Dental Insurance Plan
Adopted For State Aides
By Board Of Directors

ALBANY—The Civil Service Employees Assn. announced that it has finalized plans to adopt the dental plan proposed by Group Health Dental Insurance, Inc., for the 138,600 State employees covered under four CSEA-State contracts, effective April 1, 1971.

"After careful consideration of all possible dental plans available to us with the funds we have available from the State," said a CSEA spokesman, "we have decided that the GHD plan is the best plan we can get for State employees this year. This does not preclude CSEA, however, from seeking an even better dental plan for State employees in our negotiations with the State next year."

The plan was approved by CSEA's Board of Directors at its meeting last week in Syracuse after being presented by Robert B. Sullivan, chairman of the insurance committee.

The GHD dental plan, available to all State employees in the four units who have been on the payroll for six months or more, as of April 1, 1971, includes a $50 deductible clause for individual coverage and a $150 deductible clause for family coverage, plus a 70-50 co-insurance feature for basic dental work, and a 50-50 co-insurance feature for orthodontic work.

Wenzl Wants Investigation
To Determine Adequacy Of
MH Dept. Security Force

ALBANY—Theodore C. Wenzl, Statewide president of the Civil Service Employees Assn., has reiterated his demand for an immediate investigation by the Department of Mental Hygiene to determine whether or not adequate security forces are provided at various State institutions.

Referring to a statement by Mental Hygiene Commissioner Alan Miller assuring CSEA that a "careful review of security standards will be conducted," Wenzl said that "serious measures must be taken at once to protect Mental Hygiene employees from the kind of violence experienced recently at several Metropolitan New York area Mental Hygiene institutions. A mere review of the situation cannot possibly provide protection for employees from the threats they receive daily."

The CSEA president added that "the promise from the Department that it will make use of all available law enforcement agencies for its own security forces when such episodes occur" is inadequate for CSEA.

"These incidents of violence can and do occur at any time and without warning and there is no way of knowing what protections might or might not be available in the event of some disturbance," Miller told us that a review of security measures has been going on within the department and that they are 'in the process of developing proposals that would result in raising security standards and improving the security forces.'

"Yet there is no indication when this review will be completed and what kind of action will be taken by the Department to insure the continuing and constant safety of employees and patients."

"Meanwhile, the lack of adequate security personnel has brought on an extremely critical situation which could become a tragedy at any time. A normal workday for employees of these (Continued on Page 16)
views of many Congressmen, when he said that President Nixon 
"wants to hand over money to the states and localities without strings attached. 
Whenever a local government is found wanting for inadequacy or some other reason, we will be 
expected to shore it up. I don't much like it because it gives the Federal government the power to 
levy the taxes and somebody else spends the money."

Curiously enough, while Government 
委书记 Rockerfeller and Mayor Lindsay are outstanding 
promoters of the Federal revenue sharing principle, each in his own way has contributed to the 
force of Congressional opposition to the proposal. When Speaker Albert refers to a local government 
"foundering for inefficiency," he may indeed have in mind the lodging of welfare recipients in the Waldorf Astoria, a circumstance that may be 
a cause for shock among his Oklahoma constituents. Moreover, these citizens may further be 
shocked at the report of a cost of $85 million for waste and inefficiency in the construction of the 
Albany South Mall.

Part of the problem is that what happens in Oklahoma die in Oklahoma, but what happens in New York becomes instant national news. And outsiders are always prepared to think the worst of New Yorkers.

Whatever the merits of Federal 
revenue sharing may be, it is an act of prudence of the part of the Governor to plan for a 
balanced State budget without anticipating any significant increase in present Federal aid pro-
grams. The calendar militates against any other course. The State fiscal year begins on April 1, 1971, and there is no prospect for Congressional approval of Federal revenue sharing before that critical date. The calendar problem similarly applies to 
budgets of local governments within the State. What looms ahead is an increased load of State and local taxes while con-
troversy embroils the issue of Federal revenue sharing.

**PRCA Asks**

**For Primers**

The Parks, Recreation & 
Culture Affairs Administration 
noted 37 vacancies for the 
job of climber and pruner, a 
post requiring only six months of 
related experience. The current 
starting wage is $9.155.

The persons hired for this post 
will prune, brace, cut and fell 
trees and other large shrubs; 
also, spray trees and shrubs to 
protect them against insects and 
parasites.

The age requirement lists only 
a maximum, 30 years old, with 
the proviso for war veterans to 
redue to six years in determin-
ing eligibility. A satisfactory 
communications-related experience 
mentioned above is acceptable.

Promotional opportunities per-
mit the appointee to rise to the 
park foreman title, at $10,075, 
en eligible. Filing is open now 
and will close at noon of Feb. 23. For obtaining the exam 
notice, visit the City Personnel 
Dept. at 49 Thomas St., Manhat-
tan, requesting Bulletin No. 
7047.

**SUNY Forms**

**Bomb Squad**

**For Albany**

ALBANY — A specially 
trained volunteer bomb detec-
tion force, made up of 
classified maintenance and 
trades employees at the State 
University at Albany, will search 
for bombs during so-called 
"bomb threats" in the future, a 
spokesman for the Civil 
Service Employees Assn. announced last week.

