ALL FIRINGS ARE HALTED: MOST REHired BY AUG. 1

AIDS NARROWLY Averts Statewide Strike Action

BY PAUL KYER

ALBANY—With less than 24 hours to go before employees walked off institutions and office buildings throughout the State, the Civil Service Employees Assn. scored one of its greatest accomplishments in years for its membership by winning assurances from the Rockefeller Administration that the firing of permanent State employees would stop immediately and that the vast majority of those already let go would be back in their positions no later than August 1.

Reaching final agreement turned into a real cliff-hanger. As late as the morning of June 13, the strike was set for June 16, the State and CSEA were at a deadlock. That afternoon things began to move when the director of State operations, T. Norman Hurd, and Abe Levine, director of the Office of Employee Relations, met with a CSEA ad hoc strike committee composed of all the Statewide officers and presidents of the six conference areas. The CSEA Board of Directors stood by during those talks.

After three hours of discussion—no soap. The Board reaffirmed the walkout.

Down To The Wire

Late the next day communications were revived and on Tuesday, the day before the strike, the Board was called back. A State offer was rejected as insufficient in offering the assurances CSEA wanted. Then a marathon of telephone negotiations began.

Finally, at 1:30 in the morning of the day the strike was set, accord was reached and the Board cancelled the strike.

Wenzl And Flaumenbaum Vie For CSEA Presidency; Other Candidates Listed

ALBANY—A slate of candidates for the election of Statewide officers and the State departmental representatives on the State Executive committee of the Civil Service Employees Assn. has been submitted to the CSEA secretary, Mrs. Dorothy MacTavish, by the organization’s nominating committee.

Ballots, to be sent out by an impartial election agency retained by CSEA, must be in the hands of members by Aug. 19 and returned to CSEA Headquarters or another address to be designated by the CSEA Board of Directors, either by mail or in person 10 days before Aug. 30, 1971.

The Annual Meeting will be held Sept. 7-10 at the Statler Hilton Hotel to discuss the slate.

Candidates for Statewide offices are:

President:
Irving Flaumenbaum, Nassau County, and Theodore Wenzl, incumbent president.

First Vice-President:
Fred Haber, Transportation Dept., Thomas McDonough, Div. of Motor Vehicles.

Second Vice-President:

Third Vice-President:
Richard Tarmey, Montgomery County, incumbent fourth vice-president, and Michael DeVecchio, Westchester County.

Fourth Vice-President:
George Delong, Craig Colony, incumbent fifth vice-president, and William McCowan, West Seneca State School.

Fifth Vice-President:
Hazel Abrams, Education Dept., incumbent third vice-president, Edward Dudek, SUNY at Buffalo, and James Lennon, East Hudson Parkway Authority.

Secretary:
Dorothy MacTavish, Court of Claims, Incumbent, and Edna Perocco, Willowbrook State Hospital.

Treasurer:
Jack Gallagher, Thruway Authority, Incumbent, and Michael Sweeney, Public Service Commission.

Candidates for Statewide Executive committee are:


(Continued on Page 5)

(Continued on Page 5)
Don’t Repeat This!

The Transit Beat

Ernest Hemstock

WATERTOWN — Ernest T. Hemstock, 59, of Crocker Hill Rd., Binghamton, collapsed and died during the dinner dance that closed the spring meeting of the Central Conference, Civil Service Employees Assn.

Hemstock, a delegate to the Central New York Regional Conference of CSEA, was stricken with a heart attack and died before the hour of 1 a.m.

The funeral was held Tuesday in Binghamton, with burial in St. Cyril’s Cemetery here.

Born March 16, 1912, in Connecticcut, he was a book clerk for New York State Department of Transportation.

Active in SPEBQSA (Society of Public Employee Benevolent and Quasi-Public Officers Association), Hemstock sang with a quartet at the Binghamton State Hospital. Earlier in the evening he sang as a guest of Walter P. Gillette’s Bar-B-Q Band that entertained the CSEA banquet.

Among his survivors is his widow, Mrs. Estelle Valovick Hemstock.

Mrs. Hammond Retires From Newark SH Staff After 41-Year-Career

NEWARK — Concluding her 41-year career in state service, Mrs. Alice Hammond was recently honored upon her retirement from the Newark State School. A retirement dinner in her honor, attended by some 100 co-workers, was held at The Town Pump Restaurant here.

Dr. Edward Stevenson, himself retired from the NBS staff, acted as toastmaster. Mrs. James Meath represented the Civil Service Employees Assn. in presenting the retirement certificate. A gift from her colleagues, a purse, was also presented.

Mrs. Hammond was appointed a staff attendant and later a supervising attendant at the hospital where she worked in the B and H Buildings and, since 1855, has been assigned to supervisory duties in the female infirmary at Newark.

Seeks Herkimer Pact

Eric Lawson has gotten the mediator post in the contract dispute between the Frankfort Subsber Central and the Herkimer chapter, Civil Service Employees Assn., according to the Public Employment Relations Board. Arguments for the CSEA will be presented by Frank Martello, the local field representer.

FOSTER PARENTS

We’ll show you how high school graduates can earn college grads pay

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Saturday June 26th, 11:15 p.m.

Free 2-hour lesson and sound film.

Reserve your seat today. Call WU 2-0002

STENOTYPE ACADEMY

Exclusively at 259 BROADWAY (Opposite City Hall) Subways to: Chambers St., Brooklyn Bridge or City Hall Stations.

Some Fiscal Education

WITH CIVIL SERVICE public relations at best in a tenuous condition these days, perhaps we better talk about the other side of the coin.

PUBLIC RELATIONS has always been a two-way street:

You can’t expect to enjoy good public relations unless you give good service or a good product in exchange.

THE OTHER SIDE of the coin is large enough to include the good service and the money to pay for it. The desire to provide the good service has always been there, but not always the money.

IT IS THIS HALF, of the other side of the coin which all civil servants must understand.

ALL CITIES ARE in financial trouble. But New York is in more financial trouble than any other city because it is bigger and has bigger problems.

NO ONE LEAST of all this column, is asking civil servants to “play doggo” while the politicians play games with the budget numbers.

AND AS OUR civil service readers have long since discovered, those budget numbers can be made to do tricks—"now you see it, now you don’t."

