CSEA ORDERS STRIKE POLL

Largest Demonstration Ever

Thousands of CSEA Members From M.H. Dept. Ring Capitol To Protest Agency's Budget Cuts

ALBANY — In what local newspapers here termed "the biggest demonstration in front of the Capitol to date," thousands of Civil Service Employees Assn. members, employed by the State Mental Hygiene Dept., churned around the Capitol building for more than an hour last Monday to protest departmental budget cuts.

From the sea of placards they bore, it was evident that the demonstration was not only against personnel cuts, but also a plea to preserve quality patient care. They were joined in the demonstration by CSEA members from several other State agencies. The demonstrators came from all over the State by bus, train, plane and car.

Addressing the massed crowd from the steps of the Capitol, Dr. Theodore C. Wenzl, president of the Employees Association, said, "Let us fight to save the job of every single man and woman on the State payroll. The patients need us, the State needs us and the people need (Continued on Page 2)

Sullivan Chap. Winning Fight On Its Contract

MONTICELLO—The Sullivan County chapter of the Civil Service Employees Assn. is winning its battle to get the benefits of the original contract it negotiated with the Board of Supervisors earlier this year. The chapter had negotiated (Continued on Page 3)

Pay Raise Passes

ALBANY—The six percent pay raise negotiated by the Civil Service Employees Assn. for State employees in the four bargaining units it represents in collective bargaining, escaped unscathed from budgetary axing last week. Fierce reaction by delegates to its convention last month plus strenuous behind-the-scenes work was credited for the failure of a proposal to delay the salary increase for a year.

The new salary schedule that went into effect is published on page 9. (Continued on Page 9)
Policemen Get Older Faster

WITH RECORD-BREAKING taxes and spiralling prices making the self-created nestegg an impossible dream for most working people, good retirement plans have become more and more widely recognized as an essential part of compensation in both the public and the private sectors.

For POLICEMEN, however, pension benefits have always represented more than a secure old age. From the beginning, police pensions have reflected community awareness of the special hazards accepted by the men and women who make their careers in law enforcement.

In RECENT years this gap has steadily narrowed, and retirement benefits pioneered by the emergency services have found their way into collective bargaining agreements negotiated by other civil service groups. It is essential that highly qualified employees continue to be attracted to every category of civil service, and this can happen only if the compensation keeps pace with the times and is at least equal to what is made available in private industry.

However, it is equally important that the emergency services continue to demonstrate leadership in carving out

(Continued on Page 15)

Tri-Conference Workshop
Set For Kutsher's Country Club, Monticello, April 18-20

The Metropolitan, Southern and Long Island Conferences will hold their annual Tri-Conference Workshop April 18, 19 and 20 at Kutsher's Country Club in Monticello.

Conference presidents Randolph V. Jacob of the Metropolitan Conference, Nicholas Puzziferri of the Southern Conference and George Koch of the Long Island Conference said a major national figure is expected to keynote the affair. Early reservations are advisable.

Those planning to attend may send a reservation deposit of $10 to Kutsher's Convention Office at Monticello, New York 12701. Rates are $33 for double occupancy for Sunday, Sunday night and Monday. Participants staying until Tuesday may do so for $11 additional.

For ease in securing reservations, fill in the coupon below and mail, with your deposit.

Reservations Desk
Kutsher's Country Club
Monticello, N.Y. 12701

Please reserve a ——— room for me for the annual Tri-Conference Workshop of the Civil Service Employees Assn., to be held at Kutcher's Country Club, April 18, 19 and 20. A deposit of $—— is enclosed.

Name
Address
City State Zip

Number of people in room

DON'T REPEAT THIS!

(Continued from Page 1)

situation that if one of a group of small counties falls to a major power, the others will also fall—automatically. This is what happens if you set up a row of dominoes and knock one over.

Whether or not this theory has merit in military or diplomatic terms, it appears to have a useful interpretation as far as budget cutting goes. The theory will allow us to demonstrate here that as each major cut is made in the budget, the following effects are negative rather than positive in terms of saving money.

The "domino" we will set up first is a so-called economy move—the firing of thousands of State employees. As these employees "fall," they go off the State payroll and, presumably, will begin to draw unemployment benefits. These are tax exempt benefits, of course, which in turn means another lowering of State revenue.

The second "domino" falls when these benefits run out. Many of these workers would have to apply for welfare assistance—thus enlarging the cost of a program that has been under the heaviest attack. Understand?

In another area, the State Mental Hygiene Dept. budget was, at Leader press time, being severely cut and a good many of the personnel layoffs being proposed would come from this department. Yet, as an in-depth report in an edition of the New York Times showed last week, the greater the personnel shortage in State Institutions, the longer many patients require institutional care. The end result—the cost of patient care actually soars, not to mention the sad effect on these patients who might be receiving insufficient care due to understaffing. Examples of budget cutting in one area causing higher costs in another could go on and on.

No one doubts that the average taxpayer is groaning under the burdens placed on his paycheck these days. But the overall eagerness to cut the budget, shown by many members of the Legislature, is not backed up by any evidence that there is an equal awareness of the final effects of these cuts after the lawmakers wield the axe and then go home.

All we can say is that the States' shrunken budget had better work or some more "dominoes"—in the form of overzealous Assemblies and Senators, may fail if the folks back home find out that haste did, indeed, make waste as far as they are concerned.

Nod To Sharwell

Governor Rockefeller has chosen Dr. William G. Sharwell of Bronxville as a trustee of Westchester Community College, for a term ending in 1979. Dr. Sharwell, vice-president operations for the New York Telephone Co., succeeds Ernie W. Parsons of Pleasantville, whose term expired.

where do you live?

BROOKLYN? — you pay only — $170.00*

QUEENS? — you pay only — $119.00*

SUB-QUEENS — you pay only — $117.00*

NO, BRONX? — you pay only — $128.00*

SO, BRONX? — you pay only — $162.00*

NASSAU? — you pay only — $98.00*

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City State Zip

BUY I. S. BONDS

CIVIL SERVICE LEADER Tuesday, April 6, 1971

FROM THE FINEST

By EDWARD J. KIERNAN

(Continued from Page 15)

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BUY I. S. BONDS

CIVIL SERVICE LEADER Tuesday, April 6, 1971
BUFFALO—"A single staff cut in any hospital is a threat to patient care," declared William McGowan, the Civil Service Employees Assn. Mental Hygiene representative for Western and Central New York, led a delegation from the West Seneca State School, Buffalo State Hospital, J.N. Adam State School and the Gowanda State Hospital.