CSEA, which represents 
university classified employees, had 
protested to the SUNY ad-
ministration twice in the last 
week, that critical date. The calendar problem similarly applies to 
budgets of local governments within the State. What looms ahead is an increased load of State and local taxes while con-
troversy embroils the issue of Federal revenue sharing.

"Because of CSEA's repeated

(Continued on Page 5)

**Your Public Relations IQ**

By Leo J. Margolin

Impact Behind The Increase

SURPRISES WILL NEVER cease in civil service public relations and nowhere is the surprise greater than in Federal civil service.

THE PRIVATE SECTOR of the American economy is cutting pay, laying off people and our unemployment rate has reached a staggering six percent. BUT THE FEDERAL govern-
ment is handling out another pay raise, to 4.2 million employees, civil and military — totaling $2.2 billion a year. "FEDERAL, OF COURSE, means upgrading Federal civil service to a new high. It was never like this before. Federal civil service was more often than not at the bottom of the barrel.

NOW A TOP CAREER official in Federal government moves up

(Continued on Page 6)
CSEA Charges Binghamton
FSA Officials With Coercion,
Interference Against Members

BINGHAMTON — A hearing of a complaint filed by the Civil Service Employees Assn., alleging unfair labor practices by the Faculty Student Assn. management at the State University of New York at Binghamton, has been set by the State Labor Relations Board for Tues.

The hearing was called after CSEA filed a petition against the Binghamton FSA, charging that the FSA has been engaging in acts of interference and coercion toward CSEA members and employees of the FSA.

John D. Corcoran, Jr., CSEA regional field supervisor, contended that "The Board obviously found sufficient reason to hold a hearing to find out what the facts are."

"The FSA has been engaging in tactics of alternately threatening employees and then offering them promises of better wages and other inducements," Corcoran continued in an effort to discourage them from joining CSEA or voting for CSEA in scheduled representation elections.

CSEA field representatives have been conducting an educational program to inform the employees' rights under the New York State Labor Law, and therefore represent

is South Colonie

Another Albany

County Group

Chooses CSEA

ALBANY — Non-instructional employees of the South Colonie School Dist. in Albany County have chosen the Civil Service Employees Assn. as their bargaining agent in an election held recently under the jurisdiction of the State Employment Relations Board.

PERB declared CSEA the winner when the employees, who are paid $18,000 for the first time in the last election, received 95 percent of the valid votes cast.

The election had been ordered by PERB when CSEA filed a petition signed by employees of the school district requesting representation.

The contract includes a new salary schedule and other benefits:

• Eight-hour day, five 40-hour work weeks including one day per month, accumulative to 125 days.
• Five days of personal leave per year.
• Paid vacation at the rate of one day per month, including one "coating holiday."
• A new sick leave plan, which included:
  - Eight hours per day, five 40-hour work weeks, accumulative to 125 days.
  - Five days of personal leave per year.
  - Paid vacation at the rate of one day per month, ten years' service; two days per month after 15 years of service, and vacation accumulative to 30 days.

The contract also provides for a grievance procedure.

Leon Van Duesen, CSEA field representative in charges the Binghamton FSA, charged that the CSEA negotiating team, said he the contract to be "one of the best negotiated for any town so far. I think we've covered all the bases, and the negotiating team did an excellent job, particularly in light of the fact that this was the first time at the bargaining table."

Douglas Hendrickson was head of the CSEA negotiating team.

Policy On Eligibles

To Hear '70 Report At Meeting Next Friday

Edward J. Ryan, who heads the Civil Service Employees Assn. bargaining team for the Binghamton FSA, called a Feb. 5 dinner meeting of the committee to include the annual audit report by the accounting firm retained by the Association. Ryan noted that the meeting will be held in the Venetian Room of the DeWitt Clinton Hotel.

The representative panel is Frank Corr, Edward W. Johnson, Gerald P. Maloy, Arthur Beltrandli and William Kuehn.
Metro Conf. Debates Pensions, Dental Plan, Negotiation Policy

By MARVIN BAXLEY

It is a tribute to the leadership ability of the Civil Service Employees Assn.'s Metropolitan Conference president Randolph V. Jacobs and to the discipline of the members who attended the January Conference meeting that things went so smoothly.

After a routine start that included a prayer and the pledge of allegiance to the flag, topic after topic brought delegates to their feet, vying for the right to speak next. Most intense were the discussions on pensions, the dental health plan and negotiation practices.

Sol Bendet, president of the New York City chapter as well as second vice-president of the Statewide organization, threw out the first blockbuster when, following his report on the State pension plan, he said: "And does that mean I want to reopen the contract? My answer is Yes!"

Rather than bemoaning the retirement pension on the employee’s final salary, Bendet said that CSEA had taken the position that pensions be tied in with the going wage for the retiree’s former job, so that the pensioner can keep pace with changing living standards.

Legislators On Spot

He said that CSEA had commitments from some Legislators to support such a plan, but that there was also slack from some people in Albany about repeating the contract. However, Bendet emphasized CSEA’s own commitment to the plan by saying, “If there is any problem with getting this legislation, the fault will lie with CSEA, our lobbyists and us.”