BUT THERE ARE some unalterable facts:

IN THE FISCAL year ending next week, taxpayers paid $52 billion into state treasuries, $4 billion more than last year and $33 billion more than 10 years ago.

IN THE FISCAL year ending June 30, 1971, an additional $6 billion is going into the coffers of cities, counties, school districts, etc. That’s $35 billion more than 10 years ago.

SCHOOLS GET about half of what is paid out by states and cities, for education, and have jumped about 173 percent, from $18 billion to $49 billion a year.

IN THE SAME years, welfare costs tripled to a $12-billion-a-year rate.

POLICE, FIRE, sanitation, and recreation costs jumped from $8 billion to nearly $12 billion.

AND THE END is not yet in sight, as all civil servants, who are taxpayers, are well aware.

ALL THESE billions comprise the other side of the coin which makes good civil service public relations tougher than ever.
CSEA Canceled Strike
As State Ends Layoffs

(Continued from Page 1)

The Agreement
The wording of the agreement follows:

"Based on presently available information there will be no additional layoffs of permanent employees in CSEA units beyond the 1,541 of which you have been advised. However, unanticipated, economic conditions or other developments, which could affect the financial condition of the State, might require further staffing adjustments."

"As of Aug. 1, 1971, the State will complete its review and matching of all laid-off permanent employees in CSEA units with available vacant positions and positions filled by temporary or provisional appointees, with the purpose of rehiring or providing job offers to all such laid-off permanent employees."

"We hope for a renewal of good faith and honest bilateral participation by all employees in relations and matters between CSEA and the State as a result of the commitments made last night."

Flaumena's View
Irving Flaumena, CSEA first vice president, said that he wants to re-emphasize that this was not a strike for money. It was a strike to keep the proper number of career workers on the job in order to keep State services up to a level of safety and efficiency.

"Our Mental Hygiene Institution staffed for three years," he declared, "and this not only overburdens a vast corps of workers, but also hurts unfortunate patients.

They need more employees in this field," he added.

"Don't let anyone think for a moment we were not a strong and united union on this matter," he continued, "CSEA is a responsible union and we didn't want to strike unless we had to."

Weinstein Comments
Following the announcement that the strike had been called off, Wein destroyed the following statement:

"I am gratified with the settlement between CSEA and the State, providing protection against the threat of further State employee layoffs as a result of budget cutbacks, and insuring action by the State to rehire permanent employees who have already disbursed in the State's economic programme."

The State was faced to disburse 8,350 of its employees immediately following the passage of 1971-72 State budgets bill and on April 4, and on its indications that more employees would be subject to dismissal later, has now seen our point of view and its entire State and county employee membership,

...the unit and dedication to purpose manifested by our officers, directors and staff in the difficult and arduous task of solving such problems was a credit to our entire organization...

"It must also increase my personal appreciation for the participation of Senate Majority Leader Earl Brydges, who during the 11-hour efforts to settle the dispute between CSEA and the State, showed a determination to make progress..."

Bendet's statement
Another comment came from Solomon Bendet, CSEA second vice president, who denounced the original strike action. He said that, "This is a victory for the State and CSEA organization that represents this union..."

CSEA and the Rockefeller Administration should be congratulated for reviving its record of concern for the employees of this State and county employees in the organization that represents this union...

Bendet also expressed appreciation to the members of the New York City chapter, which had been the main support of the voted mandates of the membership and the CSEA Executive Committee, and said that his chapter members were ready to bring racetrack operations to a complete halt had the strike occurred.

(Continued on Page 16)

PERB Tops Yaffe
Byron Yaffe has been tapped as mediator by the Public Employment Relations Board in the impact conflicts between the Johnson City Central School District and the Broome County chapter, Civil Service Employees Assn. Handling arguments for the chapter will be field representatives of the

(Candidates Nominated)

(Continued from Page 1)

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Where to Apply For Public Jobs

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

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

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

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

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

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

Completed application forms which are filed 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.

STATE—Department of Civil Service has regional offices at: 1350 Ave. of Americas, N.Y. 10019, phone 765-3811; The State Office Campus, Albany 12226; Suite 700, 1 West Genesee St., Buffalo 14202; State Office Bldg., Syracuse 13202; 500 Midtown Tower, Rochester 14604 (Wednesdays only). Not open Saturdays.

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

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

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

Monday through Friday hours are 8:30 a.m. to 6 p.m., and offices stay open Saturdays, 9 a.m. to 1 p.m. The telephone is (212) 366-6425.

A HEALTHY CONCERN

What is the state of your health insurance policy?

When did you last look at your health insurance policy?

Over 160 million Americans have some form of health insurance.

It sounds great.

But.

Why not set aside a night this week to read your health insurance policy? Put the benefits listed in your policy under the hot white light of today's soaring medical costs, today's demand for medical services, today's complex medical procedures.

However.

If you belong to H.I.P.'s prepaid group practice health care plan you do not have to worry about where you'll get your medical care or how you'll pay for it. It's all under one "roof", prepaid.

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

We urge you to seek preventive health care.

We urge you to bring your children to see their pediatrician.

We urge you to seek medical attention before minor aches and pains become chronic.

H.I.P.'s prepaid group practice means truly paid in full medical, surgical, specialist and maternity care for however long the medical need exists.

H.I.P.'s Social Services, Nutritional and Health Education programs help you to use your medical benefits wisely.

This is what tomorrow's medical care is all about.

This is why prepaid group practice health plans, such as H.I.P., are being talked about all over the country. Because H.I.P. represents the kind of health care protection all America instinctively wants for itself.

At H.I.P. you receive tomorrow's medical care today, when you need it.
The issuance of an alphabetical "A" through "Z" list of Federal Jobs geared to people with college training, published by The Leader during the last several weeks, has evidently caught on. Many recent and distant degree holders have been scanning their options. In cross-reference; hence, it is expected. An in-person visit is expected. This week's list, the fourth in the alphabetic series, runs from "physical therapist" to "safety officer." It should be stressed that while specific titles are listed, related jobs are noted in cross-reference; hence, it is beneficial to check through the entire series so as not to miss out on any suitable positions for yourself.

**Routes For Entrants**

Some positions make use of the Federal Service Entrance Exam. Others require experimental work and schooling in terms of job duties. Federal announcements are issued for each title or group, briefly spelling out what is expected. An in-person visit any weekday or Saturday to the Federal Job Information Center will secure an announcement. The address is: 36 Federal Plaza, Manhattan. For advance information on hours, phone (212) 264-0422.

