Rockland CSEA Blasts Count On "Using Law For Union Busting"

NEW CITY—Rockland County legislature, without any consultation with the Rockland County chapter of the Civil Service Employees Assn., has interpreted a recent amendment of the Taylor Law as allowing it to order a suit against CSEA and bar unclassified and exempt employees, department heads and executive personnel from CSEA representation.

The suit would remove 100 of the 1,360 County employees from Employees Association membership effective Jan. 1, 1972.

The legislative move by the County was coupled with a proposal, now being studied in committee, that would freeze all personnel changes, such as appointments and promotions, except with leave of the County. A strike to protest the planned layoffs, with the economic reasons, is expected to be completed by Aug. 1.

The State has agreed to furnish the following information for each state employee who is rehired to CSEA weekly:

- The name of the laid-off permanent employee who is rehired;
- The State agency from which he was laid off;
- The position title from which he was laid off;
- The jurisdictional classification of the position title from which he was laid off;
- The name of the State agency in which he was laid off.

Review State Consultants As Well As NYC Contracts, Wenzl Asks Gov. Rockefeller

ALBANY—The Civil Service Employees Assn. has praised the State's decision to require approval by the New York City Board of Estimate of all City consultant contracts worth over $10,000, and at the same time chided Governor Rockefeller for his failure to mandate legislative approval of the State's own contracts with consultants.

"The first report, due yesterday from the OSS, was to cover rehiring through July 7. Rockefeller had said that each succeeding report will be given to CSEA on Mondays and will cover information accumulated on the rehiring process through the preceding Wednesday.

Win Compensation For Holiday Work

ALBANY—At Leader press conference yesterday, Civil Service Employees Assn. has just received word through the State Office of Employment Relations that Richard L. Dunham, director of State occupational relations, has given final approval on overtime compensation for holiday time worked for seasonal full-time employees.

CSEA has requested OSS to approve the overtime on the basis of past practices from the 1950 season. The employees will benefit from the decision on both the July 4 (recreational) and Labor Day holidays.

CSEA Receives First Of Progress Reports On State Rehirings

ALBANY—The first progress report on rehiring of laid-off permanent State employees was to be given to the Civil Service Employees Assn. yesterday (Monday), a spokesman said at Leader press conference.

Joseph D. Lochner, CSEA executive director, said that a series of weekly reports will be given to the Association concerning the rehiring process. "The first report, due yesterday from the OSS, was to cover rehiring through July 7. Rockefeller had said that each succeeding report will be given to CSEA on Mondays and will cover information accumulated on the rehiring process through the preceding Wednesday."

The reports will include the following information for each rehired permanent employee who is rehired:

- The name of the laid-off permanent employee who is rehired;
- The State agency from which he was laid off;
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Consultant fees during the year. Consultant fees during the year.
DON'T REPEAT THIS!

(Continued from Page 1)

A Rockefeller and the Republican legislative leaders hammered out a budget that was hand in hand with cuts in the budget. It was only towards the end of the session, when state fiscal experts grumbled with New York City’s fiscal experts over Mayor John V. Lindsay’s tax package, that Steingut played a significant role in the legislative process.

Steingut is convinced that the high quality of the State’s leadership was certified in last year’s election. When Democrats retained their proportional strength in the Assembly in the face of the sweep of the Rockefeller movement, Steingut shares the view of many that this legislative session was a sham and a farce. Steingut is a critic of the Democratic leadership, the Democrats in Steingut’s estimation.

The planned Steingut attack against Republican leadership will in fact result from the making of the State budget, where Steingut is in favor of closing loopholes that permit the rich to escape their share of the tax burden. Tax reform is the Steingut answer to what he describes as “an assault.” He is so prepared to launch a sharp attack on the inequities in the State budget, together with waste and extravagance of the Rockefeller Administration, physically symbolized in the Steingut view of the Albany South project.

YOU ARE NOT ALLOWED THE SAME PRIVILEGE.

Business and Editorial Office:
Stamford, Conn.
Second-class matter

SUE GOODRICH

THE NUMBER of respondents answering “more worried” increased each year, and in the study just completed it reached the record high of 55 percent. This is Harris’s conclusion.

“A majority of Americans of every race openly worry about their personal safety on the streets of their own neighborhoods. And the trend appears to be in the direction of a greater and greater concern—. . . The fact is that fear to walk the streets has now become part of the American way of life.”