"As a result of the 'job freeze' starting in December 1970, these situations have occurred," McGowan stated in enumerating three problems:

- The children's unit at the West Seneca School has a 25 percent vacancy rate in staff positions.
- West Seneca School has a 13.9 percent staff vacancy rate overall.
- At West Seneca, of the 749 ward attendant positions—the front-line workers—145 positions are unfilled as a result of the 'job freeze.'

"The proposed budget cuts in the Mental Hygiene Dept. will make the present understaffing look good in comparison," McGowan continued. "Patient welfare," he concluded, "will be affected due to understaffing."

- **Thousands Circle Capitol Protest Budget Cuts**

(Continued from Page 1)

A group of nursing attendants tell CSEA first vice-president Irving Flaumenbaum, third from left, of their concern over the threatened closing of the BSH nursing school. Left to right are: Marie Congey, attendant; Veronica Collis Edwards, senior attendant; Flaumenbaum; Mary Gardner and Prevela Walker, attendants, and Ann Chandler, CSEA field rep.

**Brooklyn State Hospital Employees Stage Protest On School Closing; Flaumenbaum Sees ‘Real Crisis’**

By BARRY L. COYNE

Confronted with the threatened shutdown of their school of nursing by the State, employees at Brooklyn State Hospital recently staged a protest meeting to put the State Legislature on notice that such a move would arouse strong hostility and irrevocably hurt Island University instead—would simply double the cost while creating no additional nurses for the community. He underscored the factor of Brooklyn State's attracting local people, devoted to the neighborhood's health care betterment. He also called upon the Administration to concentrate on more realistic economy measures, pointing to the South Mall as a gross waste of public funds: "$111/2 billion so far—and not finished yet!"

A Bedford-Stuyvesant attorney, James W. Hutchison, representing State Senator Thomas Fortune, protested that nursing was becoming "a dying profession" because of the State's lack of foresight. He pleaded that there were many local residents in the below-$10,000 bracket who would be jeopardized by any imminent public hospital closing.

(Continued on Page 14)
The State Roster Covers 35

Computer, Lab Work Pd Sit Front Lead Latest Promotion Series

When April 12 arrives, application period will end for 35 State promotional posts, all subject to written exams planned for May 22. Almost half of the group are interdepartmental, many involving either the computer sciences or laboratory technology.

Interdepartmental jobs are highlighted by these computer specialties: associate programmer, G-23; associate programmer/scientist, G-23; associate computer systems analyst, G-23; management positions in EDP, G-25, G-27; senior computer programmer, scientific, G-18; senior computer systems analyst, G-18.

Under the technology category, you will find: senior histology technician; senior lab technician; and senior lab technician in various specialties—biology, bacteriology, biophysics, clinical pathology, immunology; biochemistry, physiology and sanitary bacteriology. All are G-12 vacancies open to incumbent lab technicians, histology technicians and senior lab workers. A G-8 training aide title, also interdepartmental, asks for eligibles who are now at least G-3 clerks in any permanent title.

The remaining titles are presented in roster form, on the basis of title, grade and agency, also mentioning which incumbents may compete:

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<tr>
<td>Dir. of Aftercare, G-31/DMH</td>
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ELEIGIBLE POSITIONS

- Motor Vehicle Inspectors, Field Inspectors, Motor Equipment Inspectors.
- Sr. Office, Exec. Officer B or C, and Asst. Auditor.
- Sr. BCI, Exec. Officer B or Asst. Auditor.
- Sr. Park & Pkwy. Foreman, Sr. P. P. D. or E, and Sr. Invs. or Bingo Invs.
- Sr. Food Inspection, Sr. Invs. or Bingo Invs.
- Sr. Food Inspection, Sr. Invs. or Bingo Invs.
- Sr. Food Inspection, Sr. Invs. or Bingo Invs.

In most cases, one year of seniority in the eligible title is required for admission to a State promotion test. Exam content is usually outlined on the application blank and in each agency's personnel unit on request. For more details, write the Department of Civil Service at 1220 Washington Ave., Albany 12236.
BEACON GLOW — A feeling of pride radiated recently in Beacon, brought about by the successful completion of supervisory courses by a large number of Mattawean State Hospital personnel. To commemorate the occasion, each was given a “Certificate of Achievement.” The group includes, in first row: Thelma Turner; Vera Crist; Mabel Powell; Dr. Helen Zagaloff and Veronica Loneran. Second row: Dr. W.C. Johnston, hospital director; Dr. Erdogan Takben; Herbert Kaplan; Robert Shutter; Albert Holumzer; Anthony Sparacio and Charles Burbridge. Third row: Ray Black, Carmen Piacente, Robert Alexis; John F. Sherlock, Felix Presutili, Charles White and John Hoffman.

NACC TEAM MEETS — Members of the Civil Service Employees Assn. Narcotics Addiction Control Commission negotiating team meet to discuss bargaining demands and suggestions in a recent pre-negotiations planning session held at the Silo Restaurant in Albany. Clockwise from left are: Salvatore Bonfante; James Stewart; Larry Natoli; Barbara Gallagher; Thomas J. Linden, CSEA collective bargaining specialist; Franklin Sahler, and Sally Borello.

COMMITTEE NAMED — Members of the Civil Service Employees Assn.'s new Division of Parks and Recreation departmental negotiating team meet with CSEA president Theodore C. Wendel in Albany to discuss problems of the newly formed division, previously a part of the old Conservation Department. Seated, from left to right, are Mary Converse, Ruth Burch and William Rupp; Standing, left to right, are James Terry; Dr. Wendel; Louis Colby, team chairman; F. Henry Galpin, CSEA assistant executive director; Bradley Moore, and Anthony Ser第一步
An Unnecessary Death

Robert Cullen is dead at the age of 37.

