom of the economic barrel of the state’s cities and towns is close at hand. Real Estate Taxes (Continued on Page 12)
GOOD PENMANSHIP — Amicable agreement in Levittown School District, providing for increased teacher pay and lower health insurance costs, was signed by school board president Mr. John F. Chapman and administrative assistant for business Mrs. Dorothy Diller, president of women's office staff association, and standing are, from left, school board superintendent for business Mr. John L. Larkin, CSEA negotiating team member Frank Passano, CSEA unit president Clarkson Champney and administrative assistant for business John E. Lenz. Contract affects 690 employees.

CSEA Wins Big Breakthrough On Use Of Personal Vehicles

ALBANY—Several major changes have been made in the State's rules on employees' use of personal cars for official business, as a result of efforts by the Civil Service Employees Association (CSEA). Director T. Norman Hurd has released the revisions in the procedures for use of State cars by Albany-area State employees. The Employees Association had voiced several complaints during the past few months, charging that the policies and procedures included in the memorandum issued by the Albany area were too cumbersome. In one case, for example, employees were required to use their personally owned cars for State business originating from the Albany area for round trips of 50 or more miles, which is a request under the Controller's Travel regulations in cases where the common carriers could have been used rather than personal cars.

Other significant revisions include the authorization of employees in official travel status to use State-owned cars for transportation to and from State offices and to other areas for reasonable necessities and amenities. Furthermore, employees were forced to use personal cars from the Office of General Services, frequently encountering delays and thus losing valuable work time.

The revised memorandum continues:

"Thus, for trips averaging 50 miles a day and under, originating either from the official station or from the place of residence, employees may be authorized to use personal cars and obtain the maximum mileage allowance. The Office of General Services will continue to dispatch pool cars for trips averaging 30 miles or less a day when such service is requested by departments and agencies."

"In order to obtain reimbursement, employees must submit with their Travel Ex-

Fine Art Of Negotiations Taught To Mental Hygiene Aides At Two-Day Seminar

BY PAUL KYER

ONE are the days when bargaining for State Mental Hygiene Dept. employees and other State workers was a matter of a few representatives of the Civil Service Employees Assn., and members of the Governor's Cabinet meeting in informal sessions and coming to agreements on wages, working conditions, pensions, etc. The Taylor Law—loved by some and cursed by others—has made the task of negotiating practically everyone's business these days.

Because items of negotiation now range from a Statewide level down to the individual level, the Employees Association held a two-day seminar at the Granit Hotel in the Catskills to demonstrate just how the job should be done. The task was accomplished through the professional expertise of articulate and knowledgeable CSEA staff members, which included Robert C. Guild, John M. Carey, John A. Conway, Bernard J. Ryan and Joseph F. Reedy. CSEA president Theodore C. Wenzl later paid tribute to Guild as the innovator of the seminar idea.

Legal aspects—such as contractual grievances and disciplinary actions—were handled by James Featherstonhaugh and James Roemer, members of the CSEA legal staff. Matters covered by the State Mental Hygiene Committee were deferred by Mrs. Julia Duffy and William McGo wan, who are committee members and CSEA board members.

Rate on Career Ladder

The program began on an angry note for the 230 Mental Hygiene employees who represented 33 institutions throughout the State and the source of irritation was the State's alleged refusal to live up to its patient care career ladder. (See story on Page 1.) Several spoke with unusual bitterness and called on the Employees Association to take "appropriate action" to make the State Administration live up to its obligations.

In smaller groupings, the workshop delegates learned they can bargain with their own hospitals for things ranging from the proper room temperature in laboratories and offices to day care nurseries on the grounds to criteria for job promotions in the labor and non-labor.

(Continued on Page 3)
HELPING HANDS — With right hands high, Nassau County Service Employees Assn. chapter president Irving Flambeau, left, and County Executive Ralph G. Caso swear in officers of Plainview Division, Nassau County Medical Center unit. Taking oath are, Doris Scherer, recording secretary, center, Mrs. Katherine Neilson, treasurer, in dark glasses, and new president Graydon Knott. Other officers are vice-president Robert Short, corresponding secretary Ann Sinclair and sergeant-at-arms Thomas Fitzpatrick.

Report Increase In Wage May Attract Multitudes To Security Officer Title

A hike in entrance-level salary for security officers, scheduled to take effect this April, is expected to provide added momentum to the recruitment drive currently under way. The new pay scales for this no-experience-needed post: $6,146-7,304. Deadline to file an application is Feb. 27, according to Exam Notice No. 23-294.

Openings occur Statewide, says the Department of Civil Service in reminding applicants that the main standards deal with physical, medical and character requirements. As with experience, the minimum for education has also been eliminated.

Wanted are men who are in strong physical shape and have a 20/40 vision in each eye as well as good hearing and the ability to distinguish colors. Height must be at least 5-foot-7, while character must meet the level to be deputized as a peace officer.

The upcoming Mar. 27 exam, open to all who meet these criteria, will be dealt with areas such as using good judgment in public safety situations and following directions. The openings occur with the Division of Employment and the Worker's Compensation Board. Most vacancies are situated in New York City and therefore subject to a $200 geographical differential.

Duties of this post concentrically revolve around directing, protecting employees against undesirable occurrence; prevention of trespass, loitering, theft and property damage; assisting clients by providing directions, and making arrests when necessary. Further information can be gotten at the State Civil Service Dept., 1350 Ave. of the Americas in Manhattan, or at regional offices in Albany, Buffalo and Syracuse.

Also Big Draw For Bldg. Guards

Eye Tremendous Turnout For Elevator Oper. Jobs

Droves of applicants are expected to answer the call for elevator operator, a State job; no experience requirements have been set. The same applies when in a hospital facility. Building guards are charged with maintaining order in State office structures; also, they remove disorderly persons, help the sick and injured, and make out accident reports when necessary.

Obtain Job Bulletin No. 23-353 for fuller information of job duties. Those are on hand at any State Civil Service Dept., regional office. In New York City, applicants should call or visit the office at 1350 Ave. of the Americas, near 50th St. in Manhattan.

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WILL SEE YOU IN JUNE

CIVIL SERVICE LEADER, Thursday, January 26, 1971
**For State Incumbents**

**Assorted Agencies Gearing Up For Mar. 27 Promotional Exam**

From Banking to Transportation Deps., diverse possibilities for promotional titles loom in the offing. All are subject to a Feb. 15 deadline, with the State’s test agenda calling for Mar. 27 as the tentative exam date.