THERE HAS been a great deal of talk in recent years about improving the “quality of life,” and that phrase is generally taken to mean a healthful environment, uncontaminated food, decent housing, and reasonable social, educational, and employment opportunities. But in the most basic sense, what is happening—what will happen—to the public’s sense of safety? Our citizens are living with constant fear, and when that fear is spreading every day?

IT SEEMS fair to assume that any government’s first order of business would be to cure a national blight that is destroying so many lives. Yet the resources devoted to public security seem to have been reduced instead of increased. In New York City recently, The Mayor’s Office announced that the size of the police force would be allowed to dwindle by attrition. On July 1, 300 policemen were laid off in Cleveland because of budget cuts. Throughout the country, the impact of growing money trouble has resulted in belt-tightening in an area where the public—judged by its own expressed fears—cannot afford to trim.

I THINK it’s clear that no achievement in science or art, on earth or in outer space, will mean much if the average man cannot live his day-to-day life in peace. The problem of crime has not been reduced, and is recognized now, as a national problem that can ultimately destroy the country, and not merely as an inconvenience to those who happen to live in New York, or Chicago, or Los Angeles, or any other big city. In the national interest, a larger proportion of Federal and State and local revenues must be devoted to combating crime until it is brought under control and the cities are livable again; and if current revenues are not enough, I believe our citizens will choose to pay higher taxes if that is what’s needed. We know that peace and security abroad are not bought cheaply; we must accept the fact that the same is true at home.

WE CAN REVERSE Mr. Harris’s trend, but it will take a great deal of determination and long-term commitment on the part of leaders and citizens alike.

THE DECISION can’t be put off too much longer.

Fear Of Crime Increases

Nassau CSEA Seeks Joint Cauused With County Policemen

Plainview Picnic

MINEOLA-\Nassau Civil Service Employees Association president Irving Fraumenbaum has held an initial conference with representatives of two police organizations to explore “coordinated efforts, if necessary, on behalf of public employees.” Fraumenbaum, representing almost 20,000 public employees in CSEA units throughout the County, has met with the City’s Fire Department’s Plainview Division. The CSEA, Nassau County, and the city police organizations have agreed to work together on the issue of police employees' benefits, excepting the teachers, outside the CSEA fold in Nassau County.

By Edward J. Kiernan

Nassau County Medical Center enjoys a picnic Saturday, July 6, sponsored by their unit of the Nassau County Civil Service Employees Association. They gathered on the hospital grounds to enjoy socializing.

Greenwald, president of the Nassau County Medical Center's CSEA unit, added: "It was a great day for those of us who have been working hard for benefits for medical workers. It was a wonderful break from the routine of the hospital and the nurses and doctors were able to relax and enjoy each other's company. We hope to have more of these events in the future."
August Talks Seen
Nassau Chapter's 99 Points
Presented For Negotiations

MINEOLA—The Nassau chapter, Civil Service Employees
Assn., has presented a 99-point package to the County
in the opening of negotiations for a 1972 contract.

The list of demands, including a 20 percent wage
adjustment, was presented by the
CEEA negotiating team in the
first face-to-face meeting with
County negotiators on July 2.

The County requested time to
study the demands, and bargain-
ing was expected to get under
way about the first of next
month.

Chapter president Irving Flau-
menbaum observed that the pro-
gram has been drawn up by the
CEEA-member steering and program
committee representing all off-
cices in the County. The program
items were determined after
close contact with the County's

Civil Service Corps Faces
Grave Threat From State
Legislature: Flaumenbaum

MINEOLA—State Civil Service Employees Assn., first
vice-president Irving Flaumenbaum this week warned
that the next legislative session may see the gravest attack
on the civil service corps since public service was lifted from
the spoils systems in the 1880's.

"The threat is so far cloaked in secrecy, but it is a fact that
some legislators are thinking of abandoning the merit system.
Public servants everywhere in the State must be alerted to
their attitude or else, in the wisdom of time, it may be
ruined."

Flaumenbaum said, "It may seem inconceivable that such
an idea could arise now, but public service was lifted from
the spoils systems in the 1880's, largely with the help of
the State's own employees led to the adoption of the
merit system in New York State." He noted the abuses of public
employees leading to the adop-
tion of the merit system in New York State in the 1880's and
1890's, largely with the help of the Asso-
ciation and later—Gov.

The merit system may not be
perfect—but it is certainly a lot
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**Calls Uniform Situation In Correctional Services "Unbelievably Messed Up"**

ALBANY—The Civil Service Employees Assn. has filed a fourth-stage grievance against the State in an attempt to restore the uniform allowance for captains and above in the Correctional Services Dept., whom CSSEA represents.