He had dedicated his life to the service of his fellow man, as a Marine serving with the U.S. Marine Corps in Korea and later, as an attendant at Hudson River State Hospital.

His widow shared the same dedication. She, too, is an attendant at the same hospital. She is left with two little daughters.

Robert Cullen died as the result of an attack by a mental patient on one of the hospital's many open wards.

We do not, of course, put any onus on this unfortunate patient.

Whether or not the attack would have occurred or the attacker subdued before the fatal injuries were inflicted had the hospital been fully staffed, is an unknown factor.

But to place other employees in jeopardy by foolishly cutting the budget in this area borders on criminal malfeasance on the part of the budget head-hunters.

The State's Mental Hygiene Dept. employees until recently had been proud of their part in making New York State the leader in treatment of the mentally ill.

We doubt that they will be as proud in the coming months if the staffing budget is cut to the point where the feasibility on the part of the budget head-hunters.

A VACANCY existed in the position of principal at one of the intermediate schools, and it was filled by the Board of Education by the appointment of an acting principal. This person does not have a New York State license for junior high school principal nor did his name appear on any eligibility list for such a position. He was, however, certified by the New York State Education Dept. as an elementary school principal.

A PROCEEDING was commenced by the Supreme Court, Kings County, by the Council of Supervisory Associations of the Public Schools of New York City against the Board of Education for the purpose of compelling the Board to make its selections of intermediate school principals from an existing list prepared by the Board for junior high school principals. The court held that the Board was not bound to select intermediate school principals from the junior high school lists, and therefore, dismissed the petition.

IN REACHING its conclusion, the court stated: "The intermediate school has not been created from the mold of the junior high school. Its philosophy curriculum and problems differ materially. Junior high schools were developed with the view that most students would not go on to a high school education."

"WITH THE progression of years and the broadening of perspective, more students advanced to high school education to the point where now it is the exception that one does not attain that level. Under these circumstances it was deemed necessary to prepare the student academically for high school and to adapt to a more relevant and dynamic curriculum, one which deals with the expanded horizons resulting from the vast changes in the social, political, economic and intellectual concepts and situation of this era."

"IN ADDITION, the intermediate school is designed to help change the City school patterns of racial integration. With the incoming of the fifth and sixth grade students into the intermediate school, the students’ lesser maturity, learning ability, attention span and ability to adjust to a departmentalized program, create problems vastly different from those which arise with the more mature students in the seventh and eighth grades in the junior high school. Staffing of personnel in significant positions to be able to cope with these problems and the new curriculum is a major undertaking."

"IN SUM, the intermediate school is a unique field of view in an experimental stage and is not a junior high school. Nor is it a junior high school as defined by the regulations of the Commissioner of Education and the by-laws of the Board of Education, which have been suspended in relation to experimentation with the intermediate schools. (See Galstone v. Board of Education of City of New York, 26 A.D. 2d 551, 274 N.Y.S. 2d 489.)"

"THE ELIGIBLE list for principal of a junior high school arose, as previously stated, at a time when the intermediate school was not even planned by the Board of Education. The dates for the examination and the meeting of all the eligibility requirements for the junior high school principal license could not be delayed until the Board of Education had the force of law to direct the new schools by the Board of Education's resolution. It is thus plain that the applicants for junior high school principal could not have been evaluated as to qualifications for a school as yet unborn in the minds of its planners. In addition, the plan itself reveals valid grounds for distinction between the two positions. It follows that the junior high school list was not intended to be the eligible list for intermediate school principal." (318 N.Y.S. 2d 220, Jan. 1971.)
The Leader, this week, continues a listing of legislation affecting civil service employees which have been introduced into the State Legislature. Bills which are both protection for, and adverse to, the civil service community are enumerated. The purpose of this effort is to inform those employees in State service of pending legislation, which will affect them.

1985 LEWIS—That New York City Transit Authority provide police protection for all experimental and research subway trains, which are in the course of being introduced into the State Legislature.

This will be repeated at intervals during the Legislative session in order that readers interested in specific conditions can contact their local legislators and the sponsors of the measures. The Senate bill listing is continued. However, in most cases, companion bills have been introduced in the State Assembly.

BILLS BEFORE LEGISLATURE AFFECTING CIVIL SERVICE

There is a law that New York City Transit Authority police protection for all experimental and research subway trains, which are in the course of being introduced into the State Legislature.

Panningdale, under supervision of the Commission on Public Assistance, and receiving the benefit of the Conservation Law. Conservation Law. Conservation commissioner to create bureau of research thereon. Authorities Com. 30 days thereafter and as soon as possible after any accident. The object of this service is for a disbarred lawyer. There are charges of $50 for a period of two or more years. You are hereby summoned to an appearance to serve a copy of your answer, or, if you cannot be served, to file a written statement in accordance with the provisions of law. You are hereby summoned to an appearance to serve a copy of your answer, and to appear in court on the 9th day of March, 1971, and file with the com- plaint, along with a fee of $5.00. You are hereby summoned to an appearance to serve a copy of your answer, and to appear in court on the 9th day of March, 1971.

3060 GABLER—Would strike the requirement that any person shall be awarded annually to police officers of municipal police departments, who at the date of award for any one year, shall have been legal residents of State for at least 15 years of service and whose retirement became effective between March 1, 1961, and elected to receive monthly retirement allowance. Civil Service Commission.

2856 KNOER—Would allow representatives of Civil Service Firemen's Pension Fund member who dies on or before January 1, 1979, annual sum of 20 percent of annual salary earned, to be paid. Civil Service Commission.

2480 GIUFFREDA—Would define creditable service with respect to a custodian of a local government trust fund. Civil Service Commission.

1984 BERNEST—Would require that every company operating in the Adirondack and in the Catskill region shall be required to provide a copy of its recent edition of the report. Publish in recent editions. It will be repeated at intervals during the Legislative session in order that readers interested in specific conditions can contact their local legislators and the sponsors of the measures. The Senate bill listing is continued. However, in most cases, companion bills have been introduced in the State Assembly.