The span of grade classifications, too, is quite vast. G-8 offering includes 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 deadline. Regional offices are set up in four locations, namely Albany, Buffalo, Syracuse, and New York City.

Nole Personnel Title

The biggest item in the interdepartmental post of senior personnel examiner, G-18, open to incumbents at G-14 or higher who have completed a four-year college program in business administration or science, is quite vast. G-8 of-and engineering materials technician, at G-11, open to incumbents at G-8 and senior technician at G-11, open to incumbents with G-5 and G-8 engineering titles respectively, G-8 engineering titleholders may file for senior engineering technician, G-11, with a specialty in soil conservation.

The areas of air and water pollution control each need candidates for senior engineering technician, G-11, and principal engineering technician, G-15. At the G-3 level, pools for engineering technician/environmental quality must be filled. Those now in drafting or engineering roles in the next lowest plateau may compete for these promotional jobs.

Positions in the Executive Dept. are within the Office of Civil Defense and the Housing & Renewal Div. The CD position is for electronic equipment mechanic, G-12, eligibility limited to electronic technicians. Housing & Community Renewal jobs include: senior architectural estimator, G-23, open to G-9 engineering personnel; principal rent examiner, G-22, open to senior rent examiners; senior rent examiner, G-18, open to both rent examiners and rent inspectors.

Under the Labor Dept., there are four administrative positions with the Workmen’s Compensation Board: board review director, G-28; self-insurance director, G-28; disability benefits director, G-27, and assistant claims director, G-27. To be qualified, you are required to be either a principal compensation examiner or chief disability benefits examiner.

Transportation Dept. posts complete the roster. Openings exist for engineering materials technician at G-8, open to current G-3 engineers, and G-11 senior materials technician, open to G-8 titleholders. Eligibility here includes draftsmen as well as engineers in the aforementioned grades.

Generally, tenure of one year in the eligible posts is required to compete for promotion. For complete information, check the pertinent test bulletin, which also offers a detailed description of the typical job responsibilities. Contact your agency’s personnel unit or the nearest State Civil Service Dept. office for making an application. A listing of State CSED units appears in the column Pertinent Tests to Apply for Public Jobs.

**Select Four Judges For Elevation To Appellate Division**

The Governor has made the following designations to the Appellate Division, First Judicial Department, of the State Supreme Court:

- Justice Theodore R. Kupferman of Manhattan as an Associate Justice to fill the vacant created when Justice Harold A. Stevens was appointed Presiding Justice of the Appellate Division—First Department; and
- Justice Aron Stein of Manhattan as a supernumerary, to continue service; and
- Justice James B. M. McNally of Manhattan as a supernumerary, to continue service; and
- Justice Samuel W. Eager of Middletown as a supernumerary, to continue service. Justice Eager is retiring as a regular member of the Court upon reaching mandatory retirement age at the end of the year.

**Wrong Button**

The City Personnel Dept. points out that two aspirants for the supervising computer operator’s post were rated not eligible in meeting job qualifications.

In the next lowest plateau may compete for these promotional jobs.

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A Sensible Move

We applaud the Rockefeller Administration for its action last week that will restore State highway and maintenance workers in the Department of Transportation to their single-day shifts and the right to pay for overtime work. The Civil Service Employees Assn. proved to the State without doubt that new shift schedules which had been put into effect—mainly to eliminate overtime—were not only a threat to public safety but to employees' lives. Furthermore, Transportation Department aides were so angry about the work changes placed on them, there is little doubt that the next severe snow storm would have seen few, if any, on the job.

While recognizing the State's right to effectuate justifiable economies, the PBA's position and plans were correct in denouncing this particularly economy as foolish and dangerous.

Now we call upon the State to review other aspects of its current operation, to determine the effects of the new shift and overtime pay. The safety and well-being of the public and the workers who serve them must still take top priorities.

Clear Thinking

We must congratulate members of the New York City Patrolmen Benevolent Assn. who abandoned their "job action" on a day-to-day basis which, while their leadership went to court in order to gain back pay won in collective bargaining negotiations.

The cool-headed and clear thinking delegates who led their fellow patrolmen back to their full duties following an explanation of the PBA's position and plans showed responsible leadership and courage in the face of an angry membership whose morale is at a low ebb.

Right and justice are on the side of the patrolmen. The Right and justice are on the side of the law. The law has committed a violation of the 'Prohibition of Strikes' as set forth in said law by your absence from work and abstinence from full performance of your duties at your designated school in the normal manner without permission.

"I HAVE NO other choice but to notify the Chief Fiscal Officer of the District that said section has been violated and thus, one day's compensation will be immediately withheld from your salary for this pay period."

Notice Of Strike Penalties

THE CONSTITUTIONALITY of section 210, subdivisions (1) and (2) of the Civil Service Law was upheld by the Appellate Division, Third Department, last November in Matter of Lawson v. Board of Education of Vestal Central School District No. 1, 315 NYS 3d 877. This decision affirmed the judgment of the Supreme Court, Broome County, which dismissed the petition of the Teachers' Association in an Article 78 proceeding.

On October 2, 6 and 7, 1969, teachers employed by the Vestal School District engaged in a strike against the Board of Education. Under section 210.2(e) of the Civil Service Law, the School District sent a letter to each teacher for the purpose of giving him notice of his violation of the law. That section provides:

"NOTICE. The chief executive officer shall forthwith notify each employee that he has been found to have committed such violation and the dates thereof; he shall also notify the collective bargaining representative of the names of all such employees and of the total number of employees so notified, on which it has been determined that such violation occurred. Notice to each employee shall be by personal service or by certified mail to his last address filed by him with his employer."

In this case, the district sent the following notice to the employees who went on strike:

"PLEASE NOTE this letter as notice under section 210.2(e) of the New York State Civil Service Law that as Chief Executive Officer of Central School District No. 1 of the Town of Vestal, Broome County, New York (commonly known as Vestal Central Schools), I have provided notice to you that you as an employee of said District on October 2, 1969, have committed a violation of the 'Prohibition of Strikes' as set forth in said law by your absence from work and abstinence from full performance of your duties at your designated school in the normal manner without permission.

"I HAVE NOT other choice but to notify the Chief Fiscal Officer of the District that said section has been violated and thus, one day's compensation will be immediately withheld from your salary for this pay period.