Here are some prime Federal Job prospects seeking entrants at the moment:

**Physical Therapist**

Requirements: Graduation from a school of physical therapy approved by the American Medical Association plus successful completion of the clinical affiliation requirements prescribed by the degree-awarding school will qualify for these positions.

**Application Procedures:** Apply under the examination announcement "Physical Therapist."

**Physician**

Requirements: Applicants must hold a degree of doctor of medicine or an equivalent degree resulting from a course of education in medicine from an approved school: be licensed to practice medicine or surgery in a State, Territory, or Commonwealth of the United States, or in the District of Columbia; and have completed an approved internship.

**Application Procedures:** Application may be made directly to the Personal Officer at any VA Hospital or in any agency where there is a need for a Physician.

**Physicist**

Requirements: For the entrance grade, the requirements are four years of college study, including 24 semester hours of courses in physics which must have included a fundamental course in general physics and in addition, any two of the following: electricity and magnetism, heat, light, mechanics, modern physics, or sound.

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

**Physiologist**

Requirements: For the entrance grade, the requirements for animal physiologist are four years of college study in one of the basic animal sciences, physiology, or a closely related discipline or field of science which included at least 24 semester hours in the basic animal sciences, with a minimum of 10 semester hours in animal physiology. For human physiologist, the requirements are four years of study which has provided a total of at least 24 semester hours in physiology, or in any combination of 20 semester hours of biology, biochemistry, and physiology which has included six semester hours in physiology. At least 10 semester hours must have been in the laboratory.

**Application Procedures:** Obtain the announcement for "Physiologist."

**Purchasing Officer**

(Includes positions of procurement officer and procurement planner.)

Requirements: For entrance grade, four years of college study will qualify if it includes at least 24 semester hours in such subjects as law, business administration, commerce, accounting, purchasing, or any other closely related subject.

**Application Procedures:** Applicants should take the "Federal Service Entrance Examination."

**Quality Control Specialist**

Requirements: For most quality control jobs, applicants may qualify on the basis of four years of college study, provided it included at least 24 semester hours in such subjects as production management, industrial management, business administration, or other specializations closely related to the field work involved; or provided it included six semester hours per year in engineering, physics, chemistry, industrial management, or textile engineering; leather, paper, textile, or wood technology, metallurgy, textiles, or other subjects related to the materials to be inspected.

**Application Procedures:** Applicants are filled from the "Federal Service Entrance Examination."

**Realty Officer**

(Includes positions of appraiser, assessor, building manager.)

(Continued on Page 15)
Common Sense Prevails

COMMON sense and good will has averted a Statewide strike by members of the Civil Service Employees Assn., a strike that no one wanted but was forced by the need to protect the State's permanent-ranked workers from wholesale decimation through careless and unnecessary firings.

Let no one be mistaken. The strike that was set for last Wednesday midnight would have swept through the State. In Buffalo, for instance, more than 1,000 State employees jammed a meeting room to voice vociferous support for the walkout and to demonstrate total unity of action.

In all other areas of the State, picket line teams had been formed and plans finalized to shut down institutions and State offices when the New York City chapter had arranged to even shut down the race tracks—a very important source of State and City income.

The Civil Service Employees Assn. was not asking the State Administration to compromise its principles of public benefit or anything else costing money. The strike was called to restore permanent employees who were fired to their jobs and, in so doing, keep State services to at least a minimum efficiency level in order to serve the public properly.

We congratulate the Rockefeller Administration for recognizing the seriousness, the earnestness and the merit in OSEA's arguments. The State has now agreed to halt the firing of permanent employees, and to make every effort to restore to their jobs by Aug. 1 the permanent aides who were fired.

All of this can be done within the confines of a restrictive State budget, if the administration can come up with a common sense and goodwill on both sides that will make the arrangement possible.

A Responsible Council

T he expected action of the City Council in returning to the budget funds to operate the Municipal Broadcasting System and the Municipal Reference Library shows that the Council has indeed a mind of its own, and a responsible one at that.

The Mayor's office had stricken the funds from the budget Is the Municipal Baths in the East Village.

The Reference Library has been a tradition with the City, providing source material for students, civil service employees seeking promotion and the general public at large.

The radio and television facilities of the Municipal Broadcasting System provided emergency information to the citizens of the city when the terrorist rocking of the nation was going on in the City. The Police, Fire and Hospital Departments have made extensive use of the station's programing to provide in-service training to thousands of public employees.

Another program the Council is existing being returned to the budget is the Municipal Baths in the East Village. As absurd as it may sound, there are thousands of City residents in the tenement, low, lower Manhattan section who do not have bath facilities in their apartments. These people have looked to the Municipal Baths for hygienic purposes. Had the baths been eliminated, disease certainly would have reigned in their place.

We congratulate the City Council for their forceful actions and proof that they are not just a rubber stamp for the City Administration, as some would have it believed.

CIVIL SERVICE TELEVISION

Television programs of interest to civil service employees are broadcast daily over WNYC, Channel 11. This week's programs (on a curtailed schedule) are listed below.

**Monday, June 22**
6:30 p.m. — Return to Nursing — "Intramuscular Injections." Refresher course for nurses.
7:00 p.m. — Join the Clock — "Fingerprinting." NYC Police Dept. training series.

**Tuesday, June 23**
7:30 p.m. — Speaking Freely — Guest is HEW Secretary Elliot Richardson. Call for questions.
8:30 p.m. — Your Right to Buy It — Guest is Bert Tolley Jr. of Union Carbide.
9:00 p.m. — The Police Commissioner — A report to the public.

**Wednesday, June 24**
5:30 p.m. — Advocates — "Shoule Hoover Be Replaced?" Howard Miller, attorney for Hoover's resignation; William Rusher leads the opposition.
8:00 p.m. — The Municipal Baths — A report to the public.

**Thursday, June 25**
6:30 p.m. — Return to Nursing — "Cardiovascular Procedures." Police Dept. training series.
7:00 p.m. — Join the Clock — "External Cardiac Massage." Fire Dept. training series.
8:00 p.m. — Frontline NYC; Guest is to be announced. Department of Social Services series.

