DELEGATES ATTACK PAY DELAY THREAT

March 29 At Capitol

CSEA Board Votes To Support Mental Hygiene Demonstration

KIAMESHA LAKE — A mass demonstration to protest proposed budgetary cutbacks that would affect Mental Hygiene operations is being planned for Monday, March 29, at 1 p.m. in front of the Capitol in Albany. The demonstration is being called to show CSEA's determination to fight any breach of contract that would violate established work practices or that would result in loss of any benefits.

The demonstration is being called to show CSEA's determination to fight any breach of contract that would violate established work practices or that would result in loss of any benefits.

Among the delegates declaring their strong support for job action in protest of budget cutbacks are Philip DelPizzo of Middletown State Hospital, left, and Clarence Laufer of Upstate State Hospital.

JOSEPH F. FEILY

Former CSEA Head Succumbs At 62

ALBANY—Joseph F. Feily, president of the Civil Service Employees Assn. during the years 1959-67, died March 17 of a heart attack at the age of 62.

A four-term president of the State Association, Mr. Feily had been active in civil service affairs since entering State service in 1938 and was one of the co-founders of the Tax chapter in 1946, which he later served as vice-president and then president. At the time of his death, he held the post of assistant director of miscellaneous tax accounts in the Department of Taxation & Finance.

Mr. Feily's funeral services were held at his residence in Albany, and a reserve of State workers and CSEA members were present to pay their respects.

JOSEPH F. FEILY

Cost Of Government Is Public's Concern-Not Workers' Burden

SOME years ago, the late Robert Young, a Wall Street tycoon whose financial wizardry gained him control over a score of major business and industrial enterprises, including the New York Central Railroad, pointed out that his

(Continued on Page 3)

Don't Repeat This!

To Keep Informed, Follow The Leader.

See Pages 8 & 9
(Continued from Page 1)
were given better transportation services than people by railroads throughout the country.
Young's appearance appears equally pertinent when applied to the attitude of government employers toward the sanctity of contracts involving civil service employees. They are interested in the purchase of horses and other food products for public institutions, or to the purchase of Vermont marble for South Mall construction purposes.

The simple fact is that the Civil Service Employees Assn. in good faith negotiated an agreement with the State Board of Social Welfare for a 6 percent salary increase effective April 1. This agreement has all the sanctity of every agreement made by the State, whether to purchase supplies and materials, whether to construct highways and public structures, or the amount of interest and principal to be paid on bonds sold by the State. Each of these agreements is equally protected by a clause in the United States Constitution that prohibits a State from passing a law that impairs the obligations of a contract.

Placed In Jeopardy
Yet of the thousands of contracts that the State inevitably enters into last year, it is only the agreement with the civil service employees that could be placed in jeopardy by the fiscal bind in which the State finds itself. No spokesmen for the employees, or for the State Administration or for the State Legislature has suggested suspending payments on State bonds or cutting back on the agreed price for State services. It is the fiscal spokesmen at the administrative and legislative levels who are deeply involved in the great game of cutting the budget, with each denouncing the others' proposals as a "meat-axe" approach, a circumstance that proves only that one man's meat axe is another man's scalpel.

It is particularly tragic to state that statements indicating a possible suspension of the agreed salary increases on April 1, is that if any one is under real pressure to renego on the agreement, it is the civil service employees and not the State. Curiously enough, the State Board of Social Welfare recommended a 7.5 percent increase were payments on State bonds not a matter of increased living costs—a recommended increase that is far below the 15 percent increase due to civil service employees. Certainly the cost-of-living increase has been just as great for the working man as for the non-working population.

Equally tragic is the assumption that the civil service employee is the appropriate scapegoat for executive impotence and that it is the burden of the public employee rather than the public generally to subsidize government. Impolit in that assumption is that the civil service employee is somehow immune from the burdens of inflation and unemployment.

The State Budget must be adopted by April 1, so that the moment of about to happen is rapidly approaching. Reneging by the State of its agreement with the Civil Service Employees Assn. is pregnant with disaster for the people of the State.

WCB Offers Benefits
Book On Volunteer Fireman Legislation
A new edition of the State Volunteer Firemen's Benefit Law is presently available, according to the Workmen's Compensation Board.

The latest edition contains the current rules and regulations of the Board. It is effective and excerpts of other laws pertinent to volunteer firemen's benefits. Many errors in the previous edition have been corrected, as well as a detailed index and references, are also included in the new edition of the law.

Copies of the book may be obtained for $1 each at Room 606, 50 Park Place, New York, N.Y. 10007. Make all checks payable to the New York Workmen's Compensation Board. Do not send cash or stamps.

Aarons Assumes Surrogate Post
Governor Rockefeller has sent word to the Supreme Court that he has appointed William Aarons as Surrogate in the proposed Surrogate appointment of Morris County Surrogate. He is now York City's appointee to serve as New York County Surrogate. Justice Aarons will succeed Justice Almeida, who was elected to the Supreme Court last November and resigned at the end of December. His term will extend to Dec. 31, 1971, and the position will be filled in next November.

FROM THE FINEST

(Continued on Page 5)
Delegates Throw Full Support To Job Action

ROCHESTER — Samuel Grossfield, chairman of the work performance rating and examinations committee of the Civil Service Employees Assn. has urged candidates for the two senior stenographer examinations (34-288 and 28-326) held on Nov. 7, 1970, to contact him if they have specific complaints against the conduct of the examinations.

Grossfield reported that he is compiling a list of complaints to be delivered to the Civil Service Dept. with a request for retesting of candidates who are found to be aggrieved.

Specifically, Grossfield noted, “we have had a deluge of complaints that testing was done in large rooms with poor acoustics, defective dictation devices which cause slurred pronunciation as well as outside noises from sports events and other school activities.

“This is certainly cause enough for retesting and as soon as all the facts are compiled, we will go before the Civil Service Dept. with the demand for retesting.

“If feel,” Grossfield added, “that legal redress is available to us should the Department fail to agree to our demands.”

It was reported that the bulk of the complaints emanated from Rochester, Mineola, Riverhead, Nyack and Buffalo.

Anyone with complaints may contact Grossfield at 140 Westminster Rd., Rochester, N. Y. 14601.

For Tax Examiners

Emergency Meeting Ordered To Protest Out-Of-Title Work

An emergency meeting of tax examiners who have been assigned to lower classification duties as tax collectors was planned as The Leader was going to press.

Solomon Bendet, president of the New York City chapter, Civil Service Employees Assn., is preparing action against the State Department of Taxation and Finance in behalf of 23 employees of the New York District Office who have been ordered to perform out-of-title work.

Bendet said that although the employees involved were being paid at their civil service title salary rate, “they are doing work which is not in their job specification which is in violation of their contract with the State, as negotiated by the CSEA.”

Dues Increase

In order to wipe out a budget deficit for the fiscal year of 1971-72, to provide funds for a winter school to battle any attempted raids from competing unions and to increase service to members, delegates voted a dues increase of 25 cents bi-weekly, although not without considerable debate.

Three options were given to the delegates to vote on — a $1 increase, a 50-cent increase and the 25-cent increase.

Major arguments in favor of the lesser dues hike were offered by Randolph V. Jacobs, president of the Metropolitan Conference.

Sam Grossfield, of Rochester, made the motion for the 25-cent increase, which was adopted.

Tribute to Folly

Delegates learned of the death of former CSEA president Joseph F. Folly on the first day of their business session and, after a moment of silent prayer, unanimously voted a tribute of sympathy to his widow, Kathleen Folly.

Tribute was also paid to the memory of Governor Thomas E. Dewey, who also died last week.

Due to the fact that the meeting ran well into the deadline and production schedules of The Leader, picture reports and other convention stories will have to appear in next week’s edition.

WIN Typists Gain Relief From Burden Of Heavy Workload

On the strength of ideas advanced by members of the Metropolitan Division of Employment chapter, Civil Service Employees Assn., an attempt is being made to reduce the workload of typists in the WIN Program.

A six-point program was developed at a recent meeting, attended by CSEA’s grievance committee representatives and WIN officials. Participants included Edward Colae, Alex Altheim, Laura Valdez and Lyle Chittexus, representing management; John Lohkonamo, William Dumaine and Leah Weinstein, of the grievance committee; and Ruth Karp, Gloria Blanc, Maria Rivera and Joanne Lama, of the typists’ panel.

The major suggestion set up a formal review committee to keep up with statewide employee reaction to threats to delay the April 1 pay raise and to cut heavily into State department budgets is Irving Flaumenbaum, CSEA first vice-president.