Sol Bendet also figured prominently in another heated discussion. No sooner had Robert Wall, appointed only one week previously as chairman of the insurance committee of CSEA, completed his report on the proposed new dental health plan (telling how the committee had agonized for more than four months over various decisions), than the NYC chapter president issued an impassioned call for its rejection.

Bendet suggested that the $4 million allocated in the contract be used to purchase a plan from QHI on the same basis as Nassau County’s plan—even if it meant starting the plan as late as Dec. 1, 1971. "At least it could be continued thereafter at the more desirable level," he explained.

As the plan now stands, the dental insurance coverage will go into effect on April 1, although the State will not be ready with certain paraphernalia until July.

Principal points of the arrangement, Wall had explained are: eligibility of employees of six-months standing, and working at least 20 hours a week; coverage of unmarried children 19 or younger, students to 25, or unlimited age for dependent children unable to care for themselves; $100 deductible for individuals and $150 for families.

Unanimous Vote

The Conference took a voice-vote that resulted in unanimous support of Bendet’s motion, and instructed Jacobs to register the Metropolitan Conference’s displeasure when he attended the (Continued on Page 14)

Sol Bendet pictured prominently in pension and dental plan debates. The NYC chapter president showed the fiery drive that has made him the third-ranking elected CSEA officer.

Faces of these New York City chapter members show intensity of interest in discussion. Here Benjamin Lippin seeks recognition, while to his right, Ralph Wyman, and to the left, Samuel Emmett and Claude Allicks concentrate on the current speaker.

The dental plan is explained at the microphone by Robert Wall, appointed one week previously as chairman of the CSEA insurance committee. Identifiable at the first table are Vincent Rubano, State Fund chapter president, Virginia Warner and Sarah Johnson. At second table, front, are Peter O’Regan, NYC chapter first vice-president; Martha Owens, NYC chapter second vice-president; Everett Owens, and Claude Allicks. On far side of same table are Max Liefberman; Sally Bendet; Ellen Murphy; Miriam Levy, NYC chapter corresponding secretary; Arthur Lakritz, and Frank Sanders, NYC chapter third vice-president. Seated against rear wall, far right at table with delegates from Wards Island chapter, are two new CSEA field representatives George Biisham and Ed Scherker.

Unanimous Vote

Mrs. Eugenia Chester, second vice-president of the Wards Island Psychiatric Institute chapter, welcomed the delegates to the meeting sponsored by her organization.

Joseph Davis attended the meeting for the first time in his new capacity as president of the Brooklyn State Hospital chapter. Immediately behind is Sally Jones.

Metropolitan Conference president Randolph V. Jacobs managed to keep the aroused delegates under control by force of his personality.
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 benefits listed in your policy under the hot white light of today's soaring medical costs, today's demand for medical services, today's complex medical procedures.

However...

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 one "roof", prepaid.

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

We urge you to seek preventive 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.

HEALTH INSURANCE PLAN OF GREATER NEW YORK
625 Madison Avenue – New York, New York 10022

— Inside Fire Lines

(Continued from Page 2)

firefighter, the effects of "taking a feed" from such a fire may linger in the body for up to seven years. For the victim, usually the hapless smoker himself, it often means the end of the line because he has inhaled a fatal amount of the fumes before the smoldering blaze is discovered and an alarm sounded.

IT HAS BEEN suggested that a campaign now be launched against the drunken smoker—much as the Nation has been campaigning for years against the drunken driver.

TO BE SURE, there are overtones of humor—sardonic humor—but it is a deadly proposition and one that will tax the creative genius of Madison Avenue. I hope our advertising colleagues take this as seriously as the professional firefighter—for it is a challenge with a life-or-death result in the balance.

I DO NOT smoke myself. However, I am well aware that those who do smoke are most desirous of doing so during a cup of coffee or tea...or with a highball or beer.

YOU CAN ENCOURAGE an imbibing guest to make coffee his "one for the road"—but how do you convince him not to have just one more cigarette before going to bed?

THAT SMOKE may be his last.
**What Do You Want? — Austerity Or Safety**

JUST how far has the austerity program announced recently by the State Administration cut into public safety?

The Civil Service Employees Assn. has demanded a survey of the protection afforded employees and patients alike at the State Mental Hospitals. A jump in the rate of criminal attacks in State hospital grounds—as well as other crimes—shows that there must be a serious lack of sufficient manpower at these institutions.

The Department of Mental Hygiene has countered with a statement that they will bring in outside police agencies if a serious problem exists.

This is not proper. The responsibility of protecting State institutions remains that of the State. Outside police agencies are not staffed to provide constant patrols on the State's property, nor are they trained to cope with problems dealing with mental patients. In addition, to "borrow" patrol forces from local jurisdictions is only small vindication from the taxpayers of that jurisdiction. Letchworth Village, for example, is within the boundaries of two small towns: Haverstraw and Stony Point who are lucky to be outside police barracks in the area is also woefully small and understaffed.

Employees are entitled to protection by the Department of Mental Hygiene. So, too, are the patients. Austerity program or not.