AN IDENTICAL letter was sent covering the subsequent strike dates of October 6 and 7, 1969.

SECTION 210.4(b) provides for administrative review of this determination. In this case, however, the teachers did not avail themselves of this procedure. The statutory scheme is to provide for a hearing after the punitive action is taken, rather than before.

THE COURT FOUND that the form of notice sent to the teachers by the chief executive officer was in compliance with the law. "Conceivably the phraseology of the notice might have been more artfully phrased, but it is sufficiently clear and unambiguous so as to constitute a compliance with the statute." The court went on to say, "It does not appear that the system of review by objection is necessarily inadequate to satisfy the requirements of due process, and the statute expressly provides for review by the courts in an Article 78 (CPLR) proceeding. Failure to seek administrative review forecloses any consideration in this court as to whether or not there was any strike and whether or not the individual teachers given such notice participated there in.

"WE DO NOT perceive any merit as to the appellant's contentions in regard to the constitutionality of prohibiting public employees' strikes and imposing administrative sanctions in the form of salary reductions.

In a future column, the question of whether the designation in section 35 of the Civil Service Law of certain positions as "Unclassified" runs afof the "Merit and Fitness" clause in Article V, section 6, of the New York State Constitution, and whether the dismissal of such employees without charges and a hearing violates the rights guaranteed them under the "Due Process" and "Equal Protection" clause contained in section 1 of the Fourteenth Amendment to the United States Constitution..."
If our bug is too small and our box is too big, how about something in-between?

The Volkswagen Squareback.

It's as economical to run as our little bug, and just about as easy to park. Because inside, it's about the same size as our box.

But inside, it's more like our box. It can seat 4. Plus hold just about 50% more luggage than the biggest domestic sedan.

(Over twice as much if you fold down its back seat.)

The Volkswagen Squareback: Not too small, not too big. Just right.
Seminar Held In Catskills

(Continued from Page 3)

Petitive classes to recognizing ethnic appetites and demanding cafeterias provide "soul" food, Spanish cooking or Kosher meals if the desire is strong enough.

They learned also where to go and what to do when contractual grievances or disciplinary hearings arose; they learned in great detail of the vast number of items being negotiated for them on a department-wide basis by the State mental hygiene committee. They asked a lot of questions and got a lot of answers and there was little doubt that the seminar served its purpose of education in the techniques in negotiations and the rights of employees. An added benefit was that the seminar appeared to bind CSEA's Mental Hygiene members even closer together.

Wenzl, Rice Speak

CSEA president Theodore Wenzl, in remarks during the banquet closing the session, paid special tribute to Robert Guild, CSEA collective bargaining specialist for the chapters within the Mental Hygiene Dept. and the innovator of the seminar idea. "Working together like this, staff and member side by side, will result in a large victory for CSEA," Wenzl said.

The Employees Association's associate counsel, John C. Rice, was the principal speaker at the banquet at which Marvin Nailor, assistant director of public relations for CSEA, was toastmaster.

Rice noted that the convention was the first department-wide meeting of a group of CSEA chapters, meeting separate and apart from a general delegates meeting. He explained the role of the law firm which represents CSEA and the role of some 16 other firms that serve in the various areas of the State. Citing the needs of the membership due to the CSEA's "tremendous growth" over the year, he paid tribute to Wenzl for his leadership under which employees won salary boosts and rejected attempts to raid the membership ranks by other unions.

"Quoting from the late Dr. Martin Luther King, president of the Southern Christian Leadership Conference," Rice said "We, too, have a dream, a dream for the betterment of the conditions of employment of public employees. Delegates from the Department of Mental Hygiene are working here for that same end. This is an obligation entrusted to you by your fellow employees and one which you will do well, I know."

Listening attentively to an explanation of handling contractual grievances is J. Arthur Tennis of Utica State chapter.

These members of Kings Park and Northeast Nassau Psychiatric discuss what they have learned from the sessions on negotiations and bargaining. Seated are Linda Schwarz, Gwen Colquhoun and Joseph Aiello. Standing, from left, are John Cuneo, John Corrigan and Greg Szurnick.

Irene Hills of Willowbrook and John Gallagher, CSEA treasurer, exchange some friendly words prior to a session on disciplinary hearings.

A sometimes uncooperative management does not always make negotiations easier, Joseph Keppler of Central Islip declares. He urged delegates to remember they were equals at the bargaining table.
This quartet of delegates discovers the power they have to study and listen to during the seminar.

Seated, from left, are Mr. and Mrs. Gregory Ransom, Cleo Patra Ransom, and Thelma Ramsey.

Gus Menzel of Suffolk State School points out that personnel shortages create a negotiating problem because of out-of-title work, extra heavy work loads, etc.

Ronnie Smith, left, and Tom Delaney, of Willowbrook chapter, study the day's agenda.

Mrs. Terry Dawson of Creedmoor gets some professional advice from CSEA staffers John Corcoran, right, and William Farrell.

Taking a breather from the seminar sessions are, from left, Arthur Sauter, Nicholas Puziferri and John Deyo.

A point in the fine art of negotiations is made by Bernard Ryan, standing, CSEA collective bargaining specialist. Other participants in the panel seated at the table are, from left, George Bispham, Edward Sherker, William Farrell, Ann Chandler and Adele West, all of the CSEA field staff.

These attentive faces reflect the deep interest with which Mental Hygiene members listened to descriptions of negotiating techniques while attending a two-day seminar on the subject at the Granit Hotel.

Vying to get the attention of the panel chairman at one of the sessions are Phillip Del Pizzo, standing, of Middletown, and Henry Mezick, of St. Lawrence.
PD Patrol Chief Taylor Retiring After 35 Years

Police Commissioner Patrick V. Murphy announced the retirement of Chief of Patrol Harry Taylor.

Chief Taylor is closing out a 35-year career which began as a patrolman on June 1, 1954. He is joining the Franklin National Bank as a vice-president.

During the past three years, as the Department's chief of patrol, Chief Taylor was in command of the operations of more than 20,000 police officers from the rank of patrolman to assistant chief inspector.

Chief Taylor has served in patrol, detective and plainclothes commands. His assignments included the Riverfront Squad, as commanding officer; the Narcotics Squad, commanding officer; Patrol Borough Manhattan North, and detective commander, Manhattan North.