(Continued from Page 1)

“Mausoleums and Fire Traps”

Solomon Bendet, second vice-president, again charged the State with perpetuating mausoleums and fire traps worth billions (the Albany Mall and the World Trade Center) and “once again trying to make public employees the scapegoat for failing to plan properly for the real needs of the people of this State.”

A lack of proper planning was also hit by Margaret Anastasia, of Albion Correctional Facility. She has charged the State Administration with ordering a shifting of women prisoners from the institution, located in Western New York, down to New York City “without any consideration for the effect of the move on the rehabilitation of prisoners and the effect on their unfortunate families.”

She said that “this kind of consolidation is just an excuse to cut jobs and reduce services.” Delegates backed her move to use “all possible pressure” to stop the practice.

CSEA representatives from every section of the State lined up at microphones to protest the threats of budget cuts, layoffs and raise delays and ended the first day of the session in one of the most heatedly charged, militant moods ever witnessed at a CSEA convention.

A time of adversity ... but thank God we have the strength to overcome,” CSEA president Theodore C. Wenzl tells the delegates.

...the war chest to battle any attempt to reduce the number of employees the State lined up at microphones to protest the threats of budget cuts, layoffs and raise delays and ended the first day of the session in one of the most heatedly charged, militant moods ever witnessed at a CSEA convention.

Keeping up with Statewide employee reaction to threats to delay the April 1 pay raise and to cut heavily into State department budgets is Irving Flaumenbaum, CSEA first vice-president.

Solemon Bendet, CSEA second vice-president, at microphone, gives his views on a proposal made by the organization’s insurance committee during the special delegates’ meeting held at the Concord Hotel last week. Listening, from left, are George DeLong, CSEA 6th vice-president; Robert Wall, committee chairman, and Ted Wenzl, CSEA president.
Office Experience Aids

Compensation Examiners Embark At $5,460 Yr.

As follow-up to the Statewide salary boost set to see its final step implemented in April 1971, workmen's compensation examiners will enjoy a 14 percent raise over current pay, which now ranges from $5,460 to $6,760. A continuation filing setup remains.

State Conducts Hunt For Illness Detection Technician Entrants

In an effort to track down disease detection technicians, the State has noted that applications will be accepted for the $6,516 title through April 19. Requirements point to having a high school diploma plus two years’ in “performing medical screening tests.”

A May 22 exam looms, also. You'll consider the practices of multiphase screening, keeping records and knowledge of medical technology. On the same date, a test for senior technician, at $7,762, will be conducted. Each will include questions on supervision and training as well.

Those seeking the senior technician post must need State license as an x-ray technician and have three years of screening test experience. Also permissible is high school graduation together with four years in the area of medical screening work.

Request Exam Notice No. 23-62 if you apply. Inquire before the mid-April deadline at any State Civil Service Dept., which you may call, write or visit.

Call For Capital Policemen Indicates Candidates Need Only High School Grad

Provided you pass the strict physical standards set up and can meet the good health standards, you’re eligible to apply for the vacancies now available as a capital police officer.

Age range calls for males between 21 and 40, plus 5 feet 10 inches in height, with a weight of 14 per cent over the range of $5,023 to $7,125 at as of April 1971. Ages are given three times annually.

To pursue these posts further, contact the State Dept. of Civil Service and ask for your application form. The relevant job bulletin may be obtained simultaneously.

Select Onondaga DA, Clerk, Sheriff For Interim Terms

The appointment of Leo F. Stagg to fill out the unexpired term of an assistant district attorney of Onondaga County, as district attorney in that county for a term to expire next Dec. 31, has been made by the Governor. At the same time, the Governor also announced the appointments of incumbents Patrick J. Orebic of Syracuse and Calvin D. Hamilton of Fayetteville as sheriff and county clerk, respectively. They also were named for terms ending next Dec. 31, with the sheriff’s appointment subject to confirmation by the state Senate.

With respect to the appointments of a sheriff and county clerk, the Governor’s action was taken to resolve any possible question about the legitimacy of the incumbents continuing in office, that question having arisen because of a conflict between the State Constitution and the Onondaga County Charter over the length of the terms of office of the sheriff and clerk.

New State Promotion Series Set To Terminate Filing March 29

Primary emphasis on the May 8 State promotional exams will go to principal titles in the clerical series, the Department of Civil Service reports. A March 29 deadline will apply to this latest group, consisting of both interdepartmental and intradepartmental jobs.

TITLES OPEN TO COMPETE

Prime candidates in these series will be those who have been recommended by the reappointment of Angelo F. Scora of Mount Morris to the position of principal of the Craig Colony School and Hospital for a term ending Dec. 31, 1977. This will mean without financial compensation.

Prime candidates in these series will be those who have been recommended by the reappointment of Angelo F. Scora of Mount Morris to the position of principal of the Craig Colony School and Hospital for a term ending Dec. 31, 1977. This will mean without financial compensation.
Where to Apply For Public Jobs

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

NEW YORK CITY — The Application Section of the New York City Department of Personnel is located at 49 Thomas St., New York, N.Y. 10013. Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., from 8:30 a.m. to 3:30 p.m., and Saturday from 9 a.m. to 12 noon.

Applications blanks are obtainable either in person, or, by his representa- tive at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013. Telephone 565-8700.

Mail requests for application blanks must include a stamped, self-addressed business-size envelope and must be received by the Personnel office not later than five days before the closing date for the filing of applications.

Completed application forms which are filled by mail must be sent to the Personnel Department and must be received at least five days before the closing date for the filing of applications.

The Application Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the area. These are the IRT 4th Avenue Line and the IND 6th Avenue Line. The IRT Lexington Avenue Line stop to use is the Brooklyn Bridge stop and the IND 6th Avenue Line local stop is City Hall. Both lines have exits near Chambers Street, a short walk from the Personnel Department.

STATE — Department of Civil Service has regional offices at: 1350 Ave. of the Americas, N.Y. 10019; phone 742-8500, Office Campus, Albany 12225; Suite 750, 1 West Genesee St., Buffalo 14202; 250 Schermerhorn St., Brooklyn 11217; 250 St. George, Staten Island.

STATE — Department of Civil Service has regional offices at: 1350 Ave. of the Americas, N.Y. 10019; phone 742-8500, Office Campus, Albany 12225; Suite 750, 1 West Genesee St., Buffalo 14202; 250 Schermerhorn St., Brooklyn 11217; 250 St. George, Staten Island.

Men & Women — Classes now forming.

Examination scheduled for April 24

N.Y.C. BUS DRIVER

CLASSES MEET:

- Jamaica — Mondays, 7 P.M.
- Manhattan — Tuesday, 5:30 P.M. & 7:30 P.M.

Enrollment open for next exam

PATROLMAN (N.Y.P.D.)

Class Meets Mondays at 5:30 p.m. or 7:30 p.m.

Examination has been ordered for

FIREMAN (N.Y.P.D.)

CLASS MEETS:

- Jamaica — Wednesdays, 5:45 P.M., 7:45 P.M.
- Manhattan — Thursdays, 1:15 P.M., 5:30 P.M., 7:30 P.M.

Examination has been ordered for

SUPERVISING CLERK-STENO

CLASSES MEET IN JAMAICA AND MANHATTAN

License classes enrollment now open for Stationary Engineer * Mastor Electrician Refrigeration Mach. Oper.

For information on all courses please phone GR 3-6900

MANHATTAN: 115 East 15 St., Mr. 4th Ave. (All Subways)
JAMAICA: 89-25 Merrick Blvd., bet Jakes & Hillside Aves

OFFICE HOURS: Monday to Friday, 9 A.M. to 8 P.M.
Gov. Thomas E. Dewey

TRIBUTES TO Governor Thomas E. Dewey, who died last week after one of the most distinguished public careers in American history, could fill the columns of this newspaper and several other publications as well. His courage and bravery as the legendary district attorney who tamed murderous mobs; his distinguished years as the Governor of this State; his candidacy for the presidency of the United States, and the intelligent role of senior statesman that he performed so well for the Republican Party in the years after, are accomplishments that require volumes.

We asked two men who worked with him and knew him intimately for some personal comment. We were struck by the fact that both Manhattan District Attorney Frank Hogan, long a close associate, and the publisher of this newspaper, Jerry Finkelstein, were so ardent in their praise of the qualities of friendship, loyalty and personal understanding that Governor Dewey gave to those with whom he worked and knew.

Said Mr. Hogan: "It was a privilege and a rich, educational experience to work in close association with the Governor. His genius for organization, his great talents, his leadership, his friendship and the affection of his associates.

"In Emerson's phrase, he knew the depth, the draught of water of every one of his men. In addition, he had an insatiable curiosity about them, and there was nothing he would not do to help them. One could take any problem to him, however personal, and he would not rest until he had helped to find a solution. Generous and loyal to an unbelievable degree, there was no effort too great for him when friendship called. Many of my associates remember a particular kindness, a generous act, extended when the going was rough. To my own knowledge, the list is long, very long indeed."

Mr. Finkelstein, while still a student attending law school at night, went to work for Governor Dewey when he was appointed Special Prosecutor for New York County. He said to us that he has never since met a "boss who could extract such loyalty from an associate and give such loyalty back in return. He had the gift of complete friendship, the gift of friendship. Because of these qualities, he was able to assemble the greatest collection of talent in one office in the history of government when he took on the task of fighting the racketeers in 1935. Knowing him was one of the greatest privileges of my life."

CIVIL SERVICE TELEVISION

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 31. This week's programs are listed below.

Tuesday, March 22
9:30 a.m. (color) — Around the Clock — NYC Police Dept. training series
1:00 p.m. — American Govt. — "Road to the White House."
3:00 p.m. — Under the jurisdiction of the Clock — "Physical Fitness & You." NYC Police Dept. training series.
3:30 p.m. — Return to Nursing — No. 23, "What's Ahead For Nurses." Refresher course for nurses.
3:30 p.m. — Staten Island Today — "The Clock — Physical Fitness & You." NYC Police Dept. training series.
3:30 p.m. — Monday, March 21
9:30 a.m. (color) — Around the Clock — "Physical Fitness & You." NYC Police Dept. training series.
1:00 p.m. — American Government — "Road to the White House."
1:30 p.m. (color) — Around the Clock — NYC Police Dept. training series.
2:30 p.m. — Police Commissioner Reports — NYC Police Dept.
3:00 p.m. — Police Commissioner Reports — NYC Police Dept.
7:00 p.m. (color) — On the Job — "Introduction to Fireboats."
NYC Fire Dept. training program.

Thursday, March 24
9:30 a.m. (color) — Around the Clock — "Physical Fitness & You." NYC Police Dept. training series.
1:30 p.m. (color) — Around the Clock — "Physical Fitness & You." NYC Police Dept. training series.
2:30 p.m. — Police Commissioner Reports — NYC Police Dept.
3:00 p.m. — Return to Nursing — No. 1, "Changing Role of the Nurse." Refresher course for nurses.
7:00 p.m. (color) — On the Job — "Introduction to Fireboats."
NYC Fire Dept. training program.

Friday, March 25
9:30 a.m. (color) — Around the Clock — "Physical Fitness & You." NYC Police Dept. training series.
11:00 a.m. (color) — Frontline — NYC Social Services Dept. series.
1:30 p.m. (color) — Around the Clock — "Physical Fitness & You." NYC Police Dept. training series.
1:30 p.m. — Uniform Challenge — Bronx Borough Pres. Robert Abrams is host.
7:00 p.m. — On the Job — NYC Fire Dept. training series.
1:00 p.m. — Staten Island Today — "Big Plans for the Big Island."

Saturday, March 26
1:00 p.m. — Community Action — The Mayor's Organizational Task Force.
10:30 a.m. (color) — With Mayor Lindsay — Weekly interview with the Mayor. And Monday, March 29
9:30 a.m. (color) — Around the Clock — "Physical Fitness & You." NYC Police Dept. training series.
3:00 p.m. — Commissioner's Press Part 1 — Refresher course for nurses.

CIVIL SERVICE LAW & YOU

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

Security In Public Sector

IN A PUBLIC Employment Relations Board decision issued on Dec. 29, 1970, it was held that an agency shop provision, which was bargained for in negotiations, and therefore the board of education was not guilty of an improper practice when it refused to negotiate with regard to agency shop provision. The PERB further held that the union was not guilty of an improper practice by merely proposing the agency shop, since the union did not insist upon the agency shop clause as a condition precedent to the reaching of an agreement.

THE HEARING OFFICER in this case concluded that the legislation in question, or the legislative intent of the Civil Service Law, because in that section of the Taylor Law public employees are granted the right to refrain from forming, joining or participating in any employee organization. The hearing officer further concluded that the agency shop provision was barred under section 3012.2 of the Education Law, which prohibits the dismissal of a tenured teacher except on grounds set forth in the statute. Finally, it was held that an agency shop violates the General Municipal Law, section 93(b), which provides, in substance, that dues shall be deducted. A union may not be required to fulfill an employee's salary only upon written authorization from the employee and that the employee is free to withdraw such authorization at any time.

THE DECISION points in favor of those who argue that the legislation may be a legal agency shop clause in a collective bargaining agreement covering public employees. (Monroe-Woodbury Teachers' Association and Monroe-Woodbury Board of Education, 3 PERB 3652, case No. U-0651 and U-0707.)

IT SEEMS SOMEWHAT unusual in the State of New York, with its long history of pro-labor legislation, no form of union security provision has been authorized by the lawmakers. In the private sector, New York permits a closed shop, which requires union membership as a condition precedent to obtaining employment. In the first instance. When the National Labor Relations Act was amended in 1947 to permit employers to file unfair labor practices against unions, no such action was taken by the New York State Legislature with regard to employment in the public sector.

AS OF THIS DATE, therefore, New York State permits a closed shop in private employment and no union security whatsoever in public employment. This State does not recognize unfair labor practices by unions in private employment, but in the public sector a union may commit an improper practice. If the purpose of union security provisions is to promote stability in labor relations, then by failing to enact the permissive legislation which appears to be required for union security in the public sector, the Legislature is, by its inaction, promoting instability in the area where stability is required.

IN ANOTHER PERB improper practice case decided last December, it was held that a board of education's unilateral change of its sabbatical leave policy was an improper practice by the employer, in that it denied the employees the statutory right to have its duly authorized bargaining agent negotiate with regard to a significant change in a term or condition of employment.

ALTHOUGH THE Board of Education is empowered (pursuant to section 1709 of the Education Law) to adopt rules and regulations regarding leaves of absence, PERB held that it may not change such rules without giving the negotiating agent an opportunity to negotiate with regard to such changes since they pertain to terms and conditions of employment. (UFSD No. 1 and East Meadow Teachers' Association, 3 PERB 8219, case No. U-0099.)
The Leader, this week, continues a listing of legislation affecting civil service employees which has been introduced into the State Assembly.

1261 MARCHI—Would allow
additional sick leave for police officers who die in line of duty other than by death or re-
irement, who have credit for at least 30 days of service in the police force and who does not withdraw contributions, to apply for and be granted leave of absence with pay or leave without pay, for a period of three months, subject to contributions to workers' compensation law for any six months period. City Com.

1262 MARCHI—Would allow
member of City Police De-
partment pension fund to de-
fer retirement for up to 30 days after receipt of decision by State Civil Service spe-
ial examination department, upon completion of examination, to request deferral of compensation known as cost of living ad-
justment, payable in 1971. NY City Com.

1272 MARCHI—Would allow
State reimbursement of 50 per-
cent of expenses by County or muni-
cipal civil service commission, of consti-
tutional law, county or municipal civil service, subject to contributions to retirement system, for workers' compensation claims. NY City Com.

1277 MARCHI—Would grant
citizens of State right to main-
tain workers' compensation claims by permit-
ing against officer, employee or instrumentality of State or polit-
cal subdivision, for injury or loss of life, made in the execution of duty, to be con-
ferred on employees, subject to contributions to workers' compensation law for any six months period. City Com.

1280 MARCHI—Would strike
out provisions excepting from payment of annu-
ities to employees of deceased blind veterans, widow who marries or was married to such veteran subsequent to March 14, 1936. Fin-
ance Com.

1283 MARCHI—Would provide
that amount borrowed by member of City Employees' Re-
tirement System who has been continuously employed for a period of three years, must be repaid before age 70. NY City Com.

1334 FT. "ARO—Would in-
clude firemen with peace offi-
cers in list of public employees who shall be sentenced to death instead of life imprisonment, for murder of peace officer while performing official duties. Codes Com.

1341 FERRARO, SCHWARTZ—Would strike out provisions ex-
cepting from payment of annu-
ities to employees of deceased blind veterans, widow who marries or was married to such veteran subsequent to March 14, 1936. Fin-
ance Com.

1372 FERRARO, SCHWARTZ—Would make is duty of every employer to make payments, in a court, suit, or forum, on public
works, county and town of-
cilies, boroughs, cities, villages, and office in cities and villages, to grant leave of absence with pay or leave without pay, for a period of three months, subject to contributions to workers' compensation law for any six months period. City Com.