**Your Public Relations IQ**

(Continued from Page 2)

to $36,000 from $35,565 ($S 8). Just two years ago, the top of this scale was $30,239.

THE SECRET OF the Federal government's new pay policy is the Federal pay comparability, which President Nixon signed Jan. 8, concurrently issuing orders for the wage increase.

THE NEW LAW practically assures Federal employees of an annual pay boost, as long as private industry's wages continue to rise.

INCREASES to keep Federal government employees in line with private pay scales are to be nearly automatic.

UNDER THE NEW statute, each year the U.S. Labor Department will report on average salaries paid in private business for specified types of work.

THE WORKS are supposed to be comparable in duties of similar groups on the Federal pay-roll, such as stenographers, attorneys, engineers, etc.

AS WE HAVE written frequently before, civil service public relations is inextricably tied to the amount of pay a civil servant receives. That is the nature of national fabric.

FOR EXAMPLE, few people know—and this includes the recipients themselves—that a New York City policeman's job costs the taxpayers $16,125 for each policeman, including a free pension fund contribution of over $2,500 for each man.

WHEN THE TOTAL pay dispute is resolved that figure could easily go from $16,125 to $20,000.

WHAT IS IMPORTANT about the new Federal pay increase is the upgrading of civil service as well as the inevitable upgrading of civil service public relations.

**Implementing Agreements**

WHAT IS the status of a minority union with regard to dues checkoff? This question was answered a few weeks ago by the Appellate Division of the New York State Supreme Court.

FOLLOWING the 1969 PERB certification of CSEA as a negotiating agent in four State units, negotiations were held which resulted in the State granting CSEA exclusive payroll deduction of membership dues and insurance premiums for employees. The contracts provided that no other employee organization shall be accorded such privileges.

COUNCIL 50, AFSCME commenced an Article 78 proceeding in Albany County Supreme Court to enjoin the State Comptroller from discontinuing the dues checkoff for its members. The petition was dismissed by the Judge in Special Term.

IN AFFIRMING the Supreme Courts dismissal of the case, the Appellate Division pointed out that section 654 of the Executive Law authorizes the Director of the Office of Employee Relations to instruct a State officer, department, board, commission or agency to take such action as needed to implement and administer the provisions of a binding agreement between the State and a duly certified and recognized employee organization.

AS TO A non-recognized, non-certified employee organization, the checkoff is not a vested right . . . but a privilege which, if any employee so desires, can be withheld at the discretion of the Director of Employee Relations. The employer is plainly under no obligation to grant a checkoff to a minority union.

THE COURT concluded, "Since a public employer may make its grant of checkoff privileges exclusive to the majority union, the Director of Employee Relations properly terminated the exercise of checkoff privileges by appellant." Matter of Kraemer v. Helsby, 316 NYS 2d 88 (3d Dept. 1970).

ON THE SAME day the Kraemer case was decided, the Appellate Division ruled in Matter of Buffalo Teachers' Federation, Inc. v. Helsby, 316 NYS 2d 123 (3d Dept, 1970), that PERB and CSEA, as certified agents, have exclusive bargaining rights with the State for individual employees of the no-strike provisions of the Taylor Law. The Board is authorized, however, to institute proceedings on its own motion to determine whether an employer can be required to bargain with minority unions.

IN ADDITION, the court passed on several constitutional issues. The teachers' federation contended that the charges of violation had to be served upon it by personal service, and that service by any other method violated due process. The court said, "Due process does not require personal service, and where the statute does not explicitly mandate such service, PERB, as authorized by the statute, had implied power to adopt a rule authorizing service by mail."

THE TEACHERS also questioned the constitutionality of the Taylor Act on the theory that PERB acts as both prosecutor and hearing officer. The court stated there were many administrative agencies in New York such as the Labor Relations Board, the Alcoholic Beverage Control Board, the Department of Motor Vehicles and the Insurance Dept., in which the combination of investigation, prosecution and decision-making had been held legal by the courts.

ANOTHER RECENT Appellate Division decision involved the health insurance coverage of group insurance contract between Blue Cross and the State of New York, which was modified in 1966 to provide that benefits paid under the plan would be reduced by the amounts payable under any other insurance plan maintained by an employee. Pursuant to the contract, Blue Cross paid more than $1,000 toward the hospital bill of an employee's wife. She was employed by a private company and was covered by a group health insurance policy issued by Metropolitan Life. Pursuant to the Metropolitan plan, the wife received in excess of $700 toward her hospitalization.

THE APPELLATE Division gave judgment for Blue Cross for the difference between what it paid and the amount paid by Metropolitan. Blue Cross of Northeastern New York, Inc. v. Ayette, 315 NYS 2d 998 (3d Dept. 1970).
Oswego Recruiting for Probation Job
The Oswego County Dept. has asked applicants for supervising probation officer, a promotional post, to be certain to file before Feb. 26. The title is open to post, to be certain to file before probation officer, a promotional asked applicants for supervising present probation officers with community organization and re-supervision, staff supervision, set to take in areas such as case two years. In that job.

Civil Service Dept. for applic programs. Contact the State Personnel Dept. sent list notices by the City Assistant attorney, an open-competitive title, 34 were recently

Entrants Concur
Among applicants for assistant attorney, an open-competitive title, 34 were recently sent list notices by the City Personnel Dept.