**Friday, June 26**
10:30 p.m. (color) — With Mayor Lindsay — Weekly interview with the Mayor.

Recent Brides Should Contact Social Security

A June bride's list of "things to do" should include changing her name on social security records, according to social security officials.

When she changes her name, the new bride is keeping her social security number record accurate and up-to-date, a spokesman said. "Any earnings she had under social security before marriage, as well as any earnings after her marriage, can then be correctly credited to the same social security number," he said.

"It's her earnings record that determines the amount of her retirement benefit. It's not just when she restores," the social security official said. "The disconnection of her earnings record from her former husband's benefits will continue where she is excess of her earned benefit and from all who is entitled to receive cash payment—but not in excess of 30 days. The rule does not apply to an employee who is paid a fiscal authority whose budget funds are used for service by reason of death or otherwise. The rules of the Administrative Board, 24 NYCRR 24.1(b), state that an employee who is paid by a fiscal authority whose budget funds are used for service by reason of death or otherwise, is entitled to receive payment for unused and compensatory time. The Exceptions to this rule do not apply to payment for unused and compensatory time without limitation. The Judicial Conference rule which limits the employee to 30 days' pay for unused vacation time, must yield as repugnant to "the rule of common decency and fair dealing.""

Perhaps more important than the immediate problem dealt with in this case is the theory upon which the court based its conclusion. It appears, if the rationale of this case is to be followed, that a new area is open for discussion, so that if a fiscal authority is empowered by statute to provide certain benefits for employees, the failure to provide such benefits could be held illegal as being "not consonant with the modern standard of fair treatment of employees." (See below for cases similar to that in the Konig case. The Judge in Grossman said, to deprive the plaintiff is "legally wrong and morally unjustifiable"; the Judge in Konig spoke in terms of "common decency and fair dealing." In any event, these two cases are a continuation exploration of employee benefits which are authorized by statute but not specifically provided for by contract.)

Cash Compensation For Time

"The rule of common decency and fair dealing prevails. To deny them cash compensation for unused time is not consonant with the modern standard of fair treatment of employees." Those are the words of a Civil Court Judge in the Grossman v. City of New York, 316 NYS 2d 542, another Civil Court case that held a civilian employee who worked for the City from 1963 to 1966 and resigned his employment to enter private industry was entitled to the cash value of 93 and 5/7ths days of overtime with which he worked without being recoved for compensatory time or other compensation. Section 92 of the General Municipal Law specifically authorizes such payment, and the Civil Court found that the Union Carbide programs also provide protection for the young bride and her growing family during her working years.

He said a new bride can eliminate the name by calling, writing, or visiting any social security office. Or, she can get a form at any Post Office and make employer personal offices.

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Why do we Recognize Blue Shield?

Because they know what they're doing.

Blue Shield for physician's charges is the one plan that makes sense. Blue Shield invented the whole idea of prepayment for medical and surgical services and over the past 25 years they've worked out the problems with experience. They've cut red tape to a minimum which means their operating costs are probably the lowest in the business.

Another thing. Blue Shield is non-profit. And while others are too, Blue Shield benefits are the realistic, important benefits that spell the difference between worry-free recovery and financial hardship.

An overwhelming number of physicians in New York State participate in Blue Shield. In fact, most doctors cover their own families with Blue Shield. If there was a better plan — you know that we would have it.

But the fact is. There isn't.

THE STATEWIDE PLAN
BLUE CROSS/BLUE SHIELD

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An equal opportunity employer.
Flaumenbaum calls for unity

WATERTOWN—The need for unity among Civil Service Employees Assn. members was brought into focus here by Irving Flaumenbaum, first vice-president of the State CSEA, speaking at the Summer meeting of the Central New York Regional Conference of CSEA.

Flaumenbaum addressed CSEA members attending a county workshop at the Holiday Inn with Francis G. Miller as moderator.

He asked that CSEA members back Statewide action at all levels. Prompting the speech was the fear of more State job cutbacks and layoffs.

Flaumenbaum especially pointed to the Department of Mental Hygiene. “The employees in our mental hospitals are truly dedicated. They do not want to leave their patients. The State Administration knows this and is counting on their dedication to duty to avert a strike. But they are not leaving their patients. The Governor is driving them from their patients.”

“I have visited our members working in the State hospitals and I know the tremendous job that they are doing. But where does dedication go?”

(Watertown Daily Times, June 22, 1971)

(Continued on Page 14)

Funds given for political action

WATERTOWN—The political action committee gained new life—and funding—during the Summer meeting of Central New York Regional Conference of CSEA.

CSEA members voted to assist early efforts by the militant group whose primary aim is to get CSEA members into the political action during the conference.

Miss Cook explained to the delegates the importance of a highly successful committee and requested that the budgeted allocation of $50 be increased to $200. Following a long discussion on the matter, the delegates voted approval of her request and added $300 more to make the committee’s budget $800 for the year.

“They (the State) are firing and laying-off people right now and we must act affirmatively to get our members back on the payroll and get assurances that permanent competitive employees are not leaving their patients. The Governor is driving them from their patients.”

(Continued on Page 14)

Officers elected at general session

WATERTOWN—New officers of the Central New York Conference, Civil Service Employees Assn., were installed at a dinner-dance here which concluded a two-day meeting.

They are: Charles J. Ecker, re-elected president; Floyd Peashey, re-elected first vice-president; Arthur Tennis, newly elected second vice-president; Mrs. Fannie W. Smith, re-elected third vice president; Irene Carr, re-elected secretary; Helene Callahan, re-elected treasurer, and Jo An Weed, newly elected executive and corresponding secretary.

More than 250 CSEA members attended the session and Mrs. Smith, conference host, attributed the turnout, one of the largest in recent years, to a large degree to the strike talk.

The Conference opened Friday evening with a talk by Thomas G. Pillsworth of Albany, special assistant to the commissioner of the New York State Department of Civil Service, who gave a history of civil service and speculated on its future.

During the question-and-answer period that followed...
NIAGARA FALLS — Two significant resolutions backing the Civil Service Employees Assn. strike against New York State were passed here recently at a meeting of the Association's Western Conference.

The first resolution, offered by Edward G. Dudek, president of the CSEA State University of New York at Buffalo chapter, put the Conference on record "in support of our State organization and any action the State organization orders."

After considerable debate and some heated comments, the resolution passed.

The second resolution, offered by Robert Pine of the J. N. Adam State Hospital at Perrysburg, a branch of the West Seneca State School, read:

"That the Western Conference recommend to the Board of Directors of CSEA the following:

"That any CSEA member who voluntarily crosses a CSEA picket line be brought up on charges, and if found guilty, dismissed from membership and suffer such other penalties as the Board of Directors may decide."

That motion passed by a unanimous voice vote after Celeste Rosenkrantz of the Buffalo CSEA chapter pointed out the motion really was a suggestion that the Conference and the Board of Directors change their constitutions to provide penalties for CSEA members who cross CSEA picket lines. No such provisions now exist, she pointed out.

During the often stormy debate that preceded the two controversial resolutions, pros and cons (Continued on Page 14)
RN Recruitment Placed In Top Priority Status At U.S. Naval Hospital

The main thrust of recruiting efforts is now being devoted to adding more nurses, discloses a personnel officer at the U.S. Naval Hospital in Queens in response to a recent survey of Federal hospital jobs by The Leader.

Heaviest hiring usually takes place at the GS-7 level, providing a salary range of $10,812 to $12,586. Licensure as a registered nurse is necessary, following the appropriate training. Nurses with associate’s degrees are required to have two years of experience, whereas the baccalaureate-hold-er needs one year of related work experience.

The experience requirement for holders of nursing school diplomas varies with the length of the training program. Therefore, inquiries will be answered for persons seeking to ascertain their potential pay levels.

Nursing assistant hiring has temporarily come to a standstill, it was reported, as the U.S. Civil Service Commission list for this title now has an abundance of eligibles waiting. Steno and typist recruitment has likewise been halted.

The Naval Hospital is located in St. Albans, Queens, just north of Jamaica, and may be reached in St. Albans, Queens, just south of Jamaica, and may be reached from the 169th St. Station of the Hillside Ave. IND. The Q-4 bus goes directly from that station to the hospital grounds. Applicants are asked to call in advance: JA 6-1000, ext. 385.

At Syracuse State

Laufier Is Prexy For 3rd Term

SYRACUSE — Clarence Laufer has won a third term as president of the Civil Service Employees Assn. of Syracuse State School chapter.

Re-elected treasurer of the chapter, Paul Munn, has kept the unit’s financial records for 16 years. Theodore Brooks won another term as vice-president, and Byron Ward again was chosen secretary.

New officers are: Jeannette Berenistein, recording secretary, and Ellen Griffith, corresponding secretary. Executive committee members are: John Berstraette, recording secretary, plus Jane Dankow, Thomas Angroll, Arvi Reynolds, Victor Procopio, Charles Knottler and Edward Minton.

Members of the negotiating committee for the Department of Motor Vehicles and the Civil Service Employees Assn. line up to sign recently negotiated pact. Left to right are Charles Carroll, Motor Vehicle Dept. management; Ida Rice; Paul Fett, management; Mary Mirelle; Dennis O’Brien, Allen Fett and Donald Hinckley, management; CS EA Motor Vehicle chapter president Thomas McDonough (seated); Carolyn McCarthy; John A. Conoby, CSEA collective bargaining specialist; Shirley Brown; Alan Smythe; Barry Lodge, and Bernard Schiffl, management.

Reach Agreement On New Benefits For Motor Vehicle Dept. Aides

ALBANY — The Civil Service Employees Assn. bargaining team for employees in the State Motor Vehicle Dept. has signed a contract implementing many new benefits and agreements for department workers.

Thomas McDonough, CSEA Motor Vehicle chapter president and chairman of the CSEA negotiating team, described the highlights of the settlement:

• Employees may use vacation credits in 15-minute units.
• The department will assist in getting flu shots for employ- ees, allowing time off without charge to credits and providing space on department premises.
• Joint CSEA - department committees will be established on air conditioning, proposed changes to the program manager’s job, and demand of more licenses for examination.
• Employees have the right to review their personnel folders and have one the highlights of the settlement.

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 how they can complete their education at home in spare time. Information explains 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 graduates earn on the average $75,000 more in their lifetime (from $25 to $50 higher weekly pay) than those who did not finish. Without cost or obligation learn how you can be helped. Write for FREE High School Brochure today. Approved for Veteran Training American School, Dept. 9 AP 65, New York Office, 275 Fifth Ave. (50th St.), New York, N.Y. 10001. Phone BR 3-2004.
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11 exciting days in Mexico City—1 day in glamorous Acapulco. Excellent accommodations. Includes all meals. Departure dates: Oct. 12, 23.

Mexico Comprehensive Tour—$589
15 memorable days...from the ruins in ancient Mexico City to Guatemala. (Sun. excursions included.) A luxurious trip to magnificent Taxco and Acapulco. Rests in the finest accommodations. Some meals. Departure dates: Oct. 12, 19, Nov. 19.

For details and literature write:
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206 Main Street Suite 416 (21)
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Things are seldom what they seem.

Big cars often pose as big cars, when they're really small cars. For instance, notice how much bigger the big car seems than the Volkswagen Squareback Sedan. Then count the number of suitcases it can take on a 12. Now, notice how small the Squareback seems to be.

Then count the number of suitcases it can take on a 16. That's because the Squareback has 32.8 cubic feet of carrying space. Which is one and a half times as much as that of the largest sedan trunk.

Of course, if you really have a lot to carry you can always fold down the Squareback's rear seat. Then you'll have more than twice as much carrying space as the largest sedan trunk.

So which would you rather have—a sedan that looks like a big bully but really is a 12-suitcase weakling? Or a little fella who's really a 16-suitcase giant?