2985 FLynn—Would require commissioner to create bureau of police training. It's members shall be trained in criminal justice sciences as career; create advisory council and provide for state police to be appointed to membership. Criminal Justice Law.
CSEA Aids 4 Members
Win Job Rating Revision
From Region 10, D of T

CENTRAL ISLIP—Four Department of Transportation employees in Region 10 here have successfully changed their job ratings from “unsatisfactory” to “satisfactory” with the help of the Civil Service Employees Assn.

CSEA field service assistant Roger Cilli told The Leader that in representing the men at a hearing of the Performance Hearing Board, he proved that certain irregularities existed in the performance ratings.

Cilli said, “The person who rated the workers had been transferred to Region 10 from another area in August 1976, and so was not qualified to rate these men for the whole year. Furthermore, the men were never advised periodically of the performance rating rules. “CSEA went to bat for these employees,” Cilli said, “because the ratings of ‘unsatisfactory’ were indeed unfair to them. We don’t want to see any employees get a raw deal, and in this case, it is clear that the unsatisfactory ratings were not deserved.”

Back Overtime Won
For Newburgh Thwy
Workers By CSEA

NEWBURGH — The Civil Service Employees Assn. has won a major grievance, involving overtime in behalf of several Thruway employees who work out of the Newburgh Maintenance Shop.

The employees were called in to work overtime on several Saturdays, CSEA sources said, and told they would work for eight hours, and another six hours on each Saturday, and were denied a meal allowance.

The employees, however, worked only six hours on each Saturday, and were denied a meal allowance.

Howard Mance, CSEA shop steward at the Newburgh Maintenance Shop, initiated a grievance against the Authority, assisted by Al Vitana of the New York Division, Vito Dandrea, Thruway representative on CSEA’s Board of Directors, represented the affected employees through all four stages of the grievance, with the help of Mance and Vitana.

The Thruway Board ruled March 15 that the men would be paid for eight hours’ work for each Saturday worked and would also receive the meal allowance that they originally were denied. They will receive the back pay in their April 21 paychecks, Thruway sources said.

Mangum Made Judge;
Orlando To Bench

ALBANY — Robert G. Mangum, State commissioner of human Rights, and former State Supreme Court Justice Adolph C. Orlando have been nominated by the Governor to become Judges of the State Court of Claims.

Mangum was selected as a member of the State Office of Planning Co-ordination, a post he held from 1967 until 1969.

A-G ADMINISTERS OATH;
Taking the oath of office from State Attorney-General Louis J. Lefkowitz are the incoming officers of the Columbia Assn. of State Employees, Inc.

“The past,” she said, “has been filled with rewards and represents a dazzling kaleidoscope of memories.” She added her thanks “for the memories.”

Plan Apr. 7 Parley
With OGS Officials

ALBANY — The Civil Service Employees Assn.’s negotiating team for employees of the Office of General Services (OGS) will meet tomorrow, April 7, at 1:30 p.m. with agency officials.

The session will be held at 143 Washington Ave., Albany, preceded by a luncheon for members of the CSEA team at the Ambassador Restaurant, 27 Elk St., Albany, at noon.

Members of the CSEA team are Douglas Barr, Yvonne Mitchell, Andrew Valenti, Edward Klem, Charles Ret, Walter Coulter, Gregory Tobin and Boris Kramarchyk.

CSEA collective bargaining specialist John J. Naughter Jr. is assisting the team in negotiations.
CSEA Wins Overtime Grievance Against Thruway Authority, No Part-Time Fill-Ins For Jury Duty

UTICA — Full-time Thruway employees will now be called to work on an overtime basis when replacements are needed for employees who are on jury duty, due to a favorable decision handed down by Edward Jones, the hearing officer at a third-stage grievance procedure initiated by the Civil Service Employees Assn.

The grievance was filed by CSEA because the Thruway Authority had refused to provide administrative leave as administrative leave, thereby authorizing the hiring of part-time or short-term employees to fill in for employees called up for jury duty; CSEA contended that jury duty has always been included under administrative leave, and was therefore covered by the "past practices" clause of the CSEA-Thruway contract. CSEA also held that under administrative leave regular employees must be called in on an overtime basis to fill in for the employee who is absent because of jury duty.

The hearing officer also stated that he would recommend to William E. Tinney, the assistant executive director for employee relations for the Thruway Authority, that CSEA be allowed to include these other areas of authorized leave in his recommendations to the Authority. We brought them up at this hearing merely as referenda. Both grievances were considered as administrative leave.

Robert A. Milling, field representative for the CSEA who argued the grievances for the CSEA, said the settlement proved that other legal employees units "are waiting until CSEA settles and then following the CSEA lead with alarming regularity.

The contract provides a 7 1/2 percent across-the-board raise for the first year and a 7 percent across-the-board raise for the second year, with $550 minimums both years.

It also calls for added Blue Cross and Blue Shield benefits, and better vacation policies than contained in the previous contract.

The contract also includes an additional holiday for workers.

N. Tonawanda CSEA Unit Leading The Way For All City Contracts

(From Leader Correspondent)

NORTH TONAWANDA — Declaring that "CSEA again was the first to sign a contract and lead two other groups bargaining with the City for a settlement," leaders of the Civil Service Employees Assn. for 150 municipal employees of this Niagara community said the agreement was approved a two-year contract plus a longevity scale of $150 per year after 10 years' service. $250 per year after 20 years' service and $350 per year after 20 years' service.

The CSEA agreed to a job Inequity study requested by the CSEA, an insurance deduction benefit, improved probation system, return seniority for less than one-year absence and improved notification system for time off.

Edward Solover, president, and the unit's chief negotiator, complimented the bargaining team for "the first time in my long association with the CSEA that I saw a contract ratified without a single dissenting vote.

CSEA Successful In Member's Defense On Dual-Pay Charge

ALBANY — Civil Service Employees Assn. assistant executive director F. Henry Galpin has cited a favorable decision handed down recently in a case handled under CSEA's legal assistance program as "Just one more example reiterating the vast importance of this program.

CSEA regional attorney Earl Boyle, of Boyle & Cross, represented the CSEA member, and proved him innocent of certain charges before the case came to a hearing.