This new car is the best reason not to buy a Volkswagen Beetle.

In a year when every car maker seems to be giving you one reason or another not to buy a Volkswagen Beetle, it might be a good idea to listen to the best reason: Volkswagen's Super Beetle. It has almost twice the luggage space as the Beetle of yesteryear. It has a longer-lasting, more powerful engine. It has a new suspension system for a smoother ride. It has a flow-through ventilation system to bring in fresh air when the windows are closed.

The interior is, to be honest, much nicer. The floor of the Super Beetle, for example, is fully carpeted. In all, it has 89 things you could never find on a Beetle.

So of all the claims you'll hear this year by car makers that their cars are "better than a Beetle," there's only one car maker with 25 years experience in small cars to back it up. Volkswagen.
Capital Conference Sets Plans For Annual Meeting And Officer Elections

By JOE DEASY, JR.

ALBANY—Plans for the annual meeting of the Capital District Conference, Civil Service Employees Assn., were solidified here last week when Conference delegates accepted committee reports on the site—The Otesaga Inn, in Cooperstown—and the dates, June 4, 5 and 6.

The meeting will be the scene of the biennial election of officers. Max Benko, Pat Rutledge, Geona Kepner, Nicholas Friscalli and Earl Kilmartin will make up the nominating committee to present candidate slates.

Conference president Ernest Wagner reported on progress in his talks with Albany Mayor Erastus Corning II concerning State employee parking facilities on Sheridan Ave.

The meeting was held in Valles Steak House in Colonie with a record attendance. Douglas Barr urged chapter presidents to bring their grievance and membership committee chairmen to future conference meetings. Continuing in the same vein, Harry Kolothros suggested that the chairmen of the Conference grievance and membership committees visit chapters upon request to assist chapters and advise on new methods of accomplishing their goals.

Wagner alerted chapter presidents that he was planning a meeting with them before the March meeting at the Concord Hotel to discuss items that are to be on the delegates' agenda. Delegates traveling to the Concord will be able to use a chartered bus from the Capital District at a cost of $7.50 for the round trip.

The Concord bus and a special one-day bus trip to New York City on April 3, at $6 per member for the round-trip, are activities of the special transportation committee, under the chairmanship of Dorothy Honeywell.

Other activities of the Conference discussed at the meeting included a Capital District CSEA Night at the Ice Capades on Tuesday, March 30. Special discounts are available to Conference members, according to Miss Kepner, chairman of the committee. The flu prevention shot program is continuing under the direction of Wagner and Harold Ryan, the committee concerned reported.

Among the guests attending the meeting were CSEA Statewide president Theodore Wenzl, supervising fieldman John Corcoran and Rex Trobridge and James Cooney, new field representatives in the Albany area.
BUFFALO—Facts on collective bargaining techniques, fringe benefits and the Nation's leading cancer research center were dispensed recently at the Western Counties Workshop and meeting of the Western Conference of the Civil Service Employees Assn.

Robert Guild, collective bargaining specialist from CSEA Headquarters, Albany, provided the negotiating information.

Donald Rosenbaum of the New York State Retirement System offered the advice on fringe benefits, giving detailed explanations of three negotiable benefits.

Dr. Gerald P. Murphy, director of Roswell Park Memorial Institute here and principal speaker at the Conference's evening session, conveyed interesting items about the research facility he heads.

Guild and Rosenbaum spoke at the morning Workshop and the afternoon Conference meetings, which saw attendance cut sharply by Mother Nature. High wind and drifting snow in nearby counties caused road closings, while airlines were forced to cancel landings at many airports. CSEA first and fourth vice-presidents Irving Flamenbaum and Richard Tarmey, en route to the meeting, were stranded at Albany County airport, which had closed because of high cross winds.

Illness also took its toll on Conference attendance. Many delegates, including Conference President John Adamski, reported sick from a virus infection that has struck the Northern and Western sector of the State.

Guild urged CSEA members to utilize field representatives in their collective bargaining. "These people are professional bargainers, they should play an important role in negotiating with the chapter team," he said.

Next two years you're going to see a lot of strikes by CSEA groups because the Taylor Law offers the teeth to the employer in bargaining, but not to the employee group that represents the workers."

He also urged CSEA negotiators to adopt a tough stance in bargaining with their employers and again advised utilization of the field representative. "It's paid to be a negotiator and he doesn't have to worry about his job or his relations with his employer."

Along the collective bargaining line, E. Norbert Zahn, director of education for CSEA, advised negotiators to "negotiate time for a negotiation seminar."

"If you get the time and we get the time, we can develop a real good program throughout the State," he said while pointing to a booklet put out by CSEA, entitled "A Guide to the Negotiation Process in the Public Sector."

Robert A. Milling, CSEA field representative from the Buffalo area, and Joseph Dolan, director of local government affairs, also spoke briefly at the workshop session.

Rosenbaum told both the Workshop and the Conference about three plans that improve

(Continued on Page 14)
CSEA Tells Mental Hygiene Dept.: Give Us Career Ladder Now!

ALBANY—The Civil Service Employees Asm. is now awaiting a decision from a hearing held last week by the State Office of Employee Relations concerning the controversial patient-care career ladder for Mental Hygiene employees in ward service titles.

CSEA, in a letter to the State Office of Employee Relations, stated that the State has made up its mind to ignore the agreement, is pointless for us to continue the talks.

Under the contract grievance procedure, CSEA is required to issue a written decision within 10 working days after the review is held, or no later than Feb. 10, 1971.

Wend said that CSEA may request arbitration of the dispute within this 10-day period of the decision, should the Employees Association find that decision unreasonable.

Representing CSEA at the grievance hearing were Mrs. Mary Blair, assistant program specialist, Robert C. Gull, negotiating specialist for the Full Time Employees Association, and James D. Featherstonhaugh, counsel.

Binghamton School Unit Sets Banquet

JOHNSON CITY — The Binghamton City School Unit will celebrate the occasion of its gala third annual banquet to commemorate the nearly 45 years of loyal service to the Binghamton School District by Mrs. Genevieve Driscoll.

Mrs. Driscoll has also served unrupturtingly recently, with patient-care employees who have had job training and experience are qualified for promotion and we are fighting to see that they get a square deal in this career ladder. As long as the State has made up its mind to ignore the agreement, it is pointless for us to continue the talks.

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Top Pay Rung Reaches $9,561
Four Prime Locations Listed
For State Health Svce. Nurse

Run Recruit Drive
For Programmers, Computer Operators

OFFICIAL 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.
- STEREOS 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 film.

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 metropolitan area.
- FURS — A prominent fur manufacturer and supplier to major department stores is now contracted to offer its products at discounts exclusive to United Buying Service. Fur available include Mink, Beaver, Leopold, Muskrat, Broadtail, Alaskan Seal, Persian Lamb and a variety of Fun Furs.
- LUGGAGE — Products of all leading manufacturers at special discount prices.

United Buying Service Corporation
1855 Broadway, New York, N.Y. 10023
New York: (212) LT 1-4944, PL 7-0007
New Jersey: (201) 434-6788
Long Island: (516) 488-3268

The Greatest Buying Power in Greater New York
N.Y. STATE PUBLIC EMPLOYEE HEALTH INSURANCE SCOREBOARD

Coverage A: 296,000 participants*
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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. Panzaarelli, 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 supplement 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 Exteon 280 for Mental Health.
Western Conference Meet

(Continued from Page 9)

reirement and death benefits.
Two segments affect retirement, one allowing a World War II veteran to buy back his military service at the salary rate at which he started to work, the other allowing employees to accumulate up to 165 days sick days for transfer to retirement days.

The new death benefit plan, he explained, provides $20,000 or one month's pay for every year he explained, provides $20,000 or one month's pay for every year worked, whichever is greater.

The worker's "buy back" retirement time plan expires in March. Rosenbaum said, "Generally, if a worker was hired before 1960, it will be beneficial to buy back his service time."

Murphy capped off the evening's formal events with an explanation of the State's Roswell Park Memorial Institute, the host chapter of the Conference meeting.

Dr. Roswell Park of Buffalo was founder of the Institute, with the help of Edward Butler, a newspaper publisher, Murphy explained.

He read excerpts of a letter he had written to the Institute.

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The worker's "buy back" retirement time plan expires in March. Rosenbaum said, "Generally, if a worker was hired before 1960, it will be beneficial to buy back his service time."

"Our patience is being tested to the limit," he declared. This crisis is their fault—not ours. The entire Nation is in dire fiscal straits, not just the State of New York.

"However, I want the State Administration to know that we have a contract and the fulfillment of this contract is the State's problem. We are doing our share.

"Referring to the recent CSEA victory against cutbacks in employee staffing in the Department of Transportation, Wendel pointed out that all CSEA members stood firm against the contract violation and "we won."

"Other Statewide officers attending the meeting were George DeLong, fifth vice-president; Dorothy MacTavish, secretary; and John Gallagher, treasurer. Other guests included William Parry of Blue Cross-Blue Shield and Joe Deasy, Jr., City editor of The Leader.

The retirees next meeting will be at 1 p.m., March 10, at CSEA Headquarters.

CSEA secretary Dorothy MacTavish table-hops to visit her fellow officers and their wives during the Western Conference activities. Jacobs also named Martha Owens as chairman of the legislative committee. Appointed to serve with Mrs. Owens, who is second vice-president of the New York City chapter, are Frank Sanders, NYC chapter third vice-president; John Lomandaco, Division of Employment chapter president, and Sal Butero, New York Psychiatric Institute chapter president. Nominated to the social committee are: Ellen Murphy and Miriam Levy, both of the NYC chapter, and Pete Morahan of State Armories.

President Jacobs also pointed out that the next Metropolitan Conference Workshop has been set for April 18-20, in conjunction with the Southern and the Long Island Conferences.

Stormy, But Fruitful, Metro Conf. Meeting

(Continued from Page 4)

State board of directors meeting (held Jan. 28 in Syracuse)

Thomas Lumsden, director of the New York office of CSEA field representatives, also ran into a lively debate over negotiation practices after he had finished his report on the Mental Hygiene Sem-
any devices are discovered by the trained bomb-detection force.