He received twelve awards during his police career. He was cited for exceptional merit for capturing two armed holdup men following a gun battle. Six of the citations were for meritorious duty.

Topped As Trustee For Building Fund

A Slingerlands resident, Dr. Ernest L. Buyers, has been named the new trustee of the State University Construction Fund. He succeeds James Gaynor in filling that post.

Anne Morgan, Rose Capucaia, Elizabeth Donovan, Geraldine Walters, Marion Kelsey, Lily Fine, Paul Bogan and Joseph Maxwell.

First row standing, left to right: Percy Lilly, Don Pearl, Frank Mallanee, Andrew McDevitt, R. G. Oswald, William Baker, Al Friedman, George Shriver and William O'Morinnsy. Second row standing, left to right: Art Finkel, Irving Levy, Peter Andrealis, John Halligan, John Kark, George Klonsky, Jerome Feldman, Lawrence Kavaughs and James Quinn. Also receiving service awards, but not in attendance were: Faye Beinumma, Barnett Blitner, Minna Black, Teresa Bucsa, Helen Byer, Katherine Grogan, Reginald Jackson, Mary Kratzer, Clarence Lee, Roselle Loring, James O'Neil, Dorothy Roberts and Vivian Weismann.

LENTHY SERVICE — Celebrating a quarter-century with the New York State Division of Parole are some of the 38 employees who were honored at a recent dinner in Albany. The occasion also marked the 45th anniversary of the State agency. Pictured are recipients of outstanding service awards and officials from the Division of Parole. Seated from left to right are: Harry Feldman, Marion Kelsey, Lily Fine, Paul Bogan and Joseph Maxwell.

First row standing, left to right, are: Percy Lilly, Don Pearl, Frank Mallanee, Andrew McDevitt, R. G. Oswald, William Baker, Al Friedman, George Shriver and William O'Morinnsy. Second row standing, left to right: Art Finkel, Irving Levy, Peter Andrealis, John Halligan, John Kark, George Klonsky, Jerome Feldman, Lawrence Kavaughs and James Quinn. Also receiving service awards, but not in attendance were: Faye Beinumma, Barnett Blitner, Minna Black, Teresa Bucsa, Helen Byer, Katherine Grogan, Reginald Jackson, Mary Kratzer, Clarence Lee, Roselle Loring, James O'Neil, Dorothy Roberts and Vivian Weismann.

RETIRRES Since '23, Marion L. Henry has been in State service, starting as a Tax Dept. page and rising to the rank of assistant commissioner for health planning with the State Health Dept. His initial pay was $540 a year. Friends recently gathered at Albany's Great Northern Club to honor him with a festive retirement dinner. The addresses included a talk by Robert Rosenau, who heads the Department's chapter of the Civil Service Employees Assn.
BATAVIA—Where The Blind Learn To Lead

By LEE COPOLLA

CLOSE your eyes for a second. Dark, wasn't it?

That's the kind of darkness Civil Service Employees Assoc. members try to combat each day at a small, university-looking school in Batavia, New York.

At the school, the Batavia State School for the Blind, sightless children faced with spending all their days in that darkness work with children faced with spending all their lives in a seeing world.

Besides the education and training the school accomplishes each year, it stands unique in two other ways.

From the standpoint of State citizens, it is the only State-funded school for the blind in New York.

From the CSEA standpoint, it employs nearly 129 workers to teach and care for the children and the school. All belong to the CSEA.

"We figure anything worth doing is worth doing 100 percent," explains Anthony L. Cimino about the CSEA role at the school.

Cimino, guidance counselor, and, incidentally, blind, says the CSEA "seems like the logical way to promote the welfare of the staff."

He also tells a spell-binding tale of the school's work with the sightless youngster, a job that begins when a child reaches five and must end when he reaches 21, or anywhere along the way the school feels the student knows enough to fend for himself in the outside world.

Stress Daily Living

"In every phase of our school program, we stress daily living," Cimino relates. "The skills of daily living, taking care of themselves and the places they live," earns, along with classroom work, the passing grades at the school, he says.

Besides the Batavia school, he added, must be taught the skills their sighted counterparts learn at early ages through observation.

"Each meal becomes a lesson in daily living skill," explains Cimino, while noting the students also learn the basic rudiments of dressing, personal grooming and self-care.

But mobility and vocational or college preparatory instruction form the nucleus of the school, especially mobility.

"We have a regular and complete course in mobility," Cimino explains. It starts when the child first arrives and is taught how to find dropped objects and travel among the complex of buildings that form the campus.

Learn To Navigate

Next, the student learns how to navigate in the vicinity of the campus, in the world of sight. He's taught traffic patterns, curbing, how to cross streets in straight lines by positioning his feet on the curb, how to use the cane properly, how to ask for directions and how to use public transportation.

"It's very important that every sense is used in teaching travel," Cimino notes. "You must use your sense of smell to know a restaurant is near, or your hearing to listen for traffic."

"Some kids don't get off campus," Cimino notes, "but some crackercakes are downtown in two months."

The school, accredited by the State to award both elementary and secondary diplomas, also plays a major part in determining the work future of the students.

Various vocational courses, from the traditional piano technology to secretarial and machine-shop work, are taught at the school.

The girls of Margaret Spittler's physical education class at the Batavia State School for the Blind, practice a cheer for a wrestling match the school faces against a neighboring high school. That's Miss Spittler, a CSEA member, watching at left.
Sightless? Yes; Blind? No!

(Continued from Page 11)

"We have a tremendous recreational program," he adds, explaining it provides swimming, skating, sledding, sewing, music, dancing, dramatics, wrestling and cheerleading.

The students return home once each month, when the school closes on a Friday for a long weekend. The students also spend all holidays and Spring and Summer vacations at their homes.

"Their communication contacts are much greater than they ever have been," explains Climo.

"It is difficult to describe," he adds, the sense of self-confidence the students feel when they realize they can move about freely and with assurance.

"It's all helps," he thinks, to wipe out the "someone-selling-pencils-on-a-street-corner" stereotype that tended to restrict the sightless to a separate day-to-day world.

Anthony L. Climo, left, blind guidance counselor at the Batavia State School for the Blind, and Richard J. Loventhal, a teacher of the multiply impaired, chuckle during a tete-a-tete about upcoming social function. Both men, part of a faculty of 40 at the school, belong to the Civil Service Employees Assoc.