A senior boys work supervisor in the New York State Department of Youth, the member was charged by the Division of accepting pay for an employment involved in the Distribution's work while on duty supervising boys employed under the program.

The charges were dismissed after Boyle presented clear evidence that the member had no knowledge about a single dissenting vote.

SAALARY GRADES SCHEDULE

New York State Classified Service

(Immediate, noncompetitive, and labor class positions in the classified civil service)

EFFECTIVE APRIL 1, 1971

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A rate group of State tax examiners met recently in an emergency session with Solomon Bendet, president of the New York City chapter, Civil Service Employees Assn., to protest the "illegal downgrading of our duties" to those examiners.

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While we are receiving the salary of our permanent title, we have been transferred to duties which require us to call upon delinquent tax accounts—clearly out-of-title work.

The CSEA is requesting that the examiners be required to perform the duties of collecting sales taxes from citizens, a job which generally calls for the assignment of armed police officers.

Two resolutions which were passed by the delegation urged that:

- The CSEA be requested to institute a legal proceeding immediately to stop the "off-duty work" on grounds that no emergency exists and that pending the outcome of the suit a temporary injunction be secured;

- A grievance be instituted temporarily with the Office of Employer Relations charging a breach of a contract connection with this situation.

The employee had received pay from the employer in question, but only for hours worked when he was assigned to duty for the Division for Youth.

**Tax Examiners Demand State Immediately End Out-of-Title Assignment**

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[Continued from Page 7]
debt life insurance, total field economic limit 20 shall not affect, quality or right limit of labor organization within mean-

ing of Labor Management Rela-
tion Act, 1947 which represents employees in industry affecting commerce and employer whose activities affect commerce, for negotiating or reaching agreements which would be valid if there were no total field economic limit provided herein upon rates of pay and wages to be paid insurance agents, including rates of commission for sale of life insurance. Insurance Com.

2119 FLYNN — Would strike out provisions that credit for certain service as fireman, police-

man or officer shall be credited only as pay for fire service with respect 9 fireman, police-

men, or officers of fire dept. or police force electing to contrib-
ute to policeman's retirement fund. New York City retirement plan based on optional 20 year retirement plan. Civil Service Com.

2120 FLYNN — Would authorize employer, in addition to any other benefit described herein re-

lating to optional 20 year retire-

ment plan for certain firemen

and policemen, to adopt resolu-
tion and file certified copy with comptroller whereby, upon com-

letion of more than 20 years of service and upon retirement af-

ter filing date, each member con-

tribution basis hereof shall receive for each completed year of service in excess of 20, but not more than 16 such years, additional per year retirement benefit at 1/60th of final average salary. Civil Service Com.

2125 FERRARO — Would require NY City Transit Authority to employ and assign at least one charge attendant in all en-

trances and exits to subways 24 hours a day. Authorities Com.

2147 FERRARO — Would provide that provisions authorizing member of City Employees' Re-

tirement Board also be in effect with period of City service pre-

vious to beginning of his present

membership through process of
deposit during his lifetime; pay in

accordance with annuity savings fund shall, apply to service as member of Leg-

islature or to person filling position representing Senate or Assembly District situated within NY City before

27, 1967. NY City Com.

2148 FERRARO — Would require that eligible list for ap-

pointment to position of assist-
ant to principal-supervisor of

social studies in junior high schools in NY City promulgated on April 13, 1967, be extended until April 12, 1972. Education Com.
Civil Service T.V.
(Continued from Page 6)
ment." NYC Police Dept. training series.
1:30 p.m. — American Govt. — "The Buck Stops Here." NYC Police Dept. training series.
1:30 p.m. — American Government—"Invitation to Conflict." NYC Police Dept. training series.
5:00 p.m. — Return to Nursing—No. 5. "The Nursing Care Plan." Refresher course for nurses.
5:00 p.m. — Return to Nursing—NYC Police Dept. training series.
7:00 p.m. — The Clock — "Gambling Enforcement." NYC Police Dept. training series.

Wednesday, April 7
9:30 a.m. (color) — Around the Clock — "Gambling Enforcement." 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's Reports—NYC Police Dept.
3:00 p.m. — Return to Nursing—No. 6. "The Nursing Care Plan." Refresher course for nurses.
7:00 p.m. (color) — Around the Clock — "Gambling Enforcement." NYC Police Dept. training series.

Thursday, April 8
9:30 a.m. (color) — Around the Clock — "Gambling Enforcement." 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's Reports—NYC Police Dept.
3:00 p.m. — Return to Nursing—No. 5. "The Nursing Care Plan." Refresher course for nurses.
7:00 p.m. (color) — Around the Clock — "Gambling Enforcement." NYC Police Dept. training series.

Friday, April 9
9:30 a.m. (color) — Around the Clock — "Gambling Enforcement." NYC Police Dept. training series.
11:00 a.m. (color) — Community Feedback — "Role of Police in a Democratic Society." NYC Police Dept. training series.
1:30 p.m. (color) — Around the Clock — "Physical Fitness & You." NYC Police Dept. training series.
3:00 p.m. — Urban Challenge — NYC Human Rights Comm. Eleanor Holmes Norton.

Saturday, April 10
1:00 p.m. — Community Action: "Small Services."
10:30 p.m. (color) — With Mayor Lindsay. Weekly interview with the Mayor.

Monday, April 12
9:30 a.m. (color) — Around the Clock — "Gambling Enforcement." NYC Police Dept. training series.
2:30 p.m. — Police Commissioner's Reports—NYC Police Dept.
3:00 p.m. — Return to Nursing—No. 6. "Medications." Refresher course for nurses.
7:00 p.m. (color) — On the Job — "Apparatus Incidents." NYC Fire Dept. training series.

In 1969, a Volkswagen was named one of the world's most beautiful things.

We were stunned.
When a famous American designer, W. Dorwin Teague, picked a Volkswagen as one of the world's most beautifully designed products, we just couldn't believe it.
"I considered thousands of things," said Mr. Teague, "but could find only 15 that met my criteria."
Some of the winners were:
And lo and behold, a Volkswagen Karmann Ghia. (Blush.)

For years, we've privately thought our sports car to be beautiful.

With its hand-finished body,
And its air-cooled engine. That never boils over.

Goes about 26 miles a gallon. And is utterly reliable.

But never in our wildest dreams did we think it was that beautiful.

"The Ghia," said Mr. Teague, "is an outstandingly good creation. Inside and out. It's really beautiful."

Bless you, Mr. Teague.
Bless you.
Eligibles on State and County Lists

ALBANY

STATIONARY ENGINEER
(Continued from Previous Edition)

130 Sherman P. Burnett 79.8
131 Smithown M. Buffalo 79.2
132 Lewis B. Buffalo 79.7
133 McFadden M. Buffalo 79.5
134 Phillips H. South Carolina 79.0
135 Taylor H. Tarrytown 79.4
136 Smith M. Gloversville 79.1
137 Lake H. Cortland 79.2
138 Klaus F. Cheektowaga 79.3
139 Prater J. Brooklyn 79.1
140 Cullen M. Cattaraugus 79.0
141 Bond T. Wewarsing 79.5
142 Stabler M. Oneida Island 79.6
143 Gifford H. Albany 79.0
144 Swartwout T. Owego 79.8
145 McCurdy G. Ogdensburg 79.9
146 Canfield M. Rochester 79.0
147 Toller R. Cornwall 79.2
148 Domville A. Amsterdam 79.2
149 Vannembruck E. Plattsburg 78.5
150 Vanhoyos P. Plattsburg 79.4
151 Lunn F. Plattsburg 79.6
152 Montiher J. Herkimer 79.1
153 Kudlick D. Plattsburg 79.0
154 Metz D. New York 79.6
155 Moore J. Liverpool 78.8
156 O'Brien D. Utica 78.6
157 Coler D. New Paltz 78.8
158 Moore J. Liverpool 78.8
159 Olender B. Buffalo 78.4
160 Gifford E. Mayfield 78.6
161 DeJong H. Binghamton 78.9
162 Brown J. Rochester 78.2
163 White J. Buffalo 78.1
164 Butcher D. New York 78.3
165 Ewoldt M. Van Buren 78.7
166 Fitch J. Buffalo 78.5
167 Williams D. Buffalo 78.2
168 Pasternack D. Buffalo 78.4
169 Forestier F. Marlboro 74.6

CASHIER AND MOTOR VEH CASH
1 Takacs J. Lake 67.7
2 Sanderson M. Buffalo 99.2
3 Toney W. Utica 77.6
4 Nakashima M. Schenectady 97.9
5 Lanza P. Watertown 77.5
6 Sevigny J. Watertown 77.4
7 Gilmore L. Lockport 77.4
8 Amato C. Troy 97.4
9 Kankowski M. Albany 97.0
11 Horowitz B. Albany 97.4
13 Proul S. Albany 97.2
15 Parness A. Schenectady 97.2

MAYFLOWER - ROYAL COURT
APARTMENTS—Furnished, Un-

STANDARD RATES

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"Our Only Business is Parties"
Smorgasbord a Specialty

SPECIAL GOVERNMENT RATES

After an extensive $2,500,000 renovation program, the Prince George Hotel invites you to enjoy the exciting touch of yesterday with the comforts of today. In addition to its outstanding room service and industrial atmosphere, the Prince George Hotel offers transportation and sightseeing desks. Western Union, R.C.A., hospitality desk, plus the convenience of four fine restaurants.

$12.00 SINGLE $16.00 DBL OR TRIP
The Job Marker
By BARRY LEE COYNE
A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

There are apprentice training opportunities for persons who want to become Plumbers, Cleaners and Caulkers on masonry. Apprentices must be at least 18 years of age and have a seventh grade education. Must be physically able to perform the job. This is a one-year program. The apprentice pay is $2.50 an hour for a one-hour month-period, $3.80 an hour and increases each year. The journeyman rate at the end of the third year is $6.60 an hour. Applicants must be filed by April 15. If interested, be sure to file to the Department of the Industrial Offices of the New York State Employment Service, in Manhattan, go to 55th and 54th Sts.; in Brooklyn, go to 250 Schermerhorn St.; in Queens, to 431 Crescent, Long Island City, and in Staten Island, 25 Bay St., Staten Island. Police officers stationed in all the housing are all able to perform the job. There are numerous attractive openings for Social Case Workers and a Master's Degree in social work for one year experience. The beginning salary is $9,000 a year, and all salaries are offered for additional experience. Apply to the Professional Placement Service, 5 Madison Ave., Manhattan, 654-4000.

Naval Station Needs Auto Mechanics At $3.98 Hour To Start
These are vacancies for the title of automotive mechanic, naval, 262-3310, 1st step $2.98 hr., 2nd step $3.15 p.h., 3rd step $3.42 p.h. at the U.S. Naval Station, 136 Flushig Ave., Brooklyn.

Duties consist of the following: Uses a wide variety of test equipment, such as scan, trace and locate defects and determine the type and extent of repair needed. Trains and assists shop personnel and assemblies by fitting and installing needed parts. Makes repairs to minor mechanical or electrical parts when replacements are not available. Further information and application forms may be obtained by John Crowley, U.S. Naval Station, 136 Flushig Ave., Brooklyn. Phone number is 633-4500, extension 598.

Porchant For Purchase
Among candidates for purchase inspector, 24 will be representatives of list notices from the City.

We understand.

SPRINGFIELD
GORDON PROPER $32,900
MOTHER & DAUGHTER
Depended home on 5,000 sq ft with 4 bedrooms, 2 bathrooms, 2 rec rooms, 2 modern kitchens, 2 full basements, 2 full garages. Great for family living, perfect for small businesses. $32,900. Available in the Office of Personnel, 255 West 54th St., Manhattan.

CATHAY HTS $28,900
Brick, Stone & Timber
Exceptionally completed 4-story home, 64015 landscaped grounds, 6 bedrooms, 4 bathrooms, 3 living rooms, 2 dining rooms, 2 basements, 2 garages. Located in the heart of the Kingsbridge area. $28,900. Available in the Office of Personnel, 255 West 54th St., Manhattan.