CSEA had initiated its protest last May to acting president Dr. Allan Kustalo, and reiterated its demands to President Dr. Louis Benetuz, early this month.

"The danger to untrained employees in being assigned to search for bombs in the past is obvious," Burch said. "Now CSEA is satisfied that only those employees who volunteer to search for explosive devices will be assigned to that duty. And those employees will be specially trained so that the risk to their lives and safety is minimal. CSEA is heartened to know that the State University administration has agreed to our demands in this all-important matter."

Appoint Benham Ontario Treas.

The Governor's Office has designated Walter C. Benham of Naples as County Treasurer. Benham will succeed Kenneth Whitecomb, who had resigned. The appointee's term will extend to Dec. 31, 1971, and the position will be placed on the ballot to be filled in this Fall's election.

State Spotlights Entries By Phone

As a matter of convenience to aid after-hour applicants for State jobs, the Department of Civil Service maintains a phone/recorder device which takes the requests of those calling after 5 p.m. and on week ends. The number to call: (212) 765-3811. Be sure to specify the exact title and exam bulletin.

Sniffing Success

The City Personnel Dept. has announced that 546 eligibles successfully passed Exam No. 6594, the test for senior swear treatment worker, conducted recently.

DEWITT CLINTON STATE & EAGLE STS., ALBANY A KNIGHT HOTEL A FAVORITCE IN THE AREA 30 YEARS WITH STATE TRAVELERS SPECIAL RATES FOR N.Y.S. EMPLOYEES BANQUET FACILITIES AVAILABLE Call Albany 6-4411 THOMAS H. GORMAN Gen Mgr.

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The Statler Hilton

BUFFALO, NEW YORK

offers to State Employees on State Spon- sored business the very best for least! At only $10.50 per person, State Employees will enjoy the convenience of modern, luxurious accommodations, ideal downtown location, three fine restaurants, and exquisite little boutiques and shops housed in the hotels, as well as FREE parking garage for regis- tered guests.

BUTTERFLY & GREEN 168-25 Hillside Ave Jamaica 6-6300

HILLISIDE AVE SEC $22,990 NEAR SUBWAYS Exceptional home on an extra- ordinary location, near shopping centers and only a few blocks from the new Forest Hill school. Modern kitchen, side bath, every room spacious, rooms well down, refrigerator, automatic gas heating system, very low down payment for FHA & GI buyers. Ask for Mr. Koppelman.

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QUEENS HOMES 170-13 Hillside Ave Jamaica OL 8-7610

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Hillsdale Ave Sect $22,990

TO THE SMALL HOMES AGENCY 3400 S. MANNINO AVENUE

of employees to detect bombs. The employees will be assigned in the manner of a community volunteer fire department, and a stand-by force will be available for off-duty hours.

"Experts in bomb removal and handling will be called in if

FOSTER PARENTS ARE SPECIAL PEOPLE - Parents who can share their home and family life with a foster child are very special people. "CSEA" encourages foster parents to sign up now. For further information, please write The Children's Aid Society, 225 W. 73rd St., New York, N.Y. 10023. Phone: 682-9040, Ext. 329.

GOVERNORS MOTO K INN RESTAURANT - COCKTAIL LOUNGE OPEN DAILY FOR LUNCHEON AND DINNER. LARGE BANQUET HALL SEATS UP TO 175 DINNER AND BUSINESS PARTIES SERVED. FINEST FOOD ALWAYS. DANCING TO A FINE TRIO FRIDAY & SATURDAY NIGHTS 9:00-1:00. CALL 423-4666. Miles West of Albany on Rte. 20. P. O. Box 187, Guilderland, N.Y. 12084

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HILLSIDE VICTORY CONTINUED

FARM IN AN EXCELSIOR SIDE OF HUDSONS. 5 WELP-PROPORTIONAR ROOMS. 5 BEDROOMS. NICE KITCHEN. LARGE LIVING ROOM. 3 BATHS. 3 GARDENS. 5 FENCED- Off. N. A. M. 5S. 70. 125. 1250-

CAMAHI HTS $28,500 WIDOW SACRIFICE Due to death of owner, two 3 bedroom, 2 family in Olde Flower Hill. FWA approved. Vacant. No waiting.

CUBAN HOMES $28,500 5 BEDROOMS-2 BATHS Very nice, O20 in Albany's O20 neighborhood.

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2 family, 3 bedrooms, 2 bathrooms. Covered front porch with garden. $24,000. 612-2400. For information, write "Victory Homes," 211 W. 1st Ave, Syracuse, N.Y. 13203.

FLORIDA

Florida's 8,500,000 urban area

9,500,000 homes

980,000 offices, stores, apartments

15,000,000 people

5,000,000 autos

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Buffalo Chapter Hears CSEA's Legal Program Discussed At Meeting

(From Leader Correspondent)

BUFFALO—The legal benefits available to Civil Service Employees Assn. members was explained recently in a meeting of the CSEA's Buffalo chapter.

Abraham Kranker, chairman of the CSEA legal committee for CSEA's Southern Region, was the speaker.