Eligibles On State and County Lists

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Call 628-8700 to reach any of the offices of Walter B. Cooke, Inc., neighborhood funeral homes.
Where to Apply For Public Jobs

The following directions tell where to apply for public jobs and how to reach destinations in New York City on the train system.

NEW YORK CITY — The Application Section of the New York City Department of Personnel is located at 4 Thomas St., New York, N.Y. 10013. It is three blocks north of City Hall, one block west of the subway.

Applications: Filing Period — Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 8:30 a.m. to 3:30 p.m., and Saturday from 9 a.m. to 12 noon.

Application blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013, Telephone 765-0729.

Mail requests for application blanks must include a stamped, self-addressed business-size envelope and must be received by the Personnel Department at least five days before the closing date for the filing of applications.

Completed application forms which are filled in and mailed must be sent to the Personnel Department and must be postmarked no later than the closing date for the filing of or as stated otherwise in the examination announcement.

The Application Section of the Personnel Department is near the Chambers Street stop of the main subway line that goes through the city. There are the IRT 7th Avenue Line and the IND 8th Avenue Line. The IRT Lexington Avenue Line is the stop to use is the Brooklyn Bridge stop and the BMT’s Q, RR local’s stop is Chambers Street. Both lines have exits near Chambers Street, a short walk from the Personnel Department.

STATE — Department of Civil Service has a location at 1306 Ave of the Americas, N.Y. 10019, phone 765-3811; The State Office Cammara, Albany, 12236; Suite 706, 1 Washington St., Buffalo 14202; State Office Bldg. Syracuse 13202; 500 Midtown Tower, Rochester 604 (Wednesday only). Not open Saturdays.

After 5 p.m. telephone: (212) 765-3811, give the job title in which you are interested, plus your name and address.

Candidates may obtain application forms only in person at the offices of the New York State Employment Service.

FEDERAL — New York Region, U.S. Civil Service Commission, Federal Plaza at Duane and Lafayette Sts., New York, N.Y. 10007. Take the IRT Lexington Ave. Line to Worth St. and walk two blocks north, or any other train to Chambers St. or City Hall stop.

Monday through Friday hours are 8:30 a.m. to 6 p.m., and offices stay open until 7 p.m., on Friday. The telephone is (212) 764-0422.

Applications are obtainable only at main post offices except the New York, N.Y., Post Office. Examinations at the particular installations offered for the tests may also be applied for as further information and application forms. Mail requests for the tests are required with mailed request for application forms.

After Legal Battle CSEA Gets Job Survey in West Seneca Town

WEST SENeca — A legal battle that began last Spring has resulted in the inception of a job survey study in the Town of West Seneca.

The battle began after the newly negotiated work agreement between the Civil Service Employees Assn. and the Town of West Seneca had been signed, with a provision indicating that the Town would conduct a job survey study. The Town had paid $5,000 for a wage survey last Spring initiated under the last CSEA contract. But when the Town claimed that a study of the survey would be too costly, CSEA started legal action to implement a further study.

Robert A. Milling, CSEA field representative in Erie and Niagara Counties, explained what the survey study means to West Seneca employees. "After a great deal of work and urging by CSEA and Bob Dobstaff, president of the West Seneca unit of the CSEA Erie County chapter, the Town of West Seneca adopted a resolution for a wage survey study.

"Employees got a seven percent raise in the new contract. Now, in addition to the current wage, the Town will receive raises according to the new salary schedule retroactive to Jan. 1, 1971. Each will be brought up to the next step in the wage survey. This can mean $150 to $200 for some employees. And, now for the first time, employees will have longevity steps; provision for this was included in the CSEA-negotiated contract. "This wage survey has oblitered some of the gross inequities and wage disparities in given job classifications. Others, however, still remain. CSEA and the Town Board have agreed that further modifications to the wage survey will be worked on in the coming months. Milling and Dobstaff worked closely to get the Board to pass the resolution for the adoption of the study.

Dobstaff commented that the survey has "far-reaching implications for the employees of the Town of West Seneca. Now they have a 'floor' and an outlined program that they hope will improve their standing in the coming months.

Jefferson Chapter Wins New One-Year Contract

(Watertron—Members of the Jefferson chapter, Civil Service Employees Assn., have voted 132-5 to accept a one-year Taylor Law contract with the Jefferson County Board of Supervisors, including, among other things, an across-the-board six percent pay boost for 1971.

The new contract, ratified by the chapter membership, pending Board acceptance of its committee’s recommendations, also provides for:

• Retirement plan improvement, i.e., retirement at half-base pay after ten years and similar amounts at 15 and 20 years.
• Four weeks vacation after 15 years, now 20.
• Ten new employees will be hired and Board approval is needed before the Board could hire them, at age 55 if the employee qualified under the new 25-year service rule.
• Longevity benefits of five percent of base pay after ten years and similar amounts at 15 and 20 years.

Reporting to the Committee will be Sam Lewis, Nicholas Canna, Jr., Alexander J. Detmer, William Stitt, Josuha Romano, Swanson Brown, Jerry Chusman, Joseph Hingwood and Clifford Alexander.

Geneseo Transit Unit Gets New Appointees

Two new members have been picked by the Governor for the Rochester Geneseo Regional Transportation Authority, both to terms ending July 1975. The appointees are: Harold A. Shy of Dansville, and Robert T. Carrier of Corfu.

WESTCHESTER PACT — Westchester County Executive Edward G. Mandelker, sign new contract, effective retroactive to Jan. 4, 1971, between the County and the County Civil Service Employees Assn. until.

WESTCHESTER PACT — Westchester County Executive Edward G. Mandelker, sign new contract, effective retroactive to Jan. 4, 1971, between the County and the County Civil Service Employees Assn. until.
ALBANY — Bernard Silberman, chairman of the Civil Service Employees Assn., has announced that negotiations have been completed between the Department of Environmental Conservation and a CSEA bargaining team made up of department employees.

CSEA collective bargaining specialist Paul T. Burch, who assisted the CSEA team in negotiations, said tentative agreement on 23 negotiable items was reached last week.

The two sides reached an agreement—one involving political considerations for hiring, promotion, discipline, and transfer of employees, and the other two regarding use of carpool assignments on State business—will go through special procedures set up by CSEA and the State Division of Administrative Hearings and will be handled by a special CSEA-State committee, respectively.

The tentative agreement includes:

- A labor-management committee to work on providing adequate sanitary and drinking facilities at all work locations;
- A labor-management committee to consider the use of uniforms for identification of employees, and to provide adequate protective clothing and safety equipment for field employees;
- A general labor-management committee composed of representatives from the department and CSEA members employed by the department, to meet at least four times a year on employee problems;
- The department will employ a safety officer for the Lands and Forest Division. It will be his duty to train supervisory personnel and employees in safety methods, use of safety equipment, clothing, and to inform them of employee rights and superintendence responsibilities for Workmen's Compensation benefits;
- A special labor-management committee will develop a career ladder for department employees;

BERNARD SILBERMAN

committee for 1971, is a gradu-ate of St. John's University and a member of the Albany Tam-pie Israel and Jewish Community Center. He has a long record of public service activities.

Dr. Theodore C. Wenzl, State-wide president of CSEA, lauded Silberman, saying, "I extend my heartfelt congratulations to Bern-ard. It is a fine experience to see the recognition of a person who has devoted his life to humanitarian interests."

The award, which commemorate the sacrifices of four chaplains who gave their lives in the sinking of the military transport Dorchester on Feb. 3, 1943, was established six years ago in an effort to "extend the spirit of National Brotherhood Week over the entire year."

Silberman also chairs CSEA's special ad hoc committee on nonschooling student employee organiza-

Lindenhurst

CSEA Calls

Pact Impasse

SMITHTOWN — Negotiators for the Civil Service Employees Assn. declared an impasse in talks with the Village of Lindenhurst last week.

Unit negotiators said the Vil-

lage "refuses to recognize that we were not paid adequate wages and that standard wages." The stand was supported by the Suffolk County chapter, whose first vice-presi-
dent, Peter D'Albert, had at-
templed to get the Village to make a serious effort to resolve the talks.

A mediator was being assign-
ed by FEHB, and, if necessary, the lease will go to fact-finding.

Name Spoth To Head CSEA Purchase

John Spoth of Bensonhurst has been designated as the new divi-
sion of purchasing director of the CSEA, a unit of the Civil Service Employees Assn., and has been nominated for the 1971 CSEA Brotherhood Award, which was announced here last week.

Silberman, who has also been appointed chairman of the State's福  Chaps lains Award for Activities In Brotherhood

ALBANY — Bernard Silberman, chairman of the Civil Service Employees Assn.'s committee of constitution and by-laws, has been awarded the Four Chaplains Brotherhood Award, which was announced here last week.

Silberman, who has also been appointed chairman of the Four Chaplains Brotherhood Award

nizational problems. He is assistant director of licenses in the De-

partment of State.

Colonie Town Aides Ratify

First Contract

COLONIE — The Town of Colonie unit of the Civil Service Employees Assn. has ratified a new contract with the Town of Colonie—the first for Colonie employees and the first contract to be negotiated under the Taylor Law for a town in Colonie County.

The one-year contract, which provides a five percent across-the-board wage increase plus increments is a "giant step in local government contracts," according to I. B. Schwartz, CSEA collective bargaining specialist who assisted the CSEA negotiating team.

"In this first contract, the Colonie employees," he said, "they set many precedents that will prove extremely beneficial not only to them in future negotiations, but to other towns in Albany County and the surrounding counties as well."

Besides the five percent increase, which is in addition to the five percent increase granted by the Town Council in July, the major new provisions include paid sick leave plus disability, five percent shift differential for night work and third shifts after 24-hour operating plants, and paid life insurance policies for both individual and family plans.

Other provisions include:

- Longevity after 10 years in the amount of 2½ percent of the employees' base rate, plus an addi-
tional 1½ percent after 15 years;

- The three local government operating units of the city, including the School Department, and the additional sick leave, purchase of World War II retirement credit, and personal and ordinary death benefits equal to three times the annual salary, a $20,000 maxi-
mum.

- Twelve paid holidays per year;

- Two-hour guaranteed call-in at time-and-one-half;

- Unscheduled overtime not to exceed 30 hours per week, after which the consent of the em-
ployee is required;

- A four-hour limit for emer-
gen call-in, after which the consent of the employee is re-
quirced;

- Three paid days funeral leave for death in immediate family or member of household;

- A new grievance procedure and;

- A damaged or destroyed per-
sonal property clause.

In addition to Monachino, members of the negotiating team were: Louis Granito, Colonie unit president; Howard Crospley, Albany County chapter president; Charles Fitzgerald; William Franklin; Edward Reamer, and Marshall Burke.

Environmental Conserv. Dept.

Negotiations Completed By CSEA

ALBANY — The Civil Service Employees Assn. has announced that negotiations have been completed between the Department of Environmental Conservation and a CSEA bargaining team made up of department employees.

CSEA collective bargaining specialist Paul T. Burch, who assisted the CSEA team in negotiations, said tentative agreement on 23 negotiable items was reached last week.

The two sides reached an agreement—one involving political considerations for hiring, promotion, discipline, and transfer of employees, and the other two regarding use of carpool assignments on State business—will go through special procedures set up by CSEA and the State Division of Administrative Hearings and will be handled by a special CSEA-State committee, respectively.

The tentative agreement includes:

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- A general labor-management committee composed of representatives from the department and CSEA members employed by the department, to meet at least four times a year on employee problems;

- The department will employ a safety officer for the Lands and Forest Division. It will be his duty to train supervisory personnel and employees in safety methods, use of safety equipment, clothing, and to inform them of employee rights and superintendence responsibilities for Workmen's Compensation benefits;

- A special labor-management committee will develop a career ladder for department employees;

- The five percent increase, which is in addition to the five percent increase granted by the Town Council in July, the major new provisions include paid sick leave plus disability, five percent shift differential for night work and third shifts after 24-hour operating plants, and paid life insurance policies for both individual and family plans.

Other provisions include:

- Longevity after 10 years in the amount of 2½ percent of the employees' base rate, plus an additional 1½ percent after 15 years;

- The three local government operating units of the city, including the School Department, and the additional sick leave, purchase of World War II retirement credit, and personal and ordinary death benefits equal to three times the annual salary, a $20,000 maximum;

- Twelve paid holidays per year;

- Two-hour guaranteed call-in at time-and-one-half;

- Unscheduled overtime not to exceed 30 hours per week, after which the consent of the employee is required;

- A four-hour limit for emergency call-in, after which the consent of the employee is required;

- Three paid days funeral leave for death in immediate family or member of household;

- A new grievance procedure and;

- A damaged or destroyed personal property clause.