1253 CALANDRA—Would pro-
vide that loan to member of City Fire Dep't pension fund for dis-
ability, subject to contributions to retirement system, for workers' compensation claims. NY City Com.

1256 CALANDRA—Would fix
new provisions for computing re-
 ascendancy, for members of City Fire Dep't, pension fund, for members who have served minimum period of 5 years and succeeded by at
least 30 days after retirement until 1st
day of final year of each additional year of service, NY City Com.

1257 CALANDRA, BLOOM—Would provide
that member of City Fire Dep't who has served minimum period of 5 years and remained in service, for retirement, shall be subject to contributions to retirement system. NY City Com.

1258 CALANDRA, BLOOM—Would provide
that claimant has exhausted
all procedures for benefits, with this
effect and after Jan. 1, 1971. NY City Com.

1259 CALANDRA, BLOOM—Would allow
State reimbursement of 50 per-
cent of expenses by County or muni-
cipal civil service commission, of consti-
tutional law, county or municipal civil service, subject to contributions to retirement system, for workers' compensation claims. NY City Com.

1260 CALANDRA, BLOOM—Would allow
State reimbursement of 50 per-
cent of expenses by County or muni-
cipal civil service commission, of consti-
tutional law, county or municipal civil service, subject to contributions to retirement system, for workers' compensation claims. NY City Com.

1261 CALANDRA, BLOOM—Would pro-
vide for provisions for computing re-
ascendancy, for members of City Fire Dep't, pension fund, for members who have served minimum period of 5 years and succeeded by at
least 30 days after retirement until 1st
day of final year of each additional year of service, NY City Com.

1262 CALANDRA, BLOOM—Would provide
that member of City Fire Dep't who has served minimum period of 5 years and remained in service, for retirement, shall be subject to contributions to retirement system. NY City Com.

1263 CALANDRA, BLOOM—Would allow
State reimbursement of 50 per-
cent of expenses by County or muni-
cipal civil service commission, of consti-
tutional law, county or municipal civil service, subject to contributions to retirement system, for workers' compensation claims. NY City Com.

1264 CALANDRA, BLOOM—Would allow
State reimbursement of 50 per-
cent of expenses by County or muni-
cipal civil service commission, of consti-
tutional law, county or municipal civil service, subject to contributions to retirement system, for workers' compensation claims. NY City Com.

1266 CALANDRA—Would pro-
vide that amount borrowed by member of City Employees' Re-
tirement System who has been continuously employed for a period of three years, must be repaid before age 70. NY City Com.

1334 FT. "ARO—Would in-
clude firemen with peace offi-
cers in list of public employees who shall be sentenced to death instead of life imprisonment, for murder of peace officer while performing official duties. Codes Com.

1341 FERRARO, SCHWARTZ—Would strike out provisions ex-
cepting from payment of annu-
ities to employees of deceased blind veterans, widow who marries or was married to such veteran subsequent to March 14, 1936. Fin-
ance Com.

1372 FERRARO, SCHWARTZ—Would make is duty of every employer to make payments, in a court, suit, or forum, on public
works, county and town of-
cilies, boroughs, cities, villages, and office in cities and villages, to grant leave of absence with pay or leave without pay, for a period of three months, subject to contributions to workers' compensation law for any six months period. City Com.

1373 CALANDRA—Would pro-
vide that all meetings of legisla-
tive, executive, administrative or other public boards or agencies, and its political subdivisions, and agen-
cies thereof, shall be public (Continued on Page 10)
Committee Reports

KIAMESHA LAKE—Presented here are some of the major committee reports which were given at the annual meeting of the Civil Service Employees Association of the Concord Hotel here last week.

Work Performance Rating And Examinations

BY SAMUEL GROSSFIELD

As we stated in our report to the delegates at the September Delegates Meeting, no discussions between this Committee and the Department of Civil Service took place during the years that CSEA struggled to represent State employees at the bargaining table.

Since the September Convention, we have been engaged in a series of crises, particularly in the State government area where serious budgetary problems have arisen which could threaten the livelihood of the employees we represent.

Committee members have done everything in their power to see to it that the pay raise we negotiated for April 1, 1971, is protected and that the proposed budget cuts do not affect the quality of the service rendered.

We have been exerting the full strength of the storm thus far and will continue to meet the problems head-on as they arise.

Even if the cuts miss us, they will lead me to the obvious conclusion that the trend of constant activity in the public employment field, which began three years ago with the Taylor Law, is continuing at a faster pace than originally anticipated.

I reported in September that there is a definite need to upgrade our services in all areas in both the State and the counties, and that the current level of operations within the Association had placed severe pressures on our fiscal program.

I also reported to you last Fall that I had appointed an ad hoc committee to study and recommend a CSEA fiscal program of policies and improvements. Its purpose was to review our current operations; the fiscal situation as it is now and the projected expenditures; and the fiscal picture; current and future. This committee will make its report during the Special Delegates' Meeting at the Concord. A detailed explanation of the committee's study has been made in previous reports.

Since September, separate negotiations affecting employees in each State department have been going on concerning the reorganization of our members to negotiate under the Taylor Law. We must be vigilant and steel ourselves to meet these new challenges.

Need For Staff Expansion

On another front involving local government, outside units are continuing their raids into CSEA territory, which began three years ago with the Taylor Law.

The initial two meetings were devoted to outlining the general position of the two parties with regard to recruiting State employees in State and County divisions so that we may concentrate on continued growth, increased services, even more members and County divisions. This points to the necessity of a larger and more effective staff to meet the demands of the situation.

As we did in 1969, the CSEA membership must be vigilant and steel ourselves to meet these new challenges.

Retirees

BY LAWRENCE KERWIN

The committee for retirees met once since the last CSEA meeting. The meeting was held Feb. 18 at Albany. Hazel Abrams, third vice-president, welcomed Lawrence Kerwin, the new chairman of the committee.

We had discussed the various activities of the committee since its inception, including the three alternate methods of membership in the Association and the applying for retirement in the case of retirees, and proposals for recruiting new members throughout the State.

At a later meeting, the committee was asked to present its proposals, which would be tendered to us at our next meeting. On that note, the meeting ended.

We encourage your efforts to improve the examination and work performance rating process—including further meetings in spite of our lack of progress.

Report to the President

BY THEODORE C. WENZL

Since my last report to you in September 1970, the tempo of operations on all levels has increased substantially. We have been buffeted by a series of crises, particularly in the State government area where serious budgetary problems have arisen which could threaten the livelihood of the employees we represent.

Committee members have done everything in their power to see to it that the pay raise we negotiated for April 1, 1971, is protected and that the proposed budget cuts do not affect the quality of the service rendered.

We have been exerting the full strength of the storm thus far and will continue to meet the problems head-on as they arise.

Even if the cuts miss us, they will lead me to the obvious conclusion that the trend of constant activity in the public employment field, which began three years ago with the Taylor Law, is continuing at a faster pace than originally anticipated.

I reported in September that there is a definite need to upgrade our services in all areas in both the State and the counties, and that the current level of operations within the Association had placed severe pressures on our fiscal program.

I also reported to you last Fall that I had appointed an ad hoc committee to study and recommend a CSEA fiscal program of policies and improvements. Its purpose was to review our current operations; the fiscal situation as it is now and the projected expenditures; and the fiscal picture; current and future. This committee will make its report during the Special Delegates' Meeting at the Concord. A detailed explanation of the committee's study has been made in previous reports.

Since September, separate negotiations affecting employees in each State department have been going on concerning the reorganization of our members to negotiate under the Taylor Law. We must be vigilant and steel ourselves to meet these new challenges.

Need For Staff Expansion

On another front involving local government, outside units are continuing their raids into CSEA territory, which began three years ago with the Taylor Law.

The initial two meetings were devoted to outlining the general position of the two parties with regard to recruiting State employees in State and County divisions so that we may concentrate on continued growth, increased services, even more members and County divisions. This points to the necessity of a larger and more effective staff to meet the demands of the situation.

As we did in 1969, the CSEA membership must be vigilant and steel ourselves to meet these new challenges.

Form Of 'Tokenism'

In support of this position your committee strenuously opposed the advancement as programs to aid the "disadvantaged" because they were felt to be a form of "tokenism" that would service a negligible number of people while at the same time they would serve to divert hostility on the part of many other employees who felt their jobs threatened and their opportunities for advancement reduced.

All members of the Joint State aide committee participated actively in the committee meetings. The CSEA members substantially advanced the programs described elsewhere in this report.

Struggling To Survive

It is hoped that the staff, especially legal staff, will exert every effort to win this benefit for those retirees who are presently struggling to survive on the meager pensions they are entitled to.

Headquarters staff has agreed to provide a listing of retirees by zip code number. Since the committee composition is by regional areas of the State, the list will be distributed to the regional representatives for use in their area through personal contact, regional offices and conference officers.

The Committee requests that the delegates and other members of the Association present retirees, or those anticipating retirement, to the existence of the committee and its objectives. We will be happy to try to be of service to them.

State Aide

BY GEORGE SHIVELY

The CSEA State aide committee, as appointed by Dr. Wenzl, is composed of a representative of each of the four Statewide bargaining units. The CSEA representatives are Delivery Chair- man, Amos Royals, John Clarke and Martha Owens. These meetings have also been attended by Dr. Wenzl and Counsel Pethersharn, who represents State employees, represented by Abe Lavine and Berne Lynch of the Office Employee Relations, Commissioner Poston and Stanley Kolin of the Civil Service, and Commissioner Mangum of the Division of Human Rights.

The initial two meetings were devoted to outlining the general position of the two parties with regard to recruiting State employees in State and County divisions so that we may concentrate on continued growth, increased services, even more members and County divisions. This points to the necessity of a larger and more effective staff to meet the demands of the situation.

The CSEA members of what might be described as a joint State aide committee felt that it would be of benefit to all if a guardian of the rights and benefits of State employees were won through dedicated and substantial efforts.

The same benefits as if retirees who retired prior to April 1, 1971, are entitled to will be distributed to those who retire after this date, provided they were in the civil service field at the time of retirement. Since September, separate negotiations affecting employees in each State department have been going on concerning the reorganization of our members to negotiate under the Taylor Law. We must be vigilant and steel ourselves to meet these new challenges.

Need For Staff Expansion

On another front involving local government, outside units are continuing their raids into CSEA territory, which began three years ago with the Taylor Law.

The initial two meetings were devoted to outlining the general position of the two parties with regard to recruiting State employees in State and County divisions so that we may concentrate on continued growth, increased services, even more members and County divisions. This points to the necessity of a larger and more effective staff to meet the demands of the situation.

As we did in 1969, the CSEA membership must be vigilant and steel ourselves to meet these new challenges.

Form Of 'Tokenism'

In support of this position your committee strenuously opposed the advancement as programs to aid the "disadvantaged" because they were felt to be a form of "tokenism" that would service a negligible number of people while at the same time they would serve to divert hostility on the part of many other employees who felt their jobs threatened and their opportunities for advancement reduced.

All members of the Joint State aide committee participated actively in the committee meetings. The CSEA members substantially advanced the programs described elsewhere in this report.

Struggling To Survive

It is hoped that the staff, especially legal staff, will exert every effort to win this benefit for those retirees who are presently struggling to survive on the meager pensions they are entitled to.

Headquarters staff has agreed to provide a listing of retirees by zip code number. Since the committee composition is by regional areas of the State, the list will be distributed to the regional representatives for use in their area through personal contact, regional offices and conference officers.

The Committee requests that the delegates and other members of the Association present retirees, or those anticipating retirement, to the existence of the committee and its objectives. We will be happy to try to be of service to them.
Committee Reports

(Continued from Page 8)

this review, your State aide committee lodged an im-
mediate protest with regard to the position of Camp
Consultation Advisor in the Department of
special recruitment efforts for the disadvantaged of the
State University at Stony Brook. It was felt that
both of these positions were classified under the Civil
Service Law and regulations and constituted a great
dis-service to our members. As a result of this
protest, both programs were abandoned by the State.

As Chair of the Finance Committee, Mrs. Poston outlined the Public Service Careers Pro-
gram for the State. As initially described to CSEA, the Public Service Careers Program was
taunt to be nothing more than a vastly expanded
careers in the public service. In order to do this, the Federal Govern-
ment would make 156 hours of salaries per year, per
participant, available to the State during the time that
the on-the-job training was being received, and Federal
regulations provided that at least 75 percent of these
funds had to be used for recruitment, while up to 25
percent could be used for up-grading. Apparently, the
initial design was for the participants to
enter the regular Civil Service system, but by lowering
proves exam qualifications only as applied to those people who had participated in the program. State aide committee informed the State that this program appeared to be nothing more than a vastly expanded State Aid Program. Therefore, the Federal Government

program would take the same civil service examination
at the end of his training period. If he fails this examination, at the end of his train-
ing period he will be returned to the position held
prior to the commencement of the training program.

The selection procedure with regard to in-service em-
ployees. The Public Service Program in the Department of Transportation will af-
fect 17 entry level positions that will be filled by reg-
ular civil service procedures. The program should continue to be added as the occasion arises.

Willing To Meet

Your State aide committee responded that while it
was impossible as to the State in the event of reaching an
acceptable agreement on this program, it would be
willing to meet with the department heads to try and
establish one.

During July, the departmental representatives of
each department involved, Mr. Coyle of CSEA Research
staff and Committee, presented to the Finance Committee
department heads of Taxation and Finance, Transportation and the Upstate Medical Center. The following is an overview of the programs:

- Department of Taxation and Finance: The Public Service Careers Program in the Department of Taxa-
tion and Finance was presented. This program will recruit
36 positions of which 192 will be in the recruitment program while 135 will be in the other three stages. The pro-
gram will offer the students a medical school diploma or its equivalent. The first stage is to provide training for those who are trying to obtain the associate degree by providing help in courses that are necessary for the degree. The second stage will be the assistance given to licensed practical nurses in order to move to registered nurses. The selection for the first stage is based on the degree to which a candidate will be handled by an advisory committee composed of management and CSEA.

- Department of Transportation: The Public Careers Program in the Department of Transportation will af-
fect 17 entry level positions that will be filled by reg-
ular civil service procedures. The program should continue to be added as the occasion arises.

Eligibles on State and County Lists

<table>
<thead>
<tr>
<th>OPTION A</th>
<th>HEAD STATIONARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Asken G. Enngle</td>
<td>81.7</td>
</tr>
<tr>
<td>2 Knudsen P. Fischbeck</td>
<td>81.6</td>
</tr>
<tr>
<td>3 Scott W. Fasching</td>
<td>81.6</td>
</tr>
<tr>
<td>4 E. Ellinwood</td>
<td>81.6</td>
</tr>
<tr>
<td>5 R. Baldwin</td>
<td>81.6</td>
</tr>
<tr>
<td>6 Cary R. Rochrer</td>
<td>81.6</td>
</tr>
<tr>
<td>7 Isenberg D.</td>
<td>81.6</td>
</tr>
<tr>
<td>8 Delahanty J. Miller</td>
<td>81.6</td>
</tr>
<tr>
<td>9 Enns D. Newmark</td>
<td>81.6</td>
</tr>
<tr>
<td>10 Thos W. Silver</td>
<td>81.6</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>OPTION B</th>
<th>HEAD STATIONARY</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Terae W. Warhll</td>
<td>81.7</td>
</tr>
<tr>
<td>2 Squire W. Foster</td>
<td>81.7</td>
</tr>
<tr>
<td>3 Zieltiner P. Smithson</td>
<td>81.7</td>
</tr>
<tr>
<td>4 Bergh T.</td>
<td>81.7</td>
</tr>
<tr>
<td>5 Muldo W. Spring</td>
<td>81.7</td>
</tr>
<tr>
<td>6 Fries J.</td>
<td>81.7</td>
</tr>
<tr>
<td>7 Hurst L. Ghil</td>
<td>81.7</td>
</tr>
<tr>
<td>8 Clavez J.</td>
<td>81.7</td>
</tr>
<tr>
<td>9 Dowery R. Daniels</td>
<td>81.7</td>
</tr>
<tr>
<td>10 Wimer F. Smith</td>
<td>81.7</td>
</tr>
<tr>
<td>11 Killworth W. Movers</td>
<td>81.7</td>
</tr>
<tr>
<td>12 Lief J. Moons</td>
<td>81.7</td>
</tr>
<tr>
<td>13 Keil C. Melcher</td>
<td>81.7</td>
</tr>
<tr>
<td>14 Gardiner R. Amenos</td>
<td>81.7</td>
</tr>
<tr>
<td>15 Masterson T.</td>
<td>81.7</td>
</tr>
</tbody>
</table>

The committee unanimously approved the names of Charles Brind and Thomas Furtel to be listed on the
John M. Harris Memorial Plaque.
### Careers Aides

**ALBANY**—State Comptroller Arthur Levitt presented service awards to 56 Department of Audit and Control employees who represent “1683 years of public service to the State of New York.” The civil service careers range from 25 to 46 years.

They were honored at a luncheon last week at the Retaliation Inn Towne Motor Inn here.

Frank Conley of Watervliet and George Miraull of Albany were presented with diamond-studded cuff links in recognition of 46 years of service.

Grace Pemberton of Albany and Mrs. Dorothy Spratt of Troy received diamond-studded brooches. Martin Lanahan of Delmar was the recipient of a diamond-studded tie tac. Each one has served 41 years.

The other guests received brooches and tie tacs studded with emeralds, sapphires or rubies symbolizing varying lengths of service.

Levitt said, “I welcome the occasion of this sixth annual Service Award Luncheon to express my personal gratitude to a loyal and dedicated group of men and women who have served in the State civil service with pride and distinction. Their service over more than a quarter century has been in the best tradition of public service. I am glad that they will stay with us for many years to come.” Among those receiving awards were:

- **35 Years**
  - Joseph Cullen, Jr., of Troy
  - Vernon R. Davis of Voorheesville
  - John Evans of Orchard Park
  - Paul Malaski of Albany

- **30 Years**
  - Mary Amorosa of Delmar
  - Kathleen Butler of Averill Park
  - Harold Conroy of Albany
  - Dorothy Safford of Albany
  - C. Robbins of E. Greenbush.

- **25 Years**
  - Kathleen Alexander of Niskayuna
  - Gloria Bare of Delmar
  - Lucy Brennan of Albany
  - Anne Burke of Watervliet
  - Anna Comparato of Albany
  - Raymond Cox of Albany
  - Michael Czech of Latham
  - Lucy Farinella of Albany
  - John Fatica of Ravena
  - Mae Fradgley of Albany
  - Raymond Cox of Albany
  - Christine Mortola of Croton Falls
  - Alice Murphy of Watervliet
  - Frederick Bands of Baby
  - lan and Max Werchel of Brooklyn.

- **20 Years**
  - Helen Alexander of Niskayuna
  - Gloria Bare of Delmar
  - Lucy Brennan of Albany
  - Anne Burke of Watervliet
  - Anna Comparato of Albany
  - Raymond Cox of Albany
  - Michael Czech of Latham
  - Lucy Farinella of Albany
  - John Fatica of Ravena
  - Mae Fradgley of Albany
  - Raymond Cox of Albany
  - Christine Mortola of Croton Falls
  - Alice Murphy of Watervliet
  - Frederick Bands of Baby
  - lan and Max Werchel of Brooklyn.

### Volkswagen guarantees good foreign cars.

> Because Volkswagen doesn't make some of the used cars we sell, you might think they're foreign to us.

> But when somebody trades in a domestic for a new VW, that car doesn't stay foreign for long.

> First we check little things, like brake adjustments. And big things, like cylinder compression. Just about anything that has to do with how the car performs.

> Only those cars that measure up earn our 100% guarantee.

> The dealer guarantees 100% to repair or replace the engine, transmission, rear axle, front axle assemblies, brake system or electrical system within 30 days or 1000 miles, whichever comes first. Only those cars that pass our 16 point inspection get this guarantee.

---

1. The dealer guarantees 100% to repair or replace the engine, transmission, rear axle, front axle assemblies, brake system or electrical system within 30 days or 1000 miles, whichever comes first. Only those cars that pass our 16 point inspection get this guarantee.

---

**Volkswagen**

<table>
<thead>
<tr>
<th>Andytown</th>
<th>Master Motors, Inc.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Auburn</td>
<td>Berry-Volkswagen, Inc.</td>
</tr>
<tr>
<td>Batavia</td>
<td>Bob Hunter, Inc.</td>
</tr>
<tr>
<td>Bay Shore</td>
<td>Trans-Island Automobiles Corp.</td>
</tr>
<tr>
<td>Bayville</td>
<td>Bay-Volkswagen Corp.</td>
</tr>
<tr>
<td>Binghamton</td>
<td>Roger Kresge, Inc.</td>
</tr>
<tr>
<td>Bronx</td>
<td>Avasco Corporation</td>
</tr>
<tr>
<td>Brooklyn</td>
<td>Broomer-Volkswagen, Inc.</td>
</tr>
<tr>
<td>Brooklyn</td>
<td>Kingsley Motors Corp.</td>
</tr>
<tr>
<td>Brooklyn</td>
<td>Volkswagen of Bay Ridge, Inc.</td>
</tr>
<tr>
<td>Buffalo</td>
<td>Butler Volkswagen, Inc.</td>
</tr>
<tr>
<td>Buffalo</td>
<td>Jim Kelly, Inc.</td>
</tr>
<tr>
<td>Cortland</td>
<td>Cortland Foreign Motors</td>
</tr>
<tr>
<td>Elmford</td>
<td>Howard Holmes, Inc.</td>
</tr>
<tr>
<td>Forest Hills</td>
<td>Ruby-Volkswagen, Inc.</td>
</tr>
<tr>
<td>Mohawk</td>
<td>Ford-Volkswagen, Inc.</td>
</tr>
<tr>
<td>Geneva</td>
<td>Doschak Motors, Inc.</td>
</tr>
<tr>
<td>Glen Falls</td>
<td>Bradley Importers, Inc.</td>
</tr>
<tr>
<td>Hamburg</td>
<td>Holy City Motors, Inc.</td>
</tr>
<tr>
<td>Hamburg</td>
<td>Jim McGlone Motors, Inc.</td>
</tr>
<tr>
<td>Hempstead</td>
<td>Small Cars, Inc.</td>
</tr>
<tr>
<td>Hicksville</td>
<td>Wobleson Motor, Inc.</td>
</tr>
<tr>
<td>Hornell</td>
<td>Subaru Lake Motors, Inc.</td>
</tr>
</tbody>
</table>

---

**Hudson**

<table>
<thead>
<tr>
<th>Colston</th>
<th>Volkswagen, Inc.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Huntington</td>
<td>Team-Motors, Inc.</td>
</tr>
<tr>
<td>Mamaroneck</td>
<td>Friesen-Volkswagen Corp.</td>
</tr>
<tr>
<td>Jamesville</td>
<td>Mamos-Volkswagen, Inc.</td>
</tr>
<tr>
<td>Johnstown</td>
<td>State-Volkswagen, Inc.</td>
</tr>
<tr>
<td>Johnstown</td>
<td>Vanta-Volkswagen, Inc.</td>
</tr>
<tr>
<td>Kingston</td>
<td>Ameling-Volkswagen, Inc.</td>
</tr>
<tr>
<td>Latham</td>
<td>VanVolkswagen, Inc.</td>
</tr>
<tr>
<td>Lockport</td>
<td>Volkswagen-Volkswagen, Inc.</td>
</tr>
<tr>
<td>Malone</td>
<td>Seaway-Volkswagen, Inc.</td>
</tr>
<tr>
<td>Merrick</td>
<td>Solar Motor Corp., Inc.</td>
</tr>
<tr>
<td>Middle Island</td>
<td>Robert Weiss-Volkswagen, Inc.</td>
</tr>
<tr>
<td>Middletown</td>
<td>Glen-Volkswagen Corp.</td>
</tr>
<tr>
<td>Monticello</td>
<td>Philip-Volkswagen, Inc.</td>
</tr>
<tr>
<td>Mount Kisco</td>
<td>North County-Volkswagen, Inc.</td>
</tr>
<tr>
<td>New Hyde Park</td>
<td>抗氧化-Volkswagen, Inc.</td>
</tr>
<tr>
<td>New Rochelle</td>
<td>County Automotive Co., Inc.</td>
</tr>
<tr>
<td>New York City</td>
<td>Volkswagen-British Motors, Inc.</td>
</tr>
<tr>
<td>Newburgh</td>
<td>F &amp; C Motors, Inc.</td>
</tr>
<tr>
<td>Niagara Falls</td>
<td>Amendola Motors, Inc.</td>
</tr>
<tr>
<td>Northfield</td>
<td>Lawrence-Volkswagen, Inc.</td>
</tr>
<tr>
<td>Ocean City</td>
<td>Volkswagen-of-Ocean, Inc.</td>
</tr>
<tr>
<td>Oneonta</td>
<td>John Ecker, Inc.</td>
</tr>
<tr>
<td>Utica</td>
<td>Vincent-Volkswagen, Inc.</td>
</tr>
<tr>
<td>Valley Stream</td>
<td>Valley Stream-Volkswagen, Inc.</td>
</tr>
<tr>
<td>Watervliet</td>
<td>Harlow-Motors, Inc.</td>
</tr>
<tr>
<td>West Nyack</td>
<td>Foreign Cars of Rockland, Inc.</td>
</tr>
<tr>
<td>Westbury</td>
<td>Courtney-Volkswagen, Inc.</td>
</tr>
<tr>
<td>Woodside</td>
<td>Greenbrite-Volkswagen, Inc.</td>
</tr>
<tr>
<td>Yorktown</td>
<td>Dumwood Motor Corp.</td>
</tr>
</tbody>
</table>
| Yorktown | Helicar-Volkswagen, Inc.
Rehab Counselor Prospects May Qualify From Several Guidance Area Backgrounds

Check out Bulletin No. 20-155 If you want to pursue a State career in rehabilitation counselor work. Filling is permitted without deadline.

For these interesting posts, pay begins at $10,959; a series of traineeships will also be offered at the $7,277 entrance-pay level.

Counselor candidates must produce a bachelor's degree plus three years of acceptable work history with a social agency. Almost half a dozen relevant fields are specifically mentioned in the bulletin.

You may show background in vocational rehabilitation counseling of the handicapped, or educational or vocational guidance services within a "comprehensive program" covering a patient's basic needs.

Social casework is fine, so long as the major focus falls on guiding persons having occupational problems. So, too, is handling placement-counseling chores for the aged and the disabled.

Finally, persons whose social casework experience deals with "the treatment of individuals with complex social adjustment problems" will be considered for all openings, except those with the State Education Dept.

The other hiring agencies are the Department of Social Services, Mental Hygiene, State University and Workmen's Compensation Board.

Community Resources
Exams are given periodically and are sure to include items like community relationship and resources, psychodynamics of human behavior, specific disabilities, vocational training information and basic rehabilitation practices.

Traineeships, by the way, will be filled from among those who already have a master's in rehabilitation counseling or are within nine months of getting that degree.

Your graduate training, however, must include a supervised internship.

The job bulletin gives this summary preview of what the job will probably be like: "You must coordinate the resources of the family and the community; work closely and effectively with the appropriate professional specialists whose services are required to restore the handicapped; utilize rehabilitation facilities and workshops, schools and universities, employers and employer groups."

Further data on becoming a rehabilitation counselor may be obtained by visiting or writing the State Civil Service Dept. in Albany.

Planning Director
ALBANY — Richard A. Wiebe, of Guilderland, a long-time staff member of the Executive Chamber, has been named by the Governor as director of the State Office of Planning Coordination. He will receive an annual salary of $40,075.

Since July, Wiebe had been assistant secretary to the Governor for program, and prior to that for six months he was executive director of the State Manpower Resources Commission.

Since 1966 to 1970, Wiebe was controller of the Metropolitan Transportation Authority.

New Alfred Appointee
Norman Dale Freeman of Danville has been selected a member of the Council of the State Agricultural and Technical College at Alfred, for a term ending July 1, 1979. Members of the Council serve without salary.
Law Agency
Out to Find Investigators

Look into becoming a Law Dept. investigator, urges the State, directing its suggestion to persons with four years' service, or to agents, for investigations preliminary to civil litigation or in criminal prosecution or criminial investigation. The pay range currently offered is $10,842-12,060.

Additional requirements call for completion of a four-year college degree, a law school degree, or two additional years of the aforementioned experience. "Routine police work," explained the State, "will not be acceptable as meeting the requirement of experience." Also necessary: A valid State driver's license at the time of appointment.

Facing a deadline of April 19, candidates must have written a exam scheduled for May 22. Among questions, you will find items like legal terminology, as well as tests of sort investigative techniques, evaluating information and preparing written reports.

Job duties are outlined in Exam Notice No. 23-443 and include securing evidence in the form of audio tape, written reports, exhibits and photographs as well as interviewing witnesses. Answer sheets may be obtained at any regional unit of the State Department of Civil Service.

Empire State Set To Eye Environment

Governor Rockefeller today proclaimed the week of April 18-25, 1971, as Earth Week in New York State, and named Dr. L. Leeb, Jr. of New York City, chairman of the State Council on Environmental Quality, to coordinate the State's activities during Earth Week.

QUEENS VILLAGE
$29,750
LEGAL TWO-FAMILY
2.5 rooms, 2 bath, 2 car garage, cellar, basement, quiet area. Accepted by Mrs. N. M. N.
.
ST. ALBANS
$26,900
CUSTOM BUILT
7 room, 2 bath, 2 car garage, 2 full bathrooms, 2 full basements, modern, spacious, quiet area. Accepte by Mr. A. B. N.

For Sale
USED TV'S LIKE NEW
From $39.95 Up
Color-Block & White-All Size *
2654 Broadway (near 101 St.)
212-879-0067

WERE SPECIALIZING IN NEARLY NEW
TELEVISIONS, CONFORM TO OUR
TV STORES.<Message truncated]
Corr. Negotiators Caucus This Week To Decide Demands

ALBANY—Several meetings of the Civil Service Employees Assn. Department of Correction negotiating team have been scheduled for this week in Albany.

A luncheon meeting of the CSEA team members was held on March 22, in preparation for a meeting with officials of the Department of Correction scheduled for the next day at 11 a.m. at CSEA Headquarters, 31 Elk St.

A meeting has also been set for Wednesday, March 24, at 9 a.m. The location for this meeting will be decided at Tuesday’s session.

Announcement of the meetings was made by CSEA collective bargaining specialist Thomas J. Linden, who is assisting the CSEA team.

The members of the negotiating team are: Irene Doherty, Mary R. Donovan, Theodore B. Schumaks, Oceville P. Pauvo, Saul H. Kapsules, George Schumaks, Dorece Lacey, Tony Serine, George Masari, Robert Conneal, Jack Wolz and Joseph F. Pelino.

Nygquist Named

A Solvick resident, Ewald B. Nyquist, has been chosen by the Governor as a director of the State Science and Technol-
that no final payment of wages or salary owing by State operated institution of higher education to employee who has discon-
tinued service in that institution because employee possesses property be-
ning to institution and has failed to return same to State, or by officer of institution, with
fiscal officer to deduct from wages or salary amount of money
owed by employee. Education Com.

1615 HUGHES—Would auth-

1644 BURGESS—Would pro-
viorize one year while in atten-

1654 GLAROF—Would pro-

1666 LANGLEY—Would per-

1634 FEINSTEIN, BERNSTEIN, BLOOM, BOSKON, MEYER-

1512 BOOKSON—Would auth-

1582 BROAD — Would allow
civil service officers and employ-

1526 BROAD — Would allow civil service officers and employ-

1581 BROAD — Would allow personal income taxpayer to in-

1518 BROAD — Would provide that when imposing sen-

1564 BROAD — Would provide that any condition of impair-

1558 BROAD — Would provide that the necessary amount of deductions
from his compensation for like annuity, and shall be in the receipt at age 55.
NY City Com.

1612 BOOKSON—Would auth-

1615 HUGHES—Would auth-

1645 HUGHES, BLOOM—Would require that entire cost of pro-

1645 HUGHES, BLOOM—Would require that entire cost of pro-

1643 FEINSTEIN, BERNSTEIN, BLOOM, BOSKON, MEYER-

1654 GLAROF—Would pro-

1666 LANGLEY—Would per-

1634 FEINSTEIN, BERNSTEIN, BLOOM, BOSKON, MEYER-

1512 BOOKSON—Would auth-

1582 BROAD — Would allow civil service officers and employ-

1518 BROAD — Would provide that when imposing sen-

1564 BROAD — Would provide that any condition of impair-

1558 BROAD — Would provide that the necessary amount of deductions
from his compensation for like annuity, and shall be in the receipt at age 55.
NY City Com.

1612 BOOKSON—Would auth-

1615 HUGHES—Would auth-

1644 BURGESS—Would pro-
viorize one year while in atten-

1654 GLAROF—Would pro-

1666 LANGLEY—Would per-

1634 FEINSTEIN, BERNSTEIN, BLOOM, BOSKON, MEYER-

1512 BOOKSON—Would auth-

1582 BROAD — Would allow civil service officers and employ-

1518 BROAD — Would provide that when imposing sen-

1564 BROAD — Would provide that any condition of impair-

1558 BROAD — Would provide that the necessary amount of deductions
from his compensation for like annuity, and shall be in the receipt at age 55.
NY City Com.