The uniform allowance was arbitrarily taken away from the employees on April 1, 1979, when a contract negotiated by Council 82, APSCME, took effect, supposedly providing that the department would lease uniforms directly to employees in place of the allowance. Since then, the department has placed neither new uniform allowances.

CSSEA collective bargaining specialist Thomas J. Linden said "the whole subject of uniform allowances in the correctional officers, whom we do not legally represent. However, we are helping those we do represent, and perhaps by our example we can show Council 82 how to get things done, so that the innocent employees they represent will not have to further endure that union's bungling."

**INSTALLED** Dr. Theodore Wenzel, right, installed officers of the St. Lawrence County chapter, Civil Service Employees Assn., recently, asking all CSSEA units to support State workers' action program. Assemblyman Daniel Haley, left, discussed the State budget. Mrs. Flora Jane Beaton, second from left, is the new president succeeding Mrs. Mildred Talbot, John Curran, regional CSSEA field representative, next to Wenzel, presented a gift from members to Mrs. Talbot.

**RETIRED FROM TAX** Retiring after 48 years with the State Department of Taxation and Finance, most recently as director of the Income Tax Bureau, Edward B. Irose receives a merit award from the Albany Taxation and Finance chapter of the Civil Service Employees Assn. From left are: William Irving, first vice-president of the CSSEA chapter; R. Jack Dehner, immediate past president; Irose; Santa OSsino, chapter secretary, and Ronald Townsend, third vice-president.
Reveal New Federal Pay Rates
In Group Encompassing Skills
From Card Punch To Computer

Persons who can handle various office machines, from the typewriter to the card punch, are more needed every day. Today, with the growing complexity of hardware of computers, are currently being sought by the U.S. Government. The recently revised pay scales will pertain to new appointees.

Duplicating and card punch machine operators start at grades G-2 and go to G-4, as does the electric accounting machine. Title Trainee clerical positions, by grade, are $4,897, $5,224 and $6,202, based on amount of experience. Teleprinter operators begin at the G-3 or G-4 salary and extend to the G-5 salary of $6,938.

Both typists and stenographers come under special scales because of the frequency and workload of their service. Employment will be paid $6,938, while those with greater experience and skills can get $8,713 or $8,020 depending on length of prior exposure. Computer specialists are hired at a G-7 level of $8,482 without relevant work history. With sufficient background, they can be applied to the G-12 bracket of $15,040.

Continuous Recruitment

Other prime titles open to continuous recruitment by Uncle Sam are found in the publichealth realm. For instance, jobs as nursing assistants, practical nurses, occupational and recreational therapists demonstrate a constant demand for personnel. Medical technicians are frequently needed, also. For the medical technicians and auditor positions are usually available.

To be inquired for further information is the Federal Job Information Center at 26 Federal Plaza, Manhattan, open weekdays through 6 p.m. and Saturdays 1-1 p.m.

Some of the openings—such as those for accounting and hospital attendants—use rapid referral in hiring. Others require specific training and experience, which means a job that education summary must first be submitted. Librarian and medical technologist positions would be examples of such requirements.

Written Test Unnecessary

An area where only filling out a form is needed for consideration is the Trainee Series—has eliminated the written test completely. The examiners appraise the candidates only by their application and indication of work potential. On that basis alone, qualified people are appointed.

Massive recruiting for the 14 job groupings begins when the applicant picks up the announcement at Federal Plaza and asks any questions on qualifications to the staff on hand. Vetting himself that he wants to compete, he may file on the spot. If not, he may mail his application to the area office, noting the position he may be interested in on the face of the envelope (for faster processing).

Anticipating Test?

Be prepared with a preview of test content for the upcoming test exam you plan on taking. By reading The Leader, which outlines what's on tap.

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Is about to be revamped in light of changing requirements to the staff on hand. Vetting himself that he wants to compete, he may file on the spot. If not, he may mail his application to the area office, noting the position he may be interested in on the face of the envelope (for faster processing).

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NAME

ADDRESS
The Taylor Law Is Dead

PROponents of the Taylor Law, particularly its founding father, Gov. Nelson A. Rockefeller, hailed the labor legislation as introducing a new era of stability through fairness in dealings between public employees and government. Since the introduction of that unfortunate document, there is growing evidence that quite the contrary use is being made of the Taylor Law. Instead of being used as an instrument for the promotion of harmony in the public employment field, the law is being invoked more frequently as a legal axe being wielded for union-busting purposes.