Where to Apply
For Public Jobs

NEW YORK CITY—The Application Section of the New York City Personnel Department is located at 49 Thomas St., New York, N.Y. 10013. It is three blocks northwest of Union Square, one block west of Broadway.

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

Application blanks are obtainable free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas St., New York, N.Y. 10013. Telephone 566-8700.

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

Completed application forms which are filled in by mail must be sent to the Personnel Department and must be postmarked no later than the last day of filing or as stated otherwise in the examination announcement.

The Application Section of the Personnel Department is near the Chambers Street stop of the main Atlantic Bridge, which goes to and through the area. These are the IRT 1st Avenue and the IND 8th Avenue Lines. The IRT Lexington Avenue Line stop is 15 minutes away from the Chambers Street station, the IND 8th Avenue Line stop is 10007. Take the IRT Lexington Avenue Line to Worth St. and walk two blocks north, or any other East River Line to Chambers St. or City Hall. Both lines have exits near Chambers St., New York, N.Y. Further information and application forms are available at the Personnel Department, 255 West 54th St., Manhattan, 654-4000.

There are openings for the following:

- Maintenance Workers—Maintenance and repair of buildings and properties of the City. These are vacancies for the title of maintenance worker, 262-3310, 1st step $2.50 an hour, 2nd step $2.98, 3rd step $3.15, 4th step $3.42, 5th step $3.62, 6th step $3.80 an hour, 7th step $4.15 an hour, 8th step $4.32 an hour.

- Auto Mechanics—Auto mechanics are wanted for the repair of automobiles. These are vacancies for the title of automotive mechanic, naval, 262-3310, 1st step $2.98, 2nd step $3.15, 3rd step $3.42, 4th step $3.62, 5th step $3.80, 6th step $4.15, 7th step $4.32 an hour.

- Auto Body Repairs—Auto Body Repairers who own their own tools to do metal work on auto bodies at $120 to $250 a week. In addition, there are also positions for Auto Mechanics who are required with mailed requests to the Personnel Department.

- License Inspectors—License inspectors are required with mailed requests to the Personnel Department. These are vacancies for the title of license inspector, 262-3310, 1st step $2.98, 2nd step $3.15, 3rd step $3.42, 4th step $3.62, 5th step $3.80, 6th step $4.15, 7th step $4.32 an hour.

- Social Case Workers—Social Case Workers are required with mailed requests to the Personnel Department. These are vacancies for the title of social case worker, 262-3310, 1st step $2.98, 2nd step $3.15, 3rd step $3.42, 4th step $3.62, 5th step $3.80, 6th step $4.15, 7th step $4.32 an hour.

- Clerk—Clerks are required with mailed requests to the Personnel Department. These are vacancies for the title of clerk, 262-3310, 1st step $2.98, 2nd step $3.15, 3rd step $3.42, 4th step $3.62, 5th step $3.80, 6th step $4.15, 7th step $4.32 an hour.

- Salary vary according to the job.

- Applicants must file at the Personnel Department, 255 West 54th St., Manhattan, 654-4000. Further information is available at the Personnel Department, 255 West 54th St., Manhattan, 654-4000.
Employees of the Hudson River State Hospital, Poughkeepsie, are shown boarding a bus last week for a trip to Albany where they joined other State hospital workers protesting proposed salary cuts in the Mental Hygiene budget. The cuts, according to Nellie Davis, right, the president of the Civil Service Employees Assn. chapter, would affect employees and youth opportunity programs.

CSEA Cracks Down on Rival Union Tactics

(From Leader Correspondent)

BUFFALO — The Erie County chapter of the Civil Service Employees Assn., has cracked down on two fronts against the rival American Federation of State, County & Municipal Employees.

At the insistence of the CSEA chapter, Erie County legal officials removed a non-approved AFSCME bulletin board from the Erie County House & Infirmary and started investigating an apparently forged signature on a AFSCME dues check-off card.

George Clark, Sr., president of the 5,000-member chapter, spearheaded the two-pronged attack on the rival union.

He took action on the bulletin board when it was reported that AFSCME had placed a bulletin at the Home and Infirmary that the union did not win at the bargaining table.

Illegal Bulletin Board

Clark further noted that the rival union used the illegal bulletin board to display communications he considered detrimental to the CSEA.

After repeated telephone calls to the County legal offices, County Attorney Robert Casey ordered the AFSCME bulletin board taken down.

Robert A. Milling, CSEA field representative, contacted by Clark, complained to the County that the rival union "was enjoying a privilege they had not bargained for and, besides, they were abusing the privilege."

Says Signature Not Hers

In the case of the apparently forged card, Clark acted with Milling’s help after Elizabeth Steinwandel, an institutional aide at the Home and Infirmary represented by AFSCME, complained that union dues were being taken from her pay without her authorization.

Further investigation by Milling resulted in her contention that the signature authorizing her County AFSCME did not belong to her.

Again, Casey ordered an immediate investigation into forgery charges.

"The Erie County chapter is fed up with the heavy-handed tactics of AFSCME," Clark said in commenting on the two incidents.

"We intend," he continued, "to take a much firmer stance in the face of their unorthodox methods of trying to cover up their inadequacy to settle a contract."

AFSCME has not reached contract agreement with the County and their negotiations have gone to fact-finding.

Frank Bazan, left, recreation therapist at the hospital, tells meeting chairman Daniel Camoia how deeply the cutback in funds would affect rehabilitative services. Camoia also doubles as Republican district leader of the 41st A.D.

Brooklyn State Meeting

(Continued from Page 3)

"Where do these people turn to?" he asked in a forewarning of possible things to come. His speech drove home the same theme in particular: the need for unity. "Unless you all get together," remarked Huttchen, "the people couldn't give a tinker's damn."

Also speaking was Otis Dike, Jr., a senior nursing student, who declared: "Every nursing student getting the shaft now — will take it out on somebody."

Blasting the threatened shutdown and its demoralizing effect on those now studying, Dike said: "Now, this 'sane' society is condemning me, when I'm almost finished. No, I'm not concerned with the statistics. I just don't have any faith in them. It's very degrading."