In addition to Monachino, members of the negotiating team were: Louis Granito, Colonie unit president; Howard Crospley, Albany County chapter president; Charles Fitzgerald; William Franklin; Edward Reamer, and Marshall Burke.

Pact Impasse

LINDENHURST — Talks between the Village of Lindenhurst and the CSEA employees were broken off Jan. 12 after the two sides could not agree on the issue of standard wages, "Whatever we may need, it certainly isn't standardization," said a member of the Westchester County Planning Board as the replacement for Major G. Richard Sam-
hel, commanding officer of Troop K.

Fil Fiarole Bd. Of Police

SELECTOR JED EMMEN TO HEAD TROOP K OF STATE POLICE

WHITE PLAINS—Major Philip G. Emmen, new commandant of Troop K, New York State Police, has been appointed by County Executive Edwin G. Michaelis as a member of the Westchester County Planning Board as the rewire for Major G. Richard Sam-
hel, commanding officer of Troop K.

34 YEARS OF SERVICE — Mae Mahoney, second from left, beaas as she accepts congratulations on her retirement, while, from left to right, Dr. Basil Sotili, administrative director of the department; Al Pearlman, holding "diploma"; Thomas McDown-

ough, CSEA councilor; and Alfred Weisbard, senior administrative assistant in the department's Office of Operations.
PAY RATES OF THE GENERAL SCHEDULE (5 U.S.C. 5322) AS ADJUSTED BY EXECUTIVE ORDER, JANUARY 8, 1971

These rates are effective on the first day of the first pay period beginning on or after January 1, 1971.

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*The rate of basic pay for employees at these rates is limited by section 5308 of title 5 of the United States Code, as added by the Federal Pay Comparability Act of 1970, to the rate for level V of the Executive Schedule (as of the effective date of this salary adjustment, $56,000).*

### U.S. Service News Items

**By HANK ROSE**

**BILL SPEEDS RETIREMENT FOR SOME**

Earlier-than-expected retirement and increased annuity payments are in store for thousands of present and former Federal employees as a result of a bill recently signed by President Nixon.

The bill, S. 2984, will give retirement credit for temporary and indefinite employment previously excluded from civil service retirement computations.

According to a report by the House Ways and Means Committee, about 345,000 Postal Service employees have about 2½ years each of temporary employment that became creditable toward retirement the moment the President signed the bill. The committee was not able to determine how many other Federal employees would be affected, but the number was believed to be sizable.

The Civil Service Commission planned to mail letters to personnel offices containing instructions on how to implement the new law.

There should not be much difficulty for employees now working for the government to have this temporary or indefinite service credited.

However, employees will have to make a deposit to the civil service retirement fund equal to retirement deductions for the period of temporary or indefinite service plus interest. If an employee fails to make this deposit, his retirement annuity will be reduced by 10 percent of the amount owed as deposit. But the time would still count toward fulfilling the employee's minimum service requirement for retirement.

### COMMERCIE DEPT. OPENS 2 OFFICES

Recent opening of two new field offices in Brooklyn brought to five the total number of such neighborhood offices planned by the State Commerce Department in New York City.

The first two were opened in 1969 at 534 Nostrand Ave., the other at 204 Broadway.

Other field offices, opened in 1968, are located in Central Harlem, East Harlem and South Bronx.

### LETTERS TO THE EDITOR

(Continued on Page 6)

How is it then, that a candidate from another department in 14th position can be appointed to a key position ahead of other candidates in the Department of Transportation?

The above cases are only a few of the many unorthodox "arrangements" that have been made in recent years. Unless some of the loopholes are plugged or some additional controls are instituted, the "apologia system" will soon be back in full force and civil service will be in name only to be used only when convenient.

**NAME WITHHELD**

**Grant To Roswell for Leukemia Study**

A $5,031 supplementary grant was recently awarded Dr. Juan Minowada of the staff at Roswell Park Memorial Institute, who heads a research project to determine whether a certain virus can be traced to leukemia and lymphomas. The grant was made by the U. S. Public Health Service.

**Pair Reappointed To Saratoga Comm.**

Two members have been reappointed by the Governor for the Saratoga Springs Commission for terms ending in June 1974. The reappointees are: Maurice Rosenfeld of New York City, and James Taylor, Jr., a Fayetteville resident.

### THE CENTER OF CIVIL-SERVICE EMPLOYEES

Solid Structure

Five lists notices to candidates for the title of electrician will be sent out, according to the City Personnel Dept.

### HAMILTON HOTEL

**CIVIL SERVICE LEADER, Tuesday, January 26, 1971**

**International Camper & Trailer Show**

JANUARY 23-31, 1971

**UTICA, N.Y.**

A MODERN MOTEL OF 75 UNITS

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**LETTERS TO THE EDITOR**

To Saratoga Comm.

Two members have been reappointed to the Saratoga Springs Commission for terms ending in June 1974. The reappointees are: Maurice Rosenfeld of New York City, and James Taylor, Jr., a Fayetteville resident.

**SPECIAL RATES FOR CIVIL-SERVICE EMPLOYEES**

**MEAT LOVER'S PARADISE**

Thousands of homemakers depend on Albany Public for the finest beef for their dishes table... every cut of beef is government inspected and graded USDA choice.
CSEA Members Prove Fallacy Of Relocating Hamburg Facility

HAMBURG—The Civil Service Employees Assn., said last week that steps taken to prevent the relocation of a State Department of Transportation equipment management unit from here have resulted in an agreement from Department officials not to relocate the shop.

CSEA president Theodore C. Wenzl credited the employees at the Hamburg shop and local CSEA chapter officials with spearheading the drive to keep the shop from being relocated for expansion and modernization, in the Hamburg area. More than 300 employees signed a petition protesting the move and citing their reasons.

Wenzl said that the DOT, after studying the employees’ petition for protesting the relocation and having several discussions with CSEA officials and Hamburg chapter leaders, agreed not to relocate the shop to the Batavia area, some 60 miles from Hamburg.