The most recent example of a perverted interpretation of the legislation has occurred in Rockland County. An amendment to the Taylor Law, passed in the recently concluded 1971 Legislature session, permits the State and local government units the right to draw up a list of personnel — that is, civil servants who are essentially policy makers and therefore on the side of management — and forbid them union membership.

This is bad enough. The State, for example, wants to put some ten thousand persons in this classification. (Ten thousand policy makers? No wonder government bureaucracy is lambasted.)

In Rockland County, however, that local legislation isn’t satisfied with creating a management class. They have ordered exempt, professional, supervisory and other personnel to drop union membership, as well. That’s how they are interpreting New York State’s enlightened labor legislation.

In the meantime, New York City firemen and policemen are being harassed by the law on any number of fronts and line organizations are fighting the abusive interpretation of the Taylor Law in the manner that the Civil Service Employees Assn. is attempting to do in the public employment field. It is important to note the significance and immensity of the local legislation which the Taylor Law mandates negotiations, and the board has the statutory authority to put into effect whatever improvements and to do away with whatever union will be at the commencement of negotiations or do they retrace the Taylor Law after the annual district meeting?

Thus it appears, with regard to teachers’ salaries, the Education Department has the authority to levy a tax under Section 2023 to cover negotiations completed after the budget is passed on at the annual meeting — even though Section 2023 is limited to the levy of a tax after the district board has approved the budget (Dee, 9090, Vol. 9, Ed. Dep. Rep. p. 179, 1970).

My question is that if an agreement is reached between the school board and the teachers’ association, and the budget goes down, that agreement will not be reflected in the budget. It is not likely that a school board whose budget has been defrayed would negotiate for raises or to any existing levels with increments. Unilateral reduction of benefits contained in an expired collective bargaining agreement would be similar to a strike in reverse and might constitute an unfair employment practice under 3 PERS 209-a of the Taylor Law. . . .

It should be as applicable to non-teaching employees as to teachers. If the salary schedules in existence on June 30 have not been changed by the school board, then at the very least, those schedules should remain in effect until changed at some future date.

Yes, if one examines the 1967 position of the Department of Education and its impact on teachers’ salaries, it states that necessary salaries for the necessary number of non-teaching employees is an ordinary contingent expense — but salary increases or increments may not be provided.

To adopt a so-called ‘austerity’ budget, then the board must be guilty of an improper practice since the Taylor Law mandates negotiations, and the board has the statutory authority to put into effect whatever improvements it negotiates.

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.

When School Budgets Fail

(Non: This article is the third in a series on the subject of austerity budgets.)

The first two parts of this three-part series dealing with austerity school district budgets illustrated the fact that after a budget defeat a Board of Education may levy a school tax for teachers’ salaries and other ordinary contingent expenses — and that the tests used are vastly different as employers pay teachers’ salaries and for non-teaching personnel.

That discussion was limited to pre-Taylor Law situations. In 1969, however, the State Education Department issued its formal opinion, No. 225 (Vol. 6, Ed. Dep. Rep. p. 237) as follows:

“The Department of Audit and Control has in the past expressed the opinion that if the voters have approved a budget that includes fund for teachers’ salaries, and if the amount so authorized proves to be inadequate, the board of education may add the required amount to the tax levy only after approval by the voters at a special meeting.”

Therefore, when the Board of Education and the Teacher’s Association agree to a contract, then the Department of Audit and Control to advise you that the while the view of that Department with respect to the applicability of Education Law, Sec. 2023, remains unchanged.”

Phillenbaum had raised a protest after personnel cuts in the laundry created a backlog. The Central Islip laundry has been handling work from that institution and the State School as well.

As the deal grew, Summer heat made working conditions unbearable and raised the menace of disease. Employees sought protection. The Department of Audit and Control has in the past expressed the opinion that is being made of the Taylor Law. Instead of being used as an employment field, the law is being invoked much more for the promotion of harmony in the public government units the right to draw up a list of personnel — an instrument for the promotion of harmony in the public employment field, the law is being invoked more frequently as a legal axe being wielded for union-busting purposes. The most recent example of a perverted interpretation of the legislation has occurred in Rockland County. An amendment to the Taylor Law, passed in the recently concluded 1971 Legislature session, permits the State and local government units the right to draw up a list of personnel — that is, civil servants who are essentially policy makers and therefore on the side of management — and forbid them union membership. This is bad enough. The State, for example, wants to put some ten thousand persons in this classification. (Ten thousand policy makers? No wonder government bureaucracy is lambