CHAPTER HEADS GET FINAL STRIKE DATA

Gowanda Merchants Create 2-Hour Ghost Town Over State Hospital Firings

(From Leader Correspondent)

GOWANDA—This sleepy Cattaraugus County community of 3,200 has collectively roared like a lion against the State budget cuts that resulted in 198 dismissals from Gowanda State Hospital.

On the day the layoffs took effect:

A mass demonstration was conducted outside the hospital with hundreds taking part and marching peacefully—with black ribbons on their uniforms—in sorrow of the jobless.

The merchants of community, upset with the method the State used in firing employees, closed their shops for two symbolic hours. (Continued on Page 2)

Solons Seek Change In Layoffs Procedure; Ask Greater Equity

ALBANY—Thirteen Republican assemblymen have filed a bill encouraged and supported by the Civil Service Employees Assn., which calls for a more equitable system of handling the austerity-caused firings of State employees.

Under the terms of the bill, the State would be prevented from hitting hard at certain State institutions and agencies in the employee cutbacks, and leaving others untouched, and would be required to make all State agencies and all units of State departments share equally in job cutbacks.

The bill also calls for safeguards for senior employees, sharing job titles common to all departments, in providing that senior employees could be shifted. (Continued on Page 16)

Job Action Machinery Described to Leaders

ALBANY—Final instructions on a statewide strike of State employees—ordered for June 16 by the board of directors of the Civil Service Employees Assn.—were given to more than 200 local chapter presidents at a meeting here last week.

Members of the CSEA headquarters staff explained various operational procedures for conducting the job action, including the setting up of strike control headquarters in Albany and in other critical areas; creation of picket committees and formats to carry the story of the public workers’ plight to the public and various news media. Printed instructions for ways of conducting an effective strike were also given out.

Then the local leaders took over the meeting in order to express—in the main—some strong opinions on the job action and to deplore the State’s “brutal budget cutting” that made it necessary.

Some chapter presidents reported they had already had agreements from other labor unions not to cross CSEA picket lines and in areas where State hospital firings were very high.

(Continued on Page 14)
FACING THE INEVITABLE FUTURE

NOT TOO MANY people, even the thoughtful ones, have pondered the future of today's youth who, in the not-too-distant future, will have to take over the running of America.

DIFFICULT AS it is to most of our civil service readers, try to imagine some of these long-haired, way-out kids taking over where you leave off.

BUT THAT'S JUST about what's going to happen, like it or not.

ONE WHO HAS GIVEN considerable thought to the problem is Dr. Thomas P. Stroh, associate professor in the College of Business and Public Administration at Florida Atlantic University.

Dr. Stroh is so concerned with the dilemma that he wrote a book about the total problem — "Managing the New Generation in Business" (McGraw-Hill Book Company: $6.95).

"The author wastes no time in sounding a warning in the first lines of his preface: "When members of the new generation enter the establishments of business, industry, associations, government and education, they pose a real threat of change to the establishment."

"Paradoxically, they also offer hope for betterment of both establishments and the managers and executives who now run them."

Dr. Stroh holds no brief for the actions of some of the younger generation. Nor does he defend the establishment, which, he says, "must change its traditional management principles and therefore be doomed to stifle its own growth."

Dr. Stroh's book tries to bridge the gap between the young and the old by showing the manager in business, industry, government and education how to select, train and utilize the talents of these young people who seem to have such different values.

Dr. Stroh emphasizes that what young people want most today is a challenge—a challenge to solve problems which have not been solved by prior generations or to which more appropriate solutions can be found. Many of these young people want guided experiences to become mature and truly productive in our society.

The urgency of bridging this gap between young and old is another theme of Dr. Stroh's. He reports a shortage of managers and the old by showing the young men now and through the "sevenities, which will not ease before 1980."

Many of the management principles Dr. Stroh sets forth in dealing with the new generation are not new. But he does call for changes to meet the challenges of dealing with the young men and women and through the "sevenities, which will not ease before 1980."

On The Waterfront

Joseph Kaltsa of Cedarhurst, as calling the mood in America today as anti-union, anti-authority and anti-church. Few out of the six who were asked for their opinion disagreed, feeling that what was needed was better leadership.

As firefighters, we work in every borough of this great city, rolling through its 6,000 miles of streets, inspecting more than one million buildings, which range in age from brand-new skyscrapers to landmarks more than 200 years old; helping people under every circumstance imaginable, sometimes at the cost of our own lives.

To find, at a time like this, that the firefighter, who constitutes the City's first line of defense, is being assaulted, abused and harassed in increasing numbers for no reason that makes any sense at all, makes one tend to agree with President Sheen. We are living in a time of anti-something—or other.

The people who answered this question—It would seem—are also right. Certainly, leadership is needed at all levels. The question that might well be asked is: What kind of leadership and would we support it?

1. Are we looking for leadership dedicated to a cause—a fight—or one that would be all things to all men at all times?

2. Is leadership to be guided by the advice of those who also are elected by the voters—or the people who scream the loudest?

3. Does buck-passing stop at the leadership, or does leadership pass the buck back to the people and ask what do you want me to do?

The point: What gets things done? What is leadership? When Whitney Young was asked this, he said, "I suppose I could get off the train at 125th St. any time of the day and start hole-rimming and promoting the world; gather a crowd around me that would probably applaud my every word, but I would rather stay on that train, go down to my office and work to do the job for my people."

As a firefighter I believe in this quality of leadership. I have seen men and young firefighters in the fountains where angels might fear to tread because they believed. I have seen men fall on their faces trying to make a room, a hall, a crib—only to have a brother jump over him and try to finish the job.

These are the things you will never read about in your Monday morning newspaper and this generation might take note: Men who have faith in their leadership are willing to follow them through to their goals. The proof—there are 11,000 firefighters protecting 11 million people in this city, the busiest, busiest and safest—firewise—in the world.

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Seneca County Chap.
Wins 2 Grievance

WATERLOO—The Seneca County chapter of the Civil Service Employees Assn. has won arbitration proceedings on behalf of two Seneca chapter unit leaders.