Among the reasons detailed by P. P. Roberts, a CSEA member and an active member in her fight to maintain the shop in the Hamburg area were:

- Approximately 1,500 pieces of various types of equipment are maintained in this region and the Hamburg shop is centrally located as to the placement of this equipment.
- A fully equipped shop is needed in the Hamburg area since the most heavily traveled roads in Western New York are nearby.
- The Hamburg area contains the “snow belt,” making it mandatory for an equipment shop to be in the vicinity.
- Major vendors are within a half-hour’s drive of the Hamburg shop.
- The present shop has immediate access to the New York State Thruway, making the transportation of equipment and personnel extremely quick and easy.
- The present shop has stable, reliable, career employees and in all probability a large portion of these people would be lost to the State if the shop were to be relocated.
- Many additional expressways have opened in this region, and others are being built, making the need of a shop in this area stronger now than ever before.
- There would be severe financial loss and hardships to the shop employees and their families should the shop be relocated from the Hamburg area.
- Wenzl praised Roberts and Hamburg chapter president Har-ward McGeary for their “invaluable assistance to CSEA in recognizing the gravity of the matter. Everyone in CSEA can be proud of the dedication that the Hamburg chapter members who gave of their time and effort to see that this problem was resolved satisfactorily for all employees at Hamburg.”

CSEA collective bargaining specialist Joseph P. Reedy also assisted in the talks with Department officials.

State Refuses Time Off For Draft Board Duties

BUFFALO — A Civil Service Employees Assn. member on the staff of Roswell Park Memorial Institute, here, has been forced to resign her post on a local draft board rather than lose personal or vacation time from work.

Mrs. John H. Mayes, the second woman ever appointed to a seat on Selective Service Board, submitted her resignation after attempting to resign her post under the Taylor Law calling for a one-week moratorium.

But John B. Adamski, Roswell Park Civil Service employee and president of the CSEA’s Western Conference, said efforts to get her five days of time off for her draft board duties have not ended.

“We talked to and will continue to talk to people here locally and in personnel administration. Mrs. Mayes had her time off in Albany,” Adamski vowed.

Mrs. Mayes, a licensed practical nurse at Roswell, where she has worked for 13 years, had taken one afternoon a month to meet with her fellow members of her draft board.

The Civil Service Commission, she said in resigning, had informed her that time taken for draft board duty was determined from vacation days or her five days personal leave.

Mrs. Mayes, who said she would have preferred to stay on the board, described her service as “quite interesting.”

She said in resigning that the Civil Service representative had informed her the commission “never had been faced with this problem.”

Judicial Conference (Continued from Page 1)

Mrs. Fannie Smith Hails Victory For Aides

BUFFALO.—In an attempt to resolve this dispute, CSEA then met with OER representatives on numerous occasions and following a session last week, received a commitment from the Governor’s office that the former status quo would be restored.

Wenzl cited efforts of CSEA president Theodore C. Wenzl, said “the determination of CSEA leaders, the support of the affected workers and the negotiation of all employees, resulted in a resolution of this departmental problem. It seems obvious, right?”

Workers from numerous areas of the State including Long Island, the Albany area, Poughkeepsie, Waterford, Binghamton, Syracuse and Buffalo, conducted meetings to demonstrate their unhappiness with cutbacks. “The unwavering determination of the employees involved gave us the support we needed to continue the battle through a number of sessions and following a session last week, we received a commitment from the Governor’s office that the former status quo would be restored by the end of the year.”

The two-year agreement boosts salaries by providing both a one-step and a one-grade boost for all employees in each year. The agreements also included an additional provision: if the shop were to be relocated, employees who are doing the work, are entitled to promote to a higher than their current classification.

CASA collective bargaining specialist Joseph P. Reedy also assisted in the talks with Department officials.

HEALTHY HAND — Carl Fuglise, new president of Health Department unit of Nassau chapter, Civil Service Employees Assn., received the trophy, a 15-year service pin, from Joseph H. Kinsman, left, in light jacket, at recent installation luncheon. Looking on are outgoing president Jerry Jernow, left, and chapter president Irving Flamenbaum who installed Carl Fuglise with other unit officers: vice-president Thomas Muscarella, treasurer Robert Big Wyatt, secretary Mrs. Gwen Bates and delegates Mrs. Lilian Berg and Mrs. Betsy Shepard.

Under 2-Yr. Pact

Brookhaven Unit Gains 7-10% Hike

SMITHTOWN—The Brookhaven Town unit of the Suffolk county, Civil Service Employees Assn. has gained pay boosts of seven to ten percent in each of the year’s two-year contract in addition to fringe benefit gains in new areas.

The pact was hailed as “one of the best in New York State” by George W. Harrington, president of the Town Hall Division, and Nicholas Boggi, president of the Highway Division, who asserted that Brookhaven is the leader.

The two-year agreement boosts salaries by providing both a one-step and a one-grade boost for all employees in each year. The officials said that employees would gain seven to ten percent in new money each year.

Hourly-rated employees would get similar boosts via a $1.00-an-hour boost next year.

In addition, the Town’s 700plus employees benefit from brand-new provisions for a $5,000 minimum salary, $20,000 death benefit, fully paid optical and dental insurance.

Improved fringe benefits provide an extension of dental insurance for employees and their families for 15 years and a three-hour call-out guarantee.

Single-Shift Restored

WATERFORD—Mrs. Fannie W. Smith, former president of the Jefferson chapter, Civil Service Employees Assn., and long active in local and State CSEA affairs, is recuperating at home following surgery. Her address is 198 State St., Watertown, 1947.

Mental Hygiene ward service personnel are currently carrying out their duties and that the service had been cut short involuntarily, because of a medical disability developed.

“The Judicial Conference has ordered that Dougherty be permitted to follow pre-retirement,” Wenzl said. “The Judicial Conference ordered that Dougherty be permitted to follow pre-retirement.”

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Mrs. Fannie Smith Hails Victory For Aides

The Judicial Conference has ordered that Dougherty be permitted to follow pre-retirement. Wenzl said, “in the interest of substantial justice and fair administration.”

“I’m proud of the trust placed in CSEA officials by the membership within the Department of Transportation who gave up their time to resolve the problem. I know their frustration was not at a low ebb last week, but the frustration is gone and morale has zoomed.”

“With all the labor disputes going on involving public employees, the Civil Service Employees Assn. has gained its contractual rights as guaranteed by the Taylor Law although, we did go to the brink of being forced into job action,” Flamenbaum said.

“I’m proud of the trust placed in CSEA officials by the membership within the Department of Transportation who gave up their time to resolve the problem. I know their frustration was not at a low ebb last week, but the frustration is gone and morale has zoomed.”