Anchorage: Monster Motors, Ltd.
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Cambria: Cambria Foreign Motors
Coben: Jim McGown Motors, Inc.
Elmerford: Howard Holmes, Inc.
Forest Hills: Luffy Volkswagen, Inc.
Fulton: Fulton Volkswagen, Inc.
Greenwich: Donald Hills, Inc.
Great Neck: Branch L. Ingrassia, Inc.
Great Neck: North Shore Volkswagen, Inc.
Hamburg: Hal Carsey Motors, Inc.
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Honeoye: Suburban Motors, Inc.
Hornehead: G. C. Meland, Inc.
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Huntington: Team Motors, Inc.
Ithaca: Volkswagen of Ithaca, Inc.
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Long Island: Bob's Auto, Inc.
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Middletown: Grace Carriage Company, Inc.
Monticello: Philipson Volkswagen, Inc.
Mount Kisco: North County Volkswagen, Inc.
New Hyde Park: Auerbach Volkswagen, Inc.
New Rochelle: Country Motors, Inc.
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Oceanside: Smith Volkswagen, Inc.
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Pittsburgh: Galena Motors, Inc.
Poughkeepsie: E. E. Ahmad Motors, Inc.
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Rochester: Musician Volkswagen, Inc.
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The Job Market

By BARRY LEE COYNE

In the Professional field, licensed Medical Lab Technicians and Technologists with a New York City license are wanted. Some openings require membership in American Society of Clinical Pathologists. The salary range is from $120-165 a week.

Dental Hygienists with a New York State license are wanted for jobs paying $125-165 a week.

Registered Nurses are wanted for jobs paying $125-165 plus a differential from $1,500-2,200 for night shift.

Physical Therapists who have graduated from an acceptable school and have a State license can fill positions paying from $9,000-15,000 a year. There are numerous attractive openings for Social Case Workers with a Master's degree in social work plus one year of experience. The beginning salary is $9,000 a year, and higher salaries are offered for additional experience. Apply at the Professional Placement Center, 44 Madison Ave., Manhattan.

Here are some of the jobs which employers in Queens are eager to fill...Openings for Machine shop workers with all-round experience at $3.88-4.01 per hour.

Truck Mechanics with a Class III classification, license and heavy diesel experience at $4.50 an hour...Also Taxi Drivers with a chauffeur's license and one year of driving experience at $110-140 a week.

Sheet Metal Workers are also needed to lay out and fabricate metal air conditioning units. Must be able to work from blueprints. The pay is $125 a week...There is a job for a fully experienced Automotive Electrician. Operators' license preferred. The pay is $3.50-4.25 an hour; depending on experience...There is also a job for a Coverer experienced in pasting and gluing loose leaf binders. The pay is $90 a week and up depending on experience...

Hangar Maintenance Workers at the Queens Industrial Office, 45-15 Crescent St., Long Island City. One job for a Production Supervisor, preferably experienced in organic pigments, colorants, and related fields. A position is wanted for a position paying $9,900-10,000 a year...There are also openings for Management Trainees to manage retail variety stores on Staten Island. The starting salary is $115 for a six-week period. There is an opening for a Refrigeration Mechanic to maintain equipment. Must have a minimum of five years experience and a refrigeration license. The salary is $200 a week.

Stationary Engineers are also needed to maintain high pressure boilers, for $200-250 a week. They must also be licensed and experienced. The pay is $5.07 per hour.

Operators with experience and a chauffeur's license are wanted for night work at $120-140 a week.

Full Charge Bookkeepers with thorough experience in all phases through general ledger and trial balance are wanted for jobs paying $150-200 a week.

Monitor Board Operators with typing ability can get jobs paying $90-120 a week.

Beginning Clerk Typists are wanted at $85-100 a week and Beginning Stenographers at $100-120 a week.

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THE TRANSIT BEAT

(Continued from Page 2)

terness disappeared and, in its place, a kind of camaraderie prevailed, with those leaving silently vowing to return to the next session freshened and better able to deal with the inequities that remained unresolved.

MOST OF THE onlookers, from unions, organizations of different types, and civic groups who had patiently and earnestly stuck to their guns hoping to complete their tasks, filed out, finding solace in the fact that the next session might be more receptive to their needs.

THese HARDY souls, who for the most part are not appreciated as much as they should be, also silently vowed that they would report to their people the work of the Legislature. They would return to complete their work at the next session or, if this failed, to make their feelings known via the ballot box.

PUBLIC OPINION will also assess the measure of legislative judgments and undoubtedly will reflect itself in the voting booth. In some cases, this action will not completely justify. Many representatives were unable, through no fault of their own to overcome the mountains of opposition confronting the needs of their specific constituencies.

IN OTHER CASES the lances will be aimed in the direction of the individuals who have placed party above the needs of the people. In a democratic and lawful society, concerned citizens live with laws passed from one year to the next on a trial-and-see basis. The public reacted to and understood the preceding months of the inequities acted upon and not acted upon by the 1970 Legislature. In the same manner, this Legislature must bear the scrutiny and study of public opinion.

THEN, AS NOW, amendments were proposed and, by the persuasive power and influence of some, they were maneuvered and directed so that they never came to a proper and legal vote.

LABOR, TO SOME degree, suffered the effect and wrath of personal and political personality conflicts within the legislative body, resulting in measures being misdirected from the valid and lawful test of a voting process.

SURELY LABOR will be alert and watching the next session of the Legislature, with the interest of those who have projected sentiments and actions contrary to the needs of labor and the working man.

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Binghamton—Civil Service Employees Association leaders and spokesmen in Binghamton expressed elation following the announcement in Albany early Wednesday morning that an agreement had been reached between the Association and the State cancelling the need for the Statewide work stoppage set for early Wednesday morning in Albany.

CSEA Layoff Victory

After CSEA Layoff Victory between the Association and the State cancelling the need for the Statewide work stoppage set for early Wednesday morning in Albany, left to right are: Paul Vrobel, Jack Stover, Charles Tervilliger, chapter president Leo Weingartner, Cy Soutel, Al Hughes, CSEA field representative Theodore Modrzejewski and Louie Houpt.

Weingartner said, "had met every night to make final and bring everything was ready. Picket signs printed and apartments for chapter members when the strike was to have begun. We were," said, "fully prepared."

Weingartner said he was "very glad the State and the Association came to terms" and added later in the day that most of those he had talked to among his 1,350 members were "very happy" with the news.

Weingartner said similar feelings were expressed by Binghamton State Hospital administrators, Dr. Louis Dozoretz and William Lacey.

Binghamton State Hospital officials had prepared for the possibility of strike by instructing management personnel in various and sundry duties throughout the State hospital complex. Provisions were also made for transportation and on-premise housing for those who so desired it for the duration of local CSEA chapter officers for their support throughout the crisis period, especially those serving on the chapter's board of directors.

"I think," he said, "they performed damn well under the circumstances," a reference to the chapters relative newness as a full-fledged chapter. Weingartner and the other officers took office for a full term only last month. The chapter officially came into being in October.

CSEA field representative Theodore Modrzejewski, in Binghamton to assist the local chapters in the event of a walkout, cited the agreement as "a major victory for the little man." This strike should "serve notice on Governor Rockefeller and the entire State that the average employee cannot be walked all over by the powers that be without a fight."

Modrzejewski said local support for the strike was "excellent."

"There is now," he said, "a new word in the vocabulary of State employees, and that word is strike. With all the shortcomings, and the good points, of the Taylor Law, employees have no choice but to belong to a union or bargaining groups and this," he continued, "calls for a real adjustment for all State employees."

Modrzejewski predicted that other strike threats may be necessitated in the future "with 100 percent participation and support.

Modrzejewski predicted that saying "we, the members of the CSEA staff and those members of local CSEA chapters were prepared fully to carry out the fight. We are now," he said, "equally prepared to carry out our duties," to all citizens of this State, especially those unfortunate whose physical or mental states render them entirely dependent on the services of their workmen.

IGN condoning elation following the announcement in Albany early Wednesday morning that an agreement had been reached between the Association and the State cancelling the need for the Statewide work stoppage set for early Wednesday morning in Albany.

Kenmore Controversy

Philip Ross will tackle the fact-finding job in the dispute between the Kenmore Union, Free School District No. 1, Erie County, and the Kenmore Unit of the Civil Service Employees Association. Speaking for the CSEA will be Robert Milling, a local CSEA representative.

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Product Discounts

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- SPECIAL OFFER — Television, air-conditioners, refrigerators, dishwashers, washing machines, dryers, disposals, ranges, radios, humidifiers, dehumidifiers, tape recorders and vacuum cleaners available at slightly above wholesale.
- BURIAL — Complete line of both in-ground and above-ground burial vaults and cremations.
- FURNITURE — Complete lines of furniture as slightly above dealers actual cost.
- CUSTOM DRAPEY ROLLS — Complete drapery, upholstery and slip covers available to all members 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. Available on consignment.
- ALUMINUM — Products of all leading manufacturers at special discount prices.
Western Conference Delegates Debate Handling of Strike

(Continued from Page 9)

The planned CSEA strike was voted.

John A. Adamski, Conference president and president of the Roswell Park Memorial Institute chapter in Buffalo, opened the session by explaining that he was throwing the session into an open forum on the strike.

Giving his own opinions on the issue, Adamski said, "I have to support the action of the Board."

Adamski, who shed his jacket as the bogey grew warmer and used a gavel for the first time at a Western Conference meeting, told CSEA members to delegate to voice their opinions on the strike.

Some Comments

"He (Governor Rockefeller), isn't going to pay for that building with my salary," James Taylor, CSEA fifth vice-president, offered that the Taylor Law "isn't right, we've got to go against it."

Adamski then explained the penalties of a public strike as published by the State.

Carmen Farrugia of the Industrial Relations School chapter said, "I think we ought to get behind the Association and do whatever we have to do to prevent a very costly and time-consuming mold strike efforts. A strike is a war and war never comes at the right time," he added.

Jinks warned, "If you don't strike at this time CSEA won't be worth a damned nickel on the 17th. If you don't strike, your negotiations in the Fall will be nothing but a farce between the State officials to do this to you, you might as well quit CSEA and look for another organization to represent you."

Frank G. Talone of Ontario County, who earlier had chaired a meeting of the County Workshop chapter, spoke in favor of the resolution suggesting penalties for picket breaking CSEA members. "Psychologically, it's good," he said. McCrey, also in support, called the Jinks amendment a "good motion" and added "the worst sin in organized labor is 'condoning crossing the picket line'."

Speakers Address Meeting

Four hours after the business meeting, with CSEA members and their families sitting at tables daily decorated with centerpieces of flowers and painted baby food jars made by Dorothy Moses, Mrs. Smith asked if there were any truth to the rumors that present testing methods will be replaced. These types of examinations are being considered, Pilla- worth said.

"No one wants to strike but we have just cause," he continued. "Our employees have been indiscriminately fired without regard to tenure, seniority or veteran privileges. Employees who have worked 20 to 30 years have been fired, while workers with no seniority or civil service status have been kept on the payroll."

From left, field representative Danny Jinks; George W. DeLong, CSEA fifth vice-president, and Thomas B. Christy, field representative, talk over strike news. All three urged support of the strike at afternoon business meeting.

From left, William Perry and Erhard Krause, who spoke at the Friday evening meeting, and Margaret O'Connor, G. Connell and Edward G. Dubeck, members of the Conference education committee.

PERB Picks Corps Of 11 Fact-Finders

ALBANY—The Public Employment Relations Board (PERB) has appointed the following fact-finders and mediators to contract disputes involving the Civil Service employees as Assn.:

- Stephen Moskosky—City of White Plains and CSEA; Joseph O'Connor, CSEA field representative;
- David Kronik—Custodial, Clerical, George W. DeLong, CSEA field representative;
- Joan Slavin — Malverne Schools and the Malverne CSEA (Custodial, Clerical), George V. Adams, CSEA field representative;
- Paterson's speech centered on the fact that field representatives are the ones who actually represent the interests of the members. He added, "The strike is on, the most successful in the State's history."

However, he pointed out the nature of CSEA makes it difficult for him to assess the same level of success throughout the State. "We may be extremely successful in one area and only partially successful in others," he predicted.

He said the layoffs have just begun, adding if action is not taken, the total may reach as high as 20,000. "We fear 20,000 layoffs, in order to fill the gaps in the budget," Flamenbaum said. "We are preparing for the worst."

A main objective of the strike action, as he sees it, is "to show the government we are capable of affecting public service."

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(Continued from Page 8)

From left, field representative Danny Jinks; George W. DeLong, CSEA fifth vice-president, and Thomas B. Christy, field representative, talk over strike news. All three urged support of the strike at afternoon business meeting.

(Continued from Page 8)

and argued that the action was one public employees would have to take. "I think we have reached that point right now!"

"The strike is on until such time as the Civil Service Commission will insure the jobs of our members," Flamenbaum declared. "The only way that can stop it is a high-level meeting with promises of no more firings and the release of those who have been laid off," he said.

"No one wants to strike but we have just cause," he continued. "Our employees have been indiscriminately fired without regard to tenure, seniority or veteran privileges. Employees who have worked 20 to 30 years have been fired, while workers with no seniority or civil service status have been kept on the payroll."

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(Continued from Page 8)

Followed by his presentation, A. Victor Costas, chairman, and other members of the CSEA restructuring committee, spoke to a combined meeting of State and county chapters.

They mentioned some propo-
Federal Jobs From A to Z

(Continued from Page 1)
ment officer, and building man-
ger.)
Requirements: Applicants may qualify with four years of college study in one or more of the following subjects: business administration, finance, law, real estate, engineering, or architecture. Pursuit of education, study in appraisal, agriculture, geology, mineralogy, forestry, and the social sciences is also acceptable.

Application Procedures: Applicants at grades 22 and above.

Revenue Officer
Requirements: Four years of college-level study (30 semester hours per year) will qualify. Professional work experience includes 24 or more semester hours in subjects such as accounting, business administration, business economics, finance, and law.

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

Safety Officer
Requirements: Four years college study will qualify. A written test is required.

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

REAL ESTATE VALUES

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13 YEARS YOUNG DETACHED 2-FAMILY
Brick, many a major feature. Legal 2-Family . . . almost new! 80/100 landscaped grounds - corner prop-
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matic gas burners, refrigerator and ice maker. Living room, sun room, 2 large outside terraces. All furniture, except some modern appliances. $43,990. Modern, modern, modern. M-214, Nassau County. In a delightful neighborhood. For exclusive sale negotiable. Inspection by appointment. For further information contact Mr. Nicholas Ferrone, 86-2127.

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This house has everything . . . old half to avoid everyday crowds through living rooms, modern up-
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FLORIDA - 1 LOT ONLY $16,900
40% down, 10 years to pay. 377 acres, only 25 min. from beach. $5,000. Write for further information. Sienna Street, New York, N.Y. 10004.

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2-FAMILY brick 6 sack 2 bath, living room, dining room, kitchen, laundry, sun room, roof porches, attached garage. $32,990. For exclusive sale negotiable. Inspection by appointment. For further information contact Mr. Nicholas Ferrone, 86-2127.

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ENGLISH TUDOR A-R-B-R-T U-N-T-I-L
Beautiful detached home! 40/100 landscaped grounds - corner property. 3 bedrooms, 2 baths, living room, dining room, kitchen, garage, pool, and many a major feature. Beautiful executive home located at 1114-A Avenue, New York. $30,500. Write for further information. Sienna Street, New York, N.Y. 10004.

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Brick, many a major feature. Legal 2-Family . . . almost new! 80/100 landscaped grounds - corner prop-
erty. 3 bedrooms, 2 baths, living room, dining room, kitchen, pantry, one large attic room with 3 bedrooms, the new 2-car garage. Second floor modern up-to-date kitchen - auto-
matic gas burners, refrigerator and ice maker. Living room, sun room, 2 large outside terraces. All furniture, except some modern appliances. $43,990. Modern, modern, modern. M-214, Nassau County. In a delightful neighborhood. For exclusive sale negotiable. Inspection by appointment. For further information contact Mr. Nicholas Ferrone, 86-2127.
Buffalo Holds A Huge Rally
BUFFALO—More than 1,000 striking state employees, headed by CSEA chapter and spokesmen for the Buffalo area chapters; John S. McGowan, president of the Erie County chapter; and Samuel Grossfeld, president of the Buffalo area jobs action coordinator for CSEA.

Also at the head table as the 1,000 information-hungry faces stared back at them were William McGowan, president of the Western New York regional CSEA chapter and spokesmen for the Buffalo area chapters; John S. Adamant, president of the Frederick Park Memorial Institute CSEA chapter and the CSEA Western Regional Attorney.

The rally had been called by a special meeting of the CSEA chapter in Buffalo area chapters to present information to the membership and generate enthusiasm for the strike.

"I find no humor in the situation facing us," McGowan said.

He said the layoffs mandated in State budget cuts were a "disaster" and that they are not the fault of State legislators, and said the legislators showed their feelings for State workers by hanging themselves for from 2,000 to 7,000 in additional so-called "jobs." McGowan said.

"When they come to economize, he said of the legislators, "who do they look at—you and me, the rank and file. In this economy, there's something rotten in Denmark.

"In the discussions the laid off the mean "the merit system" in State employment "has been raped."

During the meeting, a special Meet front during the strike were by crowding the microphone to voice their support for the strike.

"We will ask our members not to cross picket lines and to furnish pickets," said George Clark, president of the Allegheny County chapter of CSEA, representing County workers not directly involved in the strike. "Our County chapter has pledged to do whatever the State chapters do." McGowan said.

Paul Arquette, president of the Buffalo State Hospital CSEA chapter, said that State workers in Buffalo had been hurt by extra patients from Genoa State and other workers, and "the question is this chapter was asked to strike and planned to picket the hospital.

Lennon Asks Lights
POUGHKEEPSIE—James J. Lennon, first vice-president of the Southern New York Conference of the Civil Service Employees Assn., called upon all CSEA members to call for a meeting to turn their car headlight on Wednesday, June 16. He said the CSEA had a blow to our dignity and to the merit system.

"We're beyond the point of questioning the action," Groesfeld said. "This shattering precedent of whole-sale layoffs of State employees whenever there's a light economic squeze on government is a blow to our dignity and to the merit system.

"So let's think of the State as a country, union as a union, and have a discussion about the question of what the right hand is doing."

Proud shop stewards, a proposal to put a complete plan of operation during the meeting from delegates who stressed that shop stewards should report to chapter presidents and not directly to CSEA Headquarters.

"There is a total lack of confidence of a union," said Samuel Grossfeld, president of the Rochester chapter and moderator of a pre-strike rally at East River State Park.

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Black Arm Bands
Hedged that every Civil Service employee who is a member of the Civil Service Employees Assn. is a "black arm band," he said.

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Bufalo Su Chap. Plans Race Night
BUFFALO—The State University of New York at Buffalo chapter of the Civil Service Employees Assn. plans a "night at the races" June 24 at Buffalo Raceway in suburban Hamburg.

The $7 tickets include clubhouse admission and dinner at the track. Tickets are available from any members of the chapter's board of directors.

Bus for the evening will leave at 6 p.m. from the Cazenovia parking lot on campus.

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