Kranker explained how the CSEA's legal committee serves as a resource for CSEA officers and field representatives. He described the role of the legal committee and its function in assisting members with legal issues.

Any employee confronted with a disciplinary action is entitled to his choice of legal counsel paid for by CSEA, Sandler observed. Likewise, he said, any CSEA member who brings a grievance to the appellate level is entitled to counsel. However, Sandler said, the regional attorney is selected because of his background in most cases.

Kranker explained how the CSEA's legal protection is a statewide basis if a member comes under the legal protection of the CSEA program. A member of the State Attorney General's staff, Sandler gave an overview of the entire program statewide.

Rosen explained what constitutes a grievance. He advised the audience on how to contact their chapter officers and field representatives when a grievance matter first arises.

In other business, an appeal was made for assistance for William B. Baumber, a Labor Dept. aide who is suffering from a kidney ailment. The purchase of a dialysis machine for a local hospital is the goal.

Such a machine can be obtained by saving $600,000 Betty Crocker coupons, which are redeemable. The chapter is spearheading a coupon drive toward this objective. The money must be collected by May 31, 1971.

For more information, you can write Baumber at the Department of Labor, State Office Bldg., 65 Court St., Buffalo 14202.

Select Yates County slate

PENN YAN—The Yates County chapter of the Civil Service Employees Assn. met April 10 and elected a slate of officers for the term 1971-72 by selecting a new slate of officers, headed by Richard Curseau and presented to the County Social Services Dept. by Morris Kranker.

Chosen as vice-president was a new slate of officers, headed by Richard Curseau and presented to the County Social Services Dept. by Morris Kranker.

Representatives of each group are: Yates County Highway Dept., Donald Robinson; Town of Berlin, Sheldon B. Cook, Sr.; Village of Penn Yan, Benard Luthen; Penn Yan Municipal, Murray D. Axtell; Penn Yan Central School custodian, Rich- ard Mullinger; Penn Yan Central School clerical, Mrs. Dorothy Young; Penn Yan Central School teachers aids, John Coggins; Penn Yan Central School cafeteria, Lillian Hopkins.

Yates County Department of Social Services has not appointed a representative as yet.

Super Probation Off. Wanted in Tompkins

 incumbents probation officers with the Tompkins County Probation Dept. have until Feb. 26 to file for the promotional test supervisor for supervising probation officer. Trust test is scheduled for March 27.

Applicants must have served two years in the eligible title and will face a written test dealing with correctional casework, criminology and related social problems, among other areas. Applications may be obtained through the State Civil Service Dept.

Depuy Sheriff (Continued from Page 3)

Since Governor Rockefeller voiced the need in his message, the state legislature has been working on the so-called "500,000" program with the idea of providing a dental benefit for all Civil Service employees.

Deputy Sheriffs (Continued from Page 3)

The session was called to order by interim chapter president Leo Weingartner, who immediately got down to the heart of business.

Under new business, interim chapter executive secretary Morris Sokolinsky reported to the several hundred members in attendance on a recent Mental Hygiene Workshop held at the Grant Hotel, which he described as productive.

Sokolinsky also advised the membership that the question of union security agreements governing the amount of time certified CSEA officers may spend to service the needs of the membership had been agreed upon by Binghamton State Hospital officials. Weingartner reported that a list of designated officers would be dispatched to the administration for their information to incorporate in the implementation of the plan.

Nominating committee chairman Lawrence, secretary—Janet Steves, permanent officers for the chapter as selectmen.

Following the reading, the floor was then opened for the nominations.

Leo Weingartner, left, and Morris Sokolinsky

John Corcoran

Binghamton Hospital Chapter Holds Inaugural Meeting

ROCHESTER—The new CSEA chapter at Binghamton Hospital held its first formal meeting, Jan. 20 at the First Ward American Legion Hall in Binghamton.

The session was called to order by interim chapter president Leo Weingartner, who immediately got down to the heart of business.

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committee, and Charles R. Sandler, one of 21 elected members of the State, explained the members' rights in a panel session moderated by Celeste Rosenkranz, who was substitute for Fred Hrubetz, chapter president, who was ill.

Sandier, a CSEA attorney for 22 years, pointed out to the members that the chapter meets the role of the regional attorney in the CSEA's legal program.

Any employee confronted with a disciplinary action is entitled to his choice of legal counsel paid for by CSEA, Sandler observed. Likewise, he said, any CSEA member who brings a grievance to the appellate level is entitled to counsel. However, Sandler said, the regional attorney is selected because of his background in most cases.

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CIVIL SERVICE LEADER, Tuesday, February 2, 1971

For Rochester Hosp. Gala Retiree Party Stated For Mar. 12

ROCHESTER—Some 35 employees of Rochester State Hospital who retired in 1970 will be honored in March at a retirement party sponsored by the hospital's Civil Service Employees Assn. chapter.

The party will begin at 6:30 p.m. March 12, at the Maple Dale House, 1300 Main St., Rochester, and will include a dinner.

Pearl Miles, Leo Lampshon and William Rosser are chairman-elect, and touched on the new dental care plan which is scheduled to go into effect in the Spring.

The chapter represents some 1,300 employees.