Dr. Irving Margolin, who arbitrated the dispute between 12 employees of the school lunch department of Seneca Falls School and the school administration, ordered the school to place the employee on the salary step due them in accordance with their number of years of service. The CSEA was awarded $1,500.

CSEA had claimed that the workers were placed on the wrong entry and the school officials refused to consider the case, forcing CSEA to request arbitration.

The second case involved a contract violation in the non-negotiated salary protection of the Seneca County Commissioner of Juries. The County Board of Supervisors voted to reduce the salary by $1,000. CSEA filed a grievance on the grounds that this job is included in the Seneca County Grievance Manual.

Mrs. Jean Kelk, arbitrator in the case, ruled that CSEA's efforts have not been solved by prior answers as possible in this very important area.

Men Who Do Their Jobs

The Daily News "Inquiring Photographer" on June 1 quoted the Most Reverend Fulton J. Sheen, Bishop Emeritus of Rochester, as calling the mood in America today as anti-moral, anti-authority and anti-church. Few out of the six who were asked for their opinion disagreed, feeling that what was needed was better leadership.

As firefighters, we work in every borough of this great city, rolling through its 6,000 miles of streets, inspecting more than one million buildings, which range in age from brand-new skyscrapers to landmarks more than 200 years old; helping people under every circumstance imaginable, sometimes at the cost of our own lives.

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Wenzl Urges Boycott Of Shuttle Buses

ALBANY — The Civil Service Employees Assn. has come out in support of the Amalgamated Transit Workers' union protest against the State's use of a non-union bus line to transport State workers from a parking lot on the outskirts of Albany to their places of employment downtown.

CSSEA president Theodore C. Wenzl released the contents of a letter sent to the Office of General Services Commissioner, Major Gen. Almerin C. O'Hara, in which he said he would "urge CSSEA members not to use these substituting handbills to customers citing particular layoffs that meant hardship to State employees."

Although the State-mandated firings topped off 198 of the hospital's 1,400 workforce, CSSEA chapter officials feel the State might cut back to 500 the number of employees in the hospital.

For a new greenhouse that State of New York has seen fit to make Gowanda look like the ghost town it would be if the demonstration did not affect the town fathers, "I'm doing this," she added. "We're doing that," she added.

Because that's what Gowanda will become with all the firings."

"We, as employers could not afford that's what Gowanda will become with all the firings."

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The committee, which has proportional representation for all departments in the County service, agreed on improved

Katz Assumes Mid-Hudson Chap. Reins

NEWBURGH — Seymour Katz, an employment interviewer here, was elected president of the Mid-Hudson chapter of Civil Service Employees Assn.

He succeeded Harold A. Herbert.

Others who won include Dolly Kohler, vice-president; Christy Stamp, secretary; Fredric Freer, treasurer; Donald Oaks, counselor, Delaware County; Gino Colluli, counselor, Orange County; Oliver Tweedy, counselor, Ulster County.

The committee, which has proportional representation for all departments, held an installation dinner at Castaways on June 18.

Chaired by Richard Bersan, president of the Mid-Hudson chapter of Civil Service Employees Assn., the dinner was attended by President Richard Cleary, Transportation (incumbent), and Kenneth Osterhout, Taxation and Finance.

First Vice-President: Lawrence Colelli, Transportation, and Donald Oakes, Counselor, Delaware County.

Installation Next Week

Syracuse Chapter Stakes Nominated

SYRACUSE—The Syracuse chapter of the Civil Service Employees Assn. will hold an installation dinner at Castaways on June 18.

Chaired by Richard Bersan, Department of Taxation and Finance, announced the rules for selecting and nominating candidates. The following slate was nominated:

President: Richard Cleary, Transportation (incumbent), and Kenneth Osterhout, Taxation and Finance.

First Vice-President: Lawrence Colelli, Transportation, and Donald Oakes, Counselor, Delaware County.

(Continued on Page 14)

CIVIL SERVICE LEADER, Tuesday, June 8, 1971

Gowanda Creates A 'Ghost Town' Protest On State Job Losses

The streets of Gowanda are empty as merchants closed their shops for two hours last week as a sign of protest over extensive firings at Gowanda State Hospital. The sign in the center was surrounded by a funeral wreath.

Wasted Money

One employee at the demonstration complained: "The hospital, just last year, spent $10,000 for a new greenhouse that would become with all the firings."

"We, as employers could not afford that's what Gowanda will become with all the firings."

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Katz Assumes Mid-Hudson Chap. Reins

NEWBURGH — Seymour Katz, an employment interviewer here, was elected president of the Mid-Hudson chapter of Civil Service Employees Assn. last week:

"It was a very successful meeting," chapter president Irving Faumensa said later. "We met most of the program together. We covered about 60 items."

The committee, which has proportional representation for all departments in the County service, agreed on improved

(Continued on Page 14)
Here are a few questions that should be answered in comparing programs:

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• Are there annual and/or lifetime dollar maximums? GHDI plans have no yearly or lifetime dollar maximums.

• Are commissions payable to salesmen or brokers? GHDI pays no sales or brokerage commissions to anyone at any time.

These are only some of the items to compare. When choosing your dental plan, ponder the pitfalls. To get all the facts you need to make the best decision for dental benefits for your members—mail coupon below TODAY!

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You're right! The members of my group need dental insurance. Please have a representative contact me about GHDI.
In an effort to alert readers of the wide multitude of Federal job opportunities suitable for college grad, The Leader continues publication of the alphabetical "A" to "Z" roster.

There are close to 100 titles involved. Last week, the portion of the list appeared that included titles from "accountant" to "electronic technician." This week, the positions go through the title of "investigator." Career briefs are generally listed by specific title. However, cross-reference is also made to related occupations. It is advisable to study the entire list as it is published, to make certain that you are knowledgeable about all jobs in your field of interest.

College training—without work experience—qualifies you for each title given here, with special academic training indicated under "requirements" where it does pertain. Most titles will fall within the GS-5 class, requiring a bachelor's degree, whereas GS-7 appointment is generally linked to superior academic achievement.

The Entry Center
Under "application procedures," an explanation is made of the way to apply for the areas of special interest to you. In any event, write to the Federal Job Information Center (week-days and Saturdays) at 28 Federal Plaza, near Duane St. in Manhattan. The phone number is (212) 264-0423.

The career briefs of jobs available in the Metropolitan Area follow:

Employer Relations Specialist
Requirements: A four-year course in an accredited college or university leading to a bachelor's degree is qualifying.

Application Procedures: Apply under the examination announcement entitled "Federal Service Entrance Examination."

Engineer
Requirements: For the entrance grade, four years of college study leading to a bachelor's degree with specific study in an appropriate field of engineering will qualify.

Application Procedures: Obtain the announcement entitled "Engineers, Scientists, and Related Professions."

Entomologist (Includes positions of plant pest control inspector.)
Requirements: For the entrance grade, the requirements are four years of college study with major study in entomology or a closely related discipline or field of the biological or physical sciences. Study must have included at least 30 semester hours in basic biological or physical sciences, with a minimum of 16 semester hours in entomology. For Plant Pest Control Inspector, four years of study with a major in biology, which included 20 semester hours in entomology, botany, plant pathology, nematology, horticulture, mycology, invertebrate zoology, or a closely related subject, or any combination thereof, will qualify.

Application Procedures: Obtain the examination announcement entitled "Engineers, Scientists, and Related Professions."

Equipment Specialist
Requirements: For entry level, GS-5, four years of college study which has included 12 semester hours per year of engineering or related subjects such as mathematics, physics or chemistry is required.

Application Procedures: No written test is required. Apply under the announcement for "Equipment Specialist."

Estate Tax Examiner
Requirements: For entrance grade GS-5, successful completion of college study leading to an LL.B degree or a J. D. degree requiring six full academic years of combined prelegal and legal subjects will qualify.

Application Procedures: Applicants must pass a written test and must qualify in a personal interview before appointment. Ask for the announcement "Estate Tax Examiner."

Financial Institution Examiner
Requirements: For the entrance grade, four years of college-level study in accounting, economics, banking, finance, or business administration, provided such study included at least 12 semester hours in accounting, will qualify. A written test is required.

Application Procedures: Apply under the "Federal Service Entrance Examination."

Food and Drug Inspector
Requirements: For the entrance grade, applicants may qualify with four years of college study, including at least 18 semester hours either in chemistry or the biological sciences, plus an additional 12 semester hours in one or any combination of these fields: pharmacy, physics, food science or technology, chemistry, and the biological sciences.

Application Procedures: A written test is required. Apply under the "Federal Service Entrance Examination."

Food Technologist
Requirements: A full four-year course of study in a college leading to a bachelor's degree with major study in food technology, dairy technology, microbiology, biology, chemistry, physics, or a closely related discipline. This study must have included at least 30 semester hours of course work in the basic biological and physical sciences, with a minimum of 20 semester hours in food technology and closely related subjects, or 20 semester hours in subjects that can be applied directly to food technology.

Application Procedures: Obtain the examination announcement "Food Technologist."

Forester
Requirements: For the entrance grade, a full four-year course leading to a bachelor's degree with major study in forestry or a closely related subject in fields will qualify. This course of study must have included at least 24 semester hours in forestry, diversified sufficiently to fall in at least four of the following specialized fields: silviculture, forest management, forest protection, forest economics, forest utilization, and related sciences.

(Continued on Page 10)

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ADDRESS
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OSWEGO — Employees of the Faculty-Student Assn. at the State University College at Oswego will receive a pay raise beginning July 1, 1971, as well as a shift differential, as a result of negotiations between the Civil Service Employees Assn. and the PERB administration.

Negotiating on a wage reopener for the second year of the two-year contract currently covering Oswego PERB employees, CSEA has won a six percent increase for salaried employees effective July 1. Hourly employees will get a 13-cents-an-hour pay boost for the first 26 weeks of the 46-week year, and another one-cent raise for the last 10 weeks.

Also included in the new agreement is a 10-cents-an-hour shift differential for employees who work a majority of their hours between 8 p.m. and 6 a.m.

Roger Kane, field representative in CSEA's Central Conference area who assisted the CSEA negotiating team, said that the team deserves "high praise for their performance in the bargaining talks. In particular, I would like to commend Jack Haynes, chairman of the CSEA negotiating team and president of the CSEA chapter at Oswego."

## Announcement of Results of Kings Park SH Chapter Election

KINGS PARK — Joseph Aiello was the victor for re-election to the presidency of the Kings Park State Hospital chapter, Civil Service Employees Assn., official elections returns indicated.

In the contested races for the four second vice-presidential spots, the following are the winners: Harriet Link, Alfred W. Newell, and Robert Collins. (Continued on Page 15)

CSEA Fights For Right To Wear Long Hair

ALBANY — The New York State Civil Service Law is supposed to protect present and potential State employees from discrimination of any sort. This very premise is now being tested by the Civil Service Employees Assn. and a bearded young man, Bernard LeFrancis.

LeFrancis, a grade 5 account clerk in the State Dept. of Audit and Control, came to CSEA last November when he alleged he was discriminated against for a promotion. He was told by an interviewer, he said, that despite his good performance ratings, competent work and good attendance record, and despite the fact that he was the best qualified of all interviewees for the promotion, he would not get the job because of his personal appearance. LeFrancis wears long hair and a beard. The job was not filled.

CSEA took the grievance through normal steps and was turned down recently when a department hearing officer ruled that this was not a case of discrimination. CSEA has appealed to the State Grievance Appeals Board, has had a hearing, and is awaiting its ruling.

A professional counselor for LeFrancis noted that "there is no reason for LeFrancis not getting the promotion." A union spokesman said, "appears to be the fact that his appearance does not conform to that of the majority of employees. This is discrimination in its most simple form."

## Civil Service Law & You

By RICHARD GABA

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

Freeze On Teacher Sabbaticals

ON APRIL 12, 1971, a new title was added to Article 5 of the Civil Service Law — "Title D." It contains one section (section 82) which has four subdivisions. This is one of the most incredible pieces of legislation to come along in years. In 1970, the Taylor Law was enacted by law giving public employees the right to negotiate with their public employers concerning wages, hours and other terms and conditions of employment. What does section 82 of the Civil Service Law do? It is very simple.

SECTION 82 places a one-year moratorium on the granting of sabbatical leaves with pay to teachers and paid leaves to other employees. It says that for a period of one year, commencing July 1, 1971, no "leave of absence" or "sabbatical leave authorized by law, or any leave of absence or sabbatical leave of absence" shall be granted to any public officer or employee. The new law defines leave of absence or sabbatical leave of absence as "any period during which an employee is away from his employment for more than one week at a time where such employee is receiving all or a portion of his regular compensation." The following periods are specifically excluded from the regular vacation period, any sabbatical leave of absence granted without compensation.

THE MORE ONE contemplates this legislation, the more one is amazed by the far-reaching effect it has. Not only does it fly in the face of the entire negotiation process, but it opens the door for the Legislature to impair even further the integrity of the system of collective negotiations that the Taylor Law sought to develop. If our State Senators and Assemblymen want to save the taxpayers' money, they should do something meaningful.

BUT TO TAKE a potshot at sabbatical and other leaves for a year is meaningless. The contracts between school districts and teachers concerning such leaves for the most part make the granting of sabbaticals discretionary. They must be for an approved purpose, and there is generally a limitation of the number of teachers that can be granted a leave in any one year—usually a very small percentage of the number of teachers in the district.

UPON CLOSING examination, however, it becomes evident that there are other areas of public employment affected by this new statute.

IN LAST WEEK's article, leaves of absence for attending Summer military training was discussed. It was pointed out that there are other areas of public employment affected by this new statute. There are, for example, as many as 30 days even though he is absent on military duty. It appears that unless such leave with pay is locked into a contract covering the period of July 1, 1971, to June 30, 1972, it will be wiped out by section 82 of the Civil Service Law. The intention to repeal other statutes seems manifestly clear in section 82.2. "Notwithstanding any general, special or local law to the contrary," no leaves of absence or sabbatical leaves introduced recently by the Assembly Rules Committee at the request of Assemblyman Joseph R. Pisani (R-Westchester). Law enforcement officers with

Under Pisani's Measure

Orphans Of Slain Policemen Would Receive Paid Tuition

The children of police officers killed in line of duty by hostile action would be granted free education up to and including the college level at public expense under a bill introduced recently by the Assembly Rules Committee at the request of Assemblyman Joseph R. Pisani (R-Westchester).

The proposal would provide or-
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Onondaga Chap. Charges Syracuse Mayor With Harassment Of Aides

SYRACUSE—Onondaga chapter, Civil Service Employees Assn., has filed charges of harassment and refusing to meet with a recognized bargaining agent against Syracuse Mayor Lee Alexander.

The charges were filed with the State Public Employee Relations Board by CSEA field representative Lee Frank.

In the statement filed with PERB, the CSEA chapter accused the Mayor of using harassment, coercion and abusive language against a chapter president, Andrew H. Placito Jr., the City Employees unit president, Leona Appel and the Library employees unit president, Sue Smith.

The harassing incident allegedly happened after Mayor Alexander asked the chapter to contribute $200 toward the cost of the host going on television to explain what he terms the City's "budget crisis."

Frank said the chapter officers refused the funds.

The CSEA representative also stated the Mayor has refused repeatedly to meet with chapter representatives and himself to discuss Alexander's plan to lay off some 800 City employees because of lack of funds.

He said he has telephoned the Mayor a number of times, but has been unable to reach him.

On May 24, Frank explained, he phoned the Mayor's office. First he was put on hold, Frank said. Later, he was transferred to Paul Bringewatt, City budget director. He was told, Frank said, that the Mayor was on a long distance telephone call and couldn't talk.

The CSEA representative said that later that day, he sent the Mayor a telegram asking for a May 26 meeting. He never received a reply, Frank said.

Alexander has denied the harassment charge and said he did respond to Frank's telegram. He claims he told the CSEA representative he had to be in Albany on May 26 and so could not talk with him.

Frank said he did not receive this reply.

The next step is up to PERB. In such cases, Frank said, PERB calls in a formal hearing to take testimony, then rules on the charges. If the charges are substantiated, PERB can reprimand the Mayor, as well as direct him to meet with the CSEA officials for the discussions.

Guarino Elected By Erie Social Serv. Unit

BUFFALO—The Social Services Unit of the Erie County Chapter of the Civil Service Employees Assn. has elected Charles Guarino president.

Other officers elected include David Brere, vice-president; Mrs. Diane Brown, secretary, and Allen Shanks, treasurer.

Binghamton Hospital Chapter Saves Jobs For 5 Members

BINGHAMTON—Binghamton State Hospital chapter of the Civil Service Employees Assn., has succeeded in preventing the firing of five of 30 employees whose jobs were to have been terminated on June 2. The five were notified of their retention, according to State Hospital chapter president Leo Weingartner, following a State Employee Relations Board hearing in Albany late last week.

The Binghamton State Hospital chapter had objected in behalf of the employees, contending the hospital administration personnel had not followed seniority provisions contained in the contract in the selection of persons dismissed under the State's 46 million dollar austerity cut.

Weingartner said that several cases have come to light in which personnel have been cited for dismissal who have more seniority than other staff members fulfilling similar duties who were retained. Binghamton Hospital chapter officers had met earlier with CSEA attorney William Night to consider filing an Injunction demanding that the Hospital administration show cause why the seniority provisions of the contract had not been followed. The measure had been prepared, but was held in abeyance pending the outcome of the appeal. Weingartner said several other cases involving similar situations are now being reviewed and the decision of those cases is expected soon.

Some 25 of the 30 employees to have been dismissed were rehired as scheduled despite efforts to block their dismissal. Weingartner said five other employees had two and three weeks termination notices as of June 2. (These last five are being retained instead of the five who are being retained.)

Weingartner said the economy measures the Binghamton State Hospital Child Care Unit recently completed the transfer of all 46 mentally and emotionally disturbed children ranging in age from six years old and up to other facilities.

Weingartner said the economy situation has also eliminated the availability of in-service medical treatment through the Hospital's Dispensary, which had been viewed by many employees as a valuable fringe benefit for many years.

Weingartner has called a general membership meeting for Tuesday, June 8, at Danceland in Kirkwood, to discuss possible job action. Weingartner went to Albany last week to meet with CSEA Headquarters officials to discuss job action and the chapter's role.

J. N. ADAM PACT — Taking part in the contract signing between officials of J. N. Adam Memorial Hospital in Perrysburg and the Civil Service Employees Assn. are, seated from left, Mrs. Ine Howard, representing institutional unit; Robert DeNoon, hospital personnel officer; John Keller, CSEA chapter president; Mrs. Bonnie Lenzalaco, PS&T unit representative; Samuel Romandi, representing operational unit, and, standing, Lynn Stelle, left, assistant personnel officer, and Thomas B. Chirity, CSEA field representative. Not present at the signing due to illness was Mrs. Norma Fine, administrative unit representative. It was the first contract between the hospital and CSEA.

HERKIMER DINNER-DANCE — Officials and staff of the Civil Service Employees Assn. attending the first annual dinner dance of the Herkimer County chapter of CSEA, congratulated Michael Sweet, center, chapter president, of the chapter's success. From left are Joseph J. Dolan Jr., CSEA director of local government affairs; F. John Gallagher, Statewide CSEA treasurer; Sweet; Richard Harlow, CSEA fourth vice-president, and Frank Martello, field representative. Approximately 150 members attended. Herkimer attorney George Amy was toastmaster. Dinner chairman was Dorothy O'Brien.
Honors and Ideas & Concern At City Chapter Workshop

Honors and ideas were abundant at the annual Concord Hotel workshop of the New York City chapter of the Civil Service Employees Assn. last week. The honors went to Conference presidents, cited by the chapter, and to the new officers of the chapter, who took the oath of office from Paul Kyer, editor of The Leader.

The ideas sprouted from two major panel discussions. One on insurance, retirement and health programs and another conducted by the CSEA committee studying the restructuring of the Employees Association.

Some very lively discussions came during the restructuring session. "It's wonderful how controversial—in the right sense—this plan to organize the Association has become with the membership," said A. Victor Costa, chairman of the committee.

Costa said that the proposal had stirred up many good ideas on deeper involvement in the operations of the organization on a local level, although some proposals were so opposite as to cancel each other out.

"A sober vein of thought prevailed during one of the two evenings at the Concord when Solomon Bendet, CSEA second vice president and newly re-elected chapter president, declared angrily that the evidence was growing to show how unnecessary it was to fire State employees this year. "We could (Continued on Page 16)
U.S. Career Briefs Unveiled

(Continued from Page 5) Related studies, i.e., forest engineering, forest recreation, range management, watershed management, and wildlife management.

Application Procedures: Ask for the announcement entitled "Forester.

Geodesist

Requirements: For the entrance grade, the requirements are complete of a four-year college course leading to a bachelor's degree in civil or electrical engineering; or in any field in which the study includes certain courses in mathematics, physics (including geophysics), geodesy, astronomy, and engineering sciences totaling at least 30 semester hours. The 30 semester hours must have included differential and integral calculus.

Application Procedures: No written test is required. Ask for the "Engineers, Scientists, and Related Professions" announcement.

Geophysicist

Requirements: For the entrance grade, four years of college study is required. This must include at least 30 semester hours in geology, mineralogy, petrology, paleontology, and stratigraphy; and 20 semester hours in any combination of mathematics, physics, chemistry, biology, or related subjects such as geophysics, meteorology, hydrology, and oceanography.

Application Procedures: Ob-tain the announcement "Engineers, Scientists, and Related Professions.

Historian

(Continued on Page 13)

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Hartford - - - June 13
A & P Lot, 334 Central Ave.
Port Chester - - - June 27
Korvette Shopping Center
Flea Market

1-7 P.M. SUNDAYS
$1.00

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Help for People Who Have Not Finished High School

Information is available to men and women 17 or over who have not finished high school, advising them how they can complete their education at home in spare time. For more information explain how you can receive credit for work already completed, and covers selection of courses to meet your needs whether you plan to attend college or advance to a better job. According to government reports, high school gradu-}

ate 1971.

(Continued from Page 5)

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or Phone to Format information (including geophysics), geodesy, astronomy, and engineering sciences totaling at least 30 semester hours. The 30 semester hours must have included differential and integral calculus.

Application Procedures: No written test is required. Ask for the "Engineers, Scientists, and Related Professions." announcement.

Geologist

Requirements: For the entrance grade, four years of college study is required. This must include at least 30 semester hours in geology, mineralogy, petrology, paleontology, and stratigraphy; and 20 semester hours in any combination of mathematics, physics, chemistry, biology, or related subjects such as geophysics, meteorology, hydrology, and oceanography.

Application Procedures: Ob-tain the announcement "Engineers, Scientists, and Related Professions.

Hospital Administrator

Requirements: For entrance grade GS-7, four years of college study and one year of graduate study toward a master's degree in hospital administration will qualify. An additional year of formalized hospital administrative residency or two years of graduate study (including any time spent in an administrative residency) which successfully completes the requirements for a master's degree in hospital administration, will qualify for GS-8.

Application Procedures: Obtain the examination announcement entitled "Federal Service Entrance Examination."

Hydrologist

Requirements: For the en-
The best idea to come out of Detroit in years.

Imitation is the sincerest form of flattery, someone once said. And never before has our modest car been on the receiving end of so much flattery. What with the Big 3 auto makers coming out with a little 3, and one even promising not to change designs for five years, of course, it wasn't always like this. Take 1949, for instance.

But being first with an idea also has its advantages. Nobody, for example, has the experience we have working on a single small car. We've had the time to test our idea. And improve it thousands of times. And refine it thousands of times.

Every step the others take, we've been through before. In fact, it's kind of funny now. Watching the makers of 425 horsepower engines try to catch up with a Volkswagen.
Van Acker Is Tapped
Governor Rockefeller has re-
named Dr. William Van Acker, III, as a member of the Port
Oralo Memorial Commission, for
a term ending in 1976.

B Of E General Supt.
Of Construction Set
For Swift Entry Period
Another brief filling period for a
City promotional title has been
announced: the post of general
superintendent of city construction.
Applications will be accepted in
person only from June 1 through
17.

Tenured personnel now in the
job of superintendent, construc-
tion, may compete on the June
30 exam. Its content is likely to
deal with supervisory techniques,
construction methods and prac-
tices, inspection procedures and
worker personnel assignments.
A comprehensive list of the du-
ies is found in Bulletin No. 7169.
Salary for this Board of Edu-
cation post stands at $14,350-
17.160. Application should go
to Room 216, 56 Thomas St., Man-
hattan, on the days specified.

Taking A Detour
The City Personnel Dept. has
noted that 85 list holders were
sent out for the job of parking
enforcement specialist, Group B.
However, two failures were re-
ported on the physical and one on
the qualifying written exam.

20% OFF TO STATE WORKERS
(Please write or call)
THE ROCKLAND COUNTY
PERSONNEL OFFICE
WILL HIRE AN OPENING
FOR AN EXAM
ON JUNE 16TH
ninger's Board Can Fill Jobs
from $80-96 a week . . . Apply at
the Manhattan Apparel In-
dustry Office, 338 West 35th
St.

In the clerical field, Biller
Typists do good at figures and
able to type 36 words per minute
and stenography 70 words per
minute. Also at $119-125 a week
. . . There is a great demand for Bookkeeping Ma-
talice Operators at $75-110 a week . . . . Also for Cap Machine Op-
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St.

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Typists do good at figures and
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ers at $75-110 a week . . . . Apply at the Manhattan Apparel In-
dustry Office, 338 West 35th
St.
mathematics through differential and integral calculus, and courses in three of the following subjects: geology, hydraulics, or meteorology.

Application Procedures: Obtain examination announcement "Engineers, Scientists, and Related Professions."

Illustrator
Requirements: For grade GS-5, four years of college study, with major study in drawing, painting, or art, will qualify. For positions requiring specialized subject-matter knowledge in medicine, science, or technical equipment, 15 semester hours of study in an appropriate subject-matter field such as biology, chemistry, engineering, etc., will be considered evidence of the required subject-matter knowledge. The equivalent of 15 semester hours of appropriate subject-matter knowledge gained through vocational or occupational training above the high school level at a public, private, or Armed Forces school in such fields as nursing, physical therapy, laboratory technology, or technical equipment maintenance and repair will also be considered evidence of the required subject-matter knowledge.

Application Procedures: When positions are available, a separate announcement will be issued.

Immigrant
Requirements: For entrance grade GS-5, six full years of combined prelegal and legal study leading to an LL.B degree in a recognized law school, or four years of acceptable experience will qualify. A written test is required.

Application Procedures: Applications are made from the "Federal Service Entrance Examination."

Immigration
Patrol Inspector
Requirements: A written test and an oral interview are required. Applicants must be in sound physical condition and of good muscular development.

Application Procedures: File under the announcement entitled "Immigration Patrol Inspector."

Import Specialist
Requirements: A bachelor's degree in any major.

Application Procedures: Apply under the "Federal Service Entrance Examination."

Industrial Specialist
(Includes positions of production controller.)
Requirements: Completion of four years of college study, which included at least 24 semester hours in one or a combination of the following courses: business administration, industrial management, or engineering.

Application Procedures: Apply under the "Federal Service Entrance Examination."

Intelligence Specialist
(Includes positions of intelligence research specialist and intelligence operations specialist.)
Requirements: Four years of college study will qualify for the GS-1 grade level. In addition, for GS-7, one full year of graduate study appropriate to the job to be filled is required.

Application Procedures: Appointment will be made from the "Federal Service Entrance Examination."

Interrogation
Relations Specialist
Requirements: A four-year course of study in an accredited college or university is qualifying.

Application Procedures: Apply under the "Federal Service Entrance Examination."

Internal Revenue
Agent
Requirements: Four years of college-level study (36 semester hours per year or its equivalent), including 24 semester hours in accounting and directly related subjects, may qualify for GS-5. Candidates may be appointed at the GS-7 level if they have demonstrated superior academic achievement. A written test is not required of those who qualify on the basis of such education.

Application Procedures: Applications will be made from the "Federal Service Entrance Examination."

Investigative
Requirements: Four years of college study will qualify applicants for most trainee investigative jobs. For some positions, this study must have been in one or more specialized fields: accounting, banking, business administration, economics, finance, labor problems, labor legislation, law, industrial management or relations, public administration, or in the social sciences. For most jobs, applicants must pass a written test. For wage-hour jobs, the study must be supplemented by a year of experience which has given the applicant a knowledge of wage requirements and records.

Application Procedures: Most appointments are made from the "Federal Service Entrance Examination."

To Be Continued

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- NEW CARS — Official car purchase plan . . . exactly $100 above dealers actual cost!
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- CUSTOM DRAPERIES, UPHOLSTERY AND SLIP COVERS — Exclusive service group only through United Buying Service. 13 locations throughout the metropolitan area.
- FURS — A prominent fur manufacturer and supplier to major department stores is now contracted to offer their products at discounts exclusive to United Buying Service. For avaiable include Mink, Beaver, Leopard, Muskrat, Broadtail, Alaskan Seal, Persian Lamb and a variety of Fun Furs.
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CIVIL SERVICE LEADER, Thursday, June 8, 1971

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Coxsackie Correction Officer Loses Out In Work Grievance

COXSAKIE—A correction officer at the Coxsackie Correction Facility has been turned down at the third stage of a work grievance in which he said that he had been unfairly "bumped" by another correction officer from a requested work assignment, because the new assignment represents him "refused to process" his complaint.

According to the officer, he had requested that he be transferred to a new assignment at Coxsackie when that assignment had become vacant, and was granted the new job.

Then a grievance was filed by seven CSEA employees on behalf of the American Federation of State, County and Municipal Employees, the union that is the recognized representative for State correction officers, claiming a violation of a legal, technicality in the transfer of the C.O.

The officer claims that when the grievance was filed, he was not favored by the union, he was "bumped from the new assignment by another C.O. who is a member of the Facility, and the correction officer is not a member of that union. The officer further said that he was not even given back his old assignment, but was transferred to another, less desirable one.

 Went the Route

He then started a grievance procedure, going to his supervisor as the first step of the grievance, and then to the head of the institution as the second step. The third step involves the presentation of the grievance to the Department Commissioner in the region where the employee was.

It was at this point that the grievance was rejected by CSEA.

According to the officer, the Institution Posts Added To Suspension Roster

Two more test suspensions have been added to the State's rapidly increasing list of continuous-filing titles put into deep waiting periods in the aftermath of budget cuts.

The pertinent titles are No. 26467, Correctional Vocational Instruction, and No. 29-335, Institution teacher.

The Board of Directors of the Civil Service Employees Assn. on May 24 created an Emergency Strike Fund to cover any contingencies that may arise. Each Board member voted to contribute one day's pay to kick off the fund. The Board has raised $200,000 of members of CSEA to each voluntarily contribute $10 or whatever they can afford to support the Emergency Strike Fund.

CSEA Emergency Strike Fund Contribution

Enclosed is my voluntary contribution to the CSEA Strike Fund.

Amount enclosed: __________

Name & Work Location ________________________________

(If you wish, do not sign your name or work location.)

Make checks payable to the Treasurer, Civil Service Employees Assn., and address your envelope to the "CSEA Emergency Strike Fund, 33 Elk Street, Albany, New York 12207."

200 CSEA Presidents Strike Techniques

Attention: State Aides

Enroll For Free Dental Insurance Prior To The June 30 Deadline

Many State employees have failed to enroll in the FREE dental insurance plan negotiated between the Civil Service Employees Assn. and the State, according to the State Health Insurance Section of the Civil Service Department.

The Department has put out and returned their enrollment cards for the plan which took effect April 1, 1971, to their personnel officers to do so before June 30, 1971; otherwise, they will have to wait more than a month before obtaining coverage.

Following is the text of a memorandum received from all State agencies by the Health Insurance Section outlining the changes in the Dental Insurance Program:

A review of the dental insurance reports received from State agencies thus far indicates that many of the employees who have failed to return their enrollment cards have not received their enrollment cards by June 30, 1971, and will have to wait more than a month before obtaining coverage.

1. All employees who initially declined coverage and all new employees who do not return an enrollment card within the first three-month period following their employment will be eligible for coverage on the first day of the seventh month following the month in which they applied.

2. All employees who initially declined coverage and all new employees who do not return an enrollment card within the first three-month period following their employment will be eligible for coverage on the first day of the seventh month following the month in which they applied.

3. These waiting periods will not (Continued on Page 18)
has introduced a new and horrifying dimension of risk into the lives of a group of men whose careers were already dangerous enough." Assemblyman Pisani commented.

"While it is, of course, beyond our power to compensate policemen or their survivors for willful murder in the line of duty, we can, at least, assure every officer who is exposed to this hazard that his children's future prospects will not be prejudiced by the loss of his Income. They will be eligible for the best education to which their talents entitle them without regard to their family's Income.

"There will be some who will object to the costs of this measure and assert that more modest benefits meet our obligation to the children of these men." Assemblyman Pisani said." "To them I would reply that, in these cases, the least that we can do is simply not enough."

For A Clean Sweep

Some 46 applicants on City Exam No. 7110 recently received list notices. They were competing for the title of housekeeper.

Oswego FSA

(Continued from Page 6)

Dwyer, Mrs. Gertrude Schlait and John Currivan were the winners. They will represent the institutional, professional, administrative and operational units on the new executive board.

The other new officers include: Anne Gaynor, treasurer; Nora McLooney, recording secretary; Owen Colquhoun, corresponding secretary, and Vincent Puetz, sergeant-at-arms. The incoming slate also includes Audrey Payton and Margaret Lyons.

The composition of the new board of directors is: Michael Schiun, supervisor nurse; Bianca Wiener; Carol Friche, Mr. Hyman Wachtgolfe, an institution chaplain; Nellie Mosely, Brooklyn Trust Company; Helen Fournier, an occupational therapy teacher, and Gregory Smicki and Linda Schwartz, National Nassau.

Onward To Olaana

Governor Rockefeller has reappointed Albert B. Callan, Jr. of Old Chatham and Raymond C. Hudson of Hudson as trustees of the Olana Historic Site near Hudson. Both will serve new terms ending in 1976.

REASURES OF VALUES

CAMBRIA HTS.

ST. ALBANS PROPER $22,990

ALL ALUMINUM HOUSE

This ranch house has three bedrooms - 2 full, 2 good-sized bedrooms. Garage, 50 x 100 landscaped grounds. Inst. heat, and insulated windows. Ask for VA & FHA buyers. Ask for Mr. Pendola and Margaret Lyons.

WEST BRONX VICTORY

$27,500

This home has three bedrooms - 2 full, 2 good-sized bedrooms. Garage, 50 x 100 landscaped grounds, Inst. heat, and insulated windows. Ask for FHA & VA financing.

IRVINE, CALIF.

3403 OAK ST.

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For Sale

AMERICAN HOMES

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$33,990

2 STORY COLONIAL

Hollins, B. 256

$2,500

HOMES, OCEAN  CITY

For Sale

J. (continued from Page 11)

Don't Repeat This

No doubt that Duryea will "say a significant role in the 1972 legislative elections. Later in the year, the Legislature will be called into special session to reapportion legislative seats in accordance with the 1960 census. The reapportionment plan will necessarily have to conform to Duryea's view, and certainly he is not likely to approve a plan which will be an obstacle to his political ambitions. All political considerations make it clear that Assembly Speaker Perry B. Duryea is a man to be watched.

THE KENNEDY SPLIT LEVEL

An absolutely unique jewel of a home. A cathedral-ceiling living room, combines with a separate dining area, to create a huge formal entertainment center. 3 large bedrooms, huge master with private dressing room, a huge family room, kitchen with eat-in area, and an optional 4th bedroom. Outside, a raised dining room, off the upper level, and exterior stairway to the lower patio. This house must be seen to be appreciated.

$27,990 OH. LOW. LOW DOWN PAYMENT

FHA/VA Approved—7% Mortgage Available

And what a location! Top schools, excellent transportation, fine shopping, every facility and activity... all available and close by. See it now!
At Rochester Installation
No Strike Settlement Without Victory & Amnesty, Wenzl Says

(From Leader Correspondent)

ROCHESTER—State Civil Service Employees Assn. president Dr. Theodore Wenzl vowed here recently that if a job action is taken June 16, the CSEA would not agree to any settlement unless the State agreed to an amnesty wiping out all possible penalties.

Wenzl made the statement in reply to questions at the installation dinner and meeting of the 700-member Rochester chapter at Eddie's Chop House here.

Wenzl installed Sam Grossfield of the Division of Employment as president. Grossfield said his field is serving his second two-year term and also served as chapter president from 1980 to 1984. Other officers installed were:

Chairman Ralph Palmer of the Division of Social Services, first vice-president; Peter Robinson of the Division of Employment, treasurer, and Kay Ashton of Tax and Finance, Morris Garinder of Driver Vehicle Administration, and Marilyn Vavahanu of Division of Employment, all delegates.

Answering concern by a few members that job action would be an illegal action under the Taylor Act, Grossfield said the action would be legal because the Governor and Legislature had violated the Taylor Act. He said his chapter had decided the action because they had no discussions with the CSEA about their so-called economies and finances.

They paid also added that they were concerned about seniority or bumping rights.

Wenzl indicated that the CSEA is taking action to move the necessary steps to do this. He also pointed out to members that the CSEA’s Board of Directors has asked the suggestion to move up the job action deadline from mid-June 12 to June 19.

Grossfield said that nearly half of the chapter’s membership turned out for the meeting and that many questions concerns safeguarded for employees. The CSEA begins negotiations and that CSEA is a defensive tool.

Another concern is the future of the institution and the institution’s relation to the State. The State will now have to consider the institution’s future and the institution’s financial status.

Wenzl also said that the institution is the place to be for the future of the institution and the institution’s financial status.

Bus Boycott
(Continued from Page 3)

buses, because they were not driven by union members.

"CSEA unequivocally supports the position of Local 1231 of the Amalgamated Transit Union, which opposes the use of non-union bus drivers," Wenzl said.

The CSEA also decided to pursue this union's interests, including the following issues:

(1) Cancel the current contract with the institution's bus line.

(2) Re-employ CSEA members who have been fired in recent weeks to cause the institution to lose the revenue generated by the institution.

(3) Award a new contract in the fall to a bus company which employs union drivers," he said.

Among those seated at the dinner for the Rochester chapter installation dinner were, from left, standing:

Ralph Palmer, second vice-president of the chapter; Mervin Schwartz, social chairman; George DeLong, State fifth vice-president; and Joseph Sykes, CSEA field representative, Sealed, same order, are: Joseph Mahany, outgoing first vice-president; CSEA State president Theodore Wenzl, and Samuel Grossfield, the newly re-installed chapter president.

Conduct City Chap. Workshop Session
(Continued from Page 8)

dowment of CSEA: Joseph Sykes, CSEA field representative, and Carmen Farrugia, president of the CSEA's Industry chapter.

Agency Personnel Officers Can Counsel On Program Training

ALBANY — E. Norbert Zahn, the Civil Service Employees Assn.'s education director, said last week that all State employees who are interested in or qualified to teach at any of the four stages of the CSEA-negotiated education and training program should contact the personnel and training officer at his institution or agency.

Zahn said that many employees have contacted him, requesting applications and/or specific information about various aspects of the program. Employees should contact me with suggestions for the program," he said, "but we cannot answer specific questions about the program.

Dental Program
(Continued from Page 14)

apply in situations where there has been a change in an employee's eligibility (e.g. a female spouse whose husband has terminated his State employment). As at present, coverage in such cases will become effective on the first day of the month following the month in which application is made.

Please advise all your employees of these changes.

Bar Your Leader To A Non-Member

Trio On State Parole Board Reappointed

The Governor’s office has recommended the reappointment of three members of the State Parole Board whose terms had expired. Those renamed to terms are:

Frank A. Gross of Sayville; Alford R. Loos of Blauvelt; and John F. Schumann of Cortland.

Board members receive an annual $25,991.

Nassau Bargaining
(Continued from Page 3)

ed from one department to another to assume jobs held by temporary and permanent employees who would be let go.

A CSEA spokesman said that if the bills passed, it would not defer the current inequities into the job layoffs.

Under the present law, the Civil Service Commission may designate layoff units within the departments and agencies.

04 YEARS YOUNG — Matilda Guggenbichler, second from right, celebrates her 104th birthday recently at Willard State Hospital in Willard. "rilie," as she called, has resided at the hospital since 1945, when she was 73. Honoring her are Theodore C. Wenzl, Statewide president of the Willard CSEA chapter, and Hospital Director Dr. Anthony M. Mustille, who holds the birthday card.

Mental Hygiene Farm Closings Violates Pact; CSEA Sets Grievance

ALBANY — The Civil Service Employees Assn. has filed a fourth-stage grievance charging that the State Administration has violated the CSEA-State contracts by closing farms at Mental Hygiene institutions, resulting in the State contracting out for goods while laying off State employees.

Theodore C. Wenzl, president of CSEA, said the Office of Employment Negotiation had agreed to waive the first three steps of the grievance procedure and move directly to the matter of the fourth stage, a hearing before the OEB, because the decision to phase out the farms had been made above the institution and department level.

CSEA claims the closings violate the contract section which provides that "there shall be no loss of present jobs by permanent employees as a result of the State’s exercise of its right to contract out for goods and services." The dairy, meat and other products produced by the farms were used by the institutions and surrounding State facilities, and the dairy contracts negotiated by the State were designed to cover these products.

"Many people will lose their jobs on these farms," said Wenzl, "and meanwhile the State will most likely have to pay more money to outside contractors to obtain the same food products. This is not economy; this is wasteful spending. But more important than the false economy aspect is the fact that closing these farms violates our contracts with the State."

New Member Joins Ogdensburg Auth.

Governor Rockefeller has made recommendation of the appointment of George B. Looney of Ogdensburg as a member of the Ogdensburg Bridge and Port Authority and the reappointment of Dr. David D. DePre of Ogdensburg as a member of the Authority.

Looney was named for a term ending in 1974 and Dr. DePre was named for a term ending in 1976. Authority members serve without salary.