1612 BOOKSON—Would auth-

1615 HUGHES—Would auth-

1644 BURGESS—Would pro-
viorize one year while in atten-

1654 GLAROF—Would pro-

1666 LANGLEY—Would per-

1634 FEINSTEIN, BERNSTEIN, BLOOM, BOSKON, MEYER-

1512 BOOKSON—Would auth-

1582 BROAD — Would allow civil service officers and employ-

1518 BROAD — Would provide that when imposing sen-

1564 BROAD — Would provide that any condition of impair-

1558 BROAD — Would provide that the necessary amount of deductions
from his compensation for like annuity, and shall be in the receipt at age 55.
NY City Com.

1612 BOOKSON—Would auth-

1615 HUGHES—Would auth-

1644 BURGESS—Would pro-
viorize one year while in atten-

1654 GLAROF—Would pro-

1666 LANGLEY—Would per-

1634 FEINSTEIN, BERNSTEIN, BLOOM, BOSKON, MEYER-

1512 BOOKSON—Would auth-

1582 BROAD — Would allow civil service officers and employ-

1518 BROAD — Would provide that when imposing sen-

1564 BROAD — Would provide that any condition of impair-

1558 BROAD — Would provide that the necessary amount of deductions
from his compensation for like annuity, and shall be in the receipt at age 55.
NY City Com.

1612 BOOKSON—Would auth-

1615 HUGHES—Would auth-

1644 BURGESS—Would pro-
viorize one year while in atten-

1654 GLAROF—Would pro-

1666 LANGLEY—Would per-

1634 FEINSTEIN, BERNSTEIN, BLOOM, BOSKON, MEYER-

1512 BOOKSON—Would auth-

1582 BROAD — Would allow civil service officers and employ-

1518 BROAD — Would provide that when imposing sen-

1564 BROAD — Would provide that any condition of impair-

1558 BROAD — Would provide that the necessary amount of deductions
from his compensation for like annuity, and shall be in the receipt at age 55.
NY City Com.

1612 BOOKSON—Would auth-

1615 HUGHES—Would auth-

1644 BURGESS—Would pro-
viorize one year while in atten-

1654 GLAROF—Would pro-

1666 LANGLEY—Would per-

1634 FEINSTEIN, BERNSTEIN, BLOOM, BOSKON, MEYER-

1512 BOOKSON—Would auth-

1582 BROAD — Would allow civil service officers and employ-

1518 BROAD — Would provide that when imposing sen-

1564 BROAD — Would provide that any condition of impair-

1558 BROAD — Would provide that the necessary amount of deductions
from his compensation for like annuity, and shall be in the receipt at age 55.
NY City Com.

1612 BOOKSON—Would auth-

1615 HUGHES—Would auth-

1644 BURGESS—Would pro-
viorize one year while in atten-

1654 GLAROF—Would pro-

1666 LANGLEY—Would per-

1634 FEINSTEIN, BERNSTEIN, BLOOM, BOSKON, MEYER-

1512 BOOKSON—Would auth-

1582 BROAD — Would allow civil service officers and employ-

1518 BROAD — Would provide that when imposing sen-

1564 BROAD — Would provide that any condition of impair-

1558 BROAD — Would provide that the necessary amount of deductions
from his compensation for like annuity, and shall be in the receipt at age 55.
NY City Com.
Governor Submits Bill For Policewoman Unit

ALBANY—The fight for equal rights between the sexes gained momentum late last week with the announcement that Governor Rockefeller has sent a bill to the State Legislature that would permit women, for the first time in the State's history, to serve as full-fledged members of the State Police.

The enabling legislation would set up a Bureau of State Policewomen. It would be granted some autonomy in that it would be composed entirely of women and directed by women. The Bureau, under the overall authority of the State police superintendent, would contain a uniformed and investigative force, paralleling the current structure that male police troopers have had.

It would accord women the same salaries and other benefits prescribed for other members of the State Police having equivalent rank or title and length of service. Women wanting to join the State Police would be subject to the same statutory qualifications required of male applicants. Entrance to the Bureau would be by competitive examination.

In announcing his proposal, the Governor said creation of such a Bureau would be especially fitting for many reasons, including the fact that the modern State Police became a reality largely because of the efforts of two women.

Success of Crusade

The Governor explained that Maryon Newell and Katherine Mayo began campaigning for formation of a State Police force in 1913 after local authorities failed to apprehend the slayers of a foremost heading a crew building a home for Miss Newell in Bedford Hills, Westchester County.

The efforts of the two women led to the creation of a committee for State Police and the eventual approval of their proposal by the Legislature in 1917. The then Governor, Charles S. Whitman, signed the bill on April 11, 1917.

Prelim Session Slated March 24 For Team Of DMV Bargainers

In preparation for a March 25 meeting with Motor Vehicle Dept. officials, Thomas McDonough, who chairs the DMV negotiating team of the Civil Service Employees Assn., has called a March 24 meeting. The pre-negotiating session is slated to begin 12:30 p.m. at Albany's Ambassador Restaurant.

Committee members are Donald Hinklesky, Shirley Brown, Carolyn McCarthy, Barry Lodge, Ida Rice, Mary Mirabile, Max Lieberman and Alan Smyth.

Ag-Tech Appointee

Reappointment of Edward W. Rebalcher of Foothill Road, Mill Neck, as a member of the Council of the State Agricultural and Technical College at Farmingdale has been announced. He will continue to serve on the unaltered Council until July 1, 1979.

CONFRONTING THE ISSUES — Attempting to tackle a host of issues affecting the employees at the Wards Island Psychiatric Hospital are the two negotiating teams—management and the Civil Service Employees Assn. Management members, from left, are: Jeff Zang; John Frangos; Sony Feldman; Roy Eltinger; chairman; Milton Zeldner; Lucy Sherman; Amelia Pratt; and Richard Pedro. CSEA bargainers are: Charles Perry; William Gillman; Cees Peter Ramsey; Joe Sykes, field representative; Thelma Ramsay, team chairman; and Kermit Plummer. Missing from session are Anna Chandler and George Siapham of CSEA, also Anne Shea from management.

Community Involvement Is Motto Of Utica Area CSEA Leadership

UTICA — One of the past presidents of the Oneida County chapter Civil Service Employees Assn., is a sports nut and is doing his best to help athletes in the Utica- Rome area.

Rodger Solomondo, who has been the president of the Greater Utica Athletic Assn. since 1964, says he hopes to continue for as long as he can.

Each year the organization honors a Utica athlete for his accomplishments on the field. Rodger says he feels CSEA members should be getting involved in such activities on a more regular basis. The vocal Solomondo prides himself on his ambition and drive and says community involvement is the name of the game.

Solomondo got that involvement from two other CSEA members this year, J. Arthur Tenney, president of the Marcy State Hospital chapter, CSEA and Leo Micos, executive secretary for the regional CSEA office, both helped Rodger get the show on the road this year.

Tennis is also a member of the board of the Utica Area Bowling League and has been for 20 years. Each year that group honors the best local junior bowler.

The trio feels that just working in the community is not nearly enough if a person is to have a full and gratifying relationship with the community. The AAO is one way of rounding out that existence so that the CSEA image may be enhanced.

The award dinner was held on Feb. 9 and honored Tom Smith, a track star for Notre Dame High School in Utica. Some of the remarks made at the dinner by Solomondo typified how he feels about the annual event,:

Lennon Urges Support Of Bill To Cut Retirement Age To 50

NEW ROCHELLE—James J. Lennon, president of the East Hudson Parkway Authority, Chapter 651, CSEA, is urging all employees to write their legislators in Albany to support the Pisani bill, A3327.

Lennon, in his remarks to the representatives of the Parkway Authority, pledged full support to the efforts of Assemblyman Joseph R. Pisani of Westchester to reduce the retirement age from 55 to 50. Assembyman Pisani believes that "length of service should be the deciding factor, not age, in retirement."

"Time is short," said Lennon, "It is up to the individual to get working to insure some form of retirement legislation this year."

WIN Workload

(Continued from Page 3)

WIN Workload

(Continued from Page 3)

see whether printed forms could be made so that repetitions typing could be eliminated." Also, case loads of each team will be cut to 160 and typists will only work in interpreters "on an emergency basis."

Under review are the shifting of attendance record duties to the managers' staffs and the evaluation of standardized WIN forms. Post sorting and switchboard relief chores will be equally divided also, while a small clock will be assigned to the larger offices, under the terms agreed to by the joint panel.

CSEA president Theodora Wenzel, left, speaks with State Mediation Board chairman Vincent McDonnell during the banquet that closed the annual meeting of the Employees Association. McDonnell discussed the role of mediators in collective bargaining talks, advising delegates on the proper manner of participating in the mediation sessions.