The chairman of the meeting, Daniel Camoia, charged that the State’s move to end the school of nursing "is against the interests of the people," and drew a contrast with the neighboring Kings County Hospital, in which he estimated 80 percent of its students were from out-of-state.

"They return home and use New York State. We, however, have our roots in the community."

He pointed out that the present class has 97 students, many of whom are black or Puerto Rican and reflect the composition of the multicultural neighborhood.

The program also heard from Lawrence Carrington, alumni association head and an instructor at the school, and Mrs. Margaret Cole, principal of BSH’s nursing represeative to the CSEA, and Pat Colette, second vice-president of the Brooklyn State Hospital chapter. Ann Chandler, CSEA field representative, is performing liaison duties with CSEA Headquarters in Albany.
of years of service from date of eligibility to actual retirement date. Instead of being worth of average annual earnings. NY City Com.

222 CONKLIN—Would fix as an eligibility to actual retirement date, times number of years of service beyond required minimum. If he becomes member, subject to certain conditions as to continuous residence and contribution to system. It is not less than 15 years of member or retiring to member position. City Service Com.

222 MARINO—Would require town board to appoint head of any department or board of town government, as to appointment of advisory member, loss of property or exemption from service as such substitute, subject to contributing lump sum amount, he would have otherwise contribute if service had been creditable at time rendered. Education Com.

232 CONKLIN—Would include death of fireman or police officer, in provision applying to injury or impairment of health, which occurred on or before Aug. 31, 1971, resulting from injuries or trauma, caused by illness or injury in service, or by death under State retirement provisions, and to allow application for benefits for service disability, on or before Aug. 31, 1971, instead of 1970. City Com.

232 GIOFFRE—Would authorize governing board of municipally maintaining police department, to pay for police services for all or portion of city, town or village, as a voluntary contribution as to appointment of advisory member, loss of property or exemption from service as such substitute, subject to contributing lump sum amounts, and to make other similar change. Finance Com.

234 MURDOCH—Would provide that policeman or fireman assigned to duty of which he becomes member, but not to be elected to any departmental or local office with authority to make other similar change. Civil Service Com.

234 MARINO—Would permit town board of first class town, by local law or charter, to make a contribution as to salaries and appointment of employees. Town and County Coms.

235 CONKLIN—Would provide that veteran who served in U.S. armed forces during World War II and who is disabled, as defined by law, shall be entitled to pension credit for time spent on such duty, for purposes of eligibility to retirement date, times number of years of service beyond required minimum. NY City Com.

235 CONKLIN—Would add title of persons appointed as justices of the civil or criminal court of New York City, or family court thereunder. Civil Service Com.

235 MARINO—Would provide for the appointment of Craig Thorn as a member of the bridge and tunnel officer list. Bridge & Tunnel Officer List

2231 GIUFFREDA—Would include employees who are classified as employees of mental hygiene employees, as defined in the manual. Mental Health Employees Asn.


841 John A Magee, David Stevens Jr, Larry J Harvey, Hugh R Williams, Thomas O Pecora, John R Keller Jr, Michael N Barbone, Albert T Gai

Bill Affecting Civil Service

(Continued from Page 18) service beyond required minimum, pension of 1/60th of annual compensation earnable on date of retirement, times number of years of service from date of eligibility to actual retirement date. Instead of being worth of average annual earnings. NY City Com.

222 CONKLIN—Would fix as an eligibility to actual retirement date, times number of years of service beyond required minimum. If he becomes member, subject to certain conditions as to continuous residence and contribution to system. City Service Com.

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841 John A Magee, David Stevens Jr, Larry J Harvey, Hugh R Williams, Thomas O Pecora, John R Keller Jr, Michael N Barbone, Albert T Gai...
The grim faces of these CSEA leaders reflect the seriousness of the current crisis. Seen at the Albany demonstration are, from left, George DeLoyig, fifth vice president; CSEA president Theodore C. Wenzl; Jack Gallagher, treasurer; Irving Flaumenbaum, first vice president, and Solomon Bendet, second vice president.

CSEA Members Mass In Front Of Capitol To Protest Mental Hygiene Dept. Cuts

Strike Poll Mandated

(Continued from Page 1)

If we don't hang together, we'll hang separately."

A somber warning of what the future might bring was sounded by Mike Morgan, a delegate from the Civil Defense Commission, whose agency was completely wiped out in the new budget. "If you let us go down the drain now," he said, "thousands of you are sure to go down soon after." His words were echoed by reports that several other agencies had also been swept out of existence. After Morgan's plea, Agnes Miller, of the Suffolk Psychiatric Hospital proposed that any strike action that might be needed for any group of State workers be actively supported by the entire Statewide CSEA membership.

When the delegates took an actual vote on the resolution on the strike poll, Mrs. Ann Bessette, a Mental Hygiene Dept. representative on the Board of Directors announced immediately that Mental Hygiene delegates would vote in a solid bloc to support the resolution—and they did. Adoption of the resolution became unanimous when Irving Flaumenbaum, CSEA first vice-president, declared "The County delegate vote is 100 percent in support of the action taken by you State delegates. We're going to be a good union and keep the motto 'All for one, and one for all.'"

At Leader press time, CSEA headquarters staff were already beginning to probe deeply into the budget to determine where, when and how a rumored four to eight thousand State workers would be fired because of economies forced on agencies through the budget slashing that took place here last week.

DSP Officers Talks At Impasse

At Leader press time, it was learned that an impasse has been declared in negotiations between the State Police Officers bargaining unit, represented by the Civil Service Employees Assn., and the Division of State Police.

CSEA collective bargaining specialist Bernard J. Levine said that mediator was being selected for the dispute.

Levine Takes Role On A-Energy Unit

State Industrial Commissioner Louis L. Levine of North Valley Stream has been named to the State Atomic Energy Council. Members of the Council serve in that capacity without salary and at the pleasure of the Governor.

CSEA's four Mental Hygiene Dept. representatives on the board of directors help lead the demonstration. They are, from left, Salvatore Butero, Mrs. Julia Duffy, Mrs. Ann Bessette and William McGowan. The demonstrators were joined by CSEA members from other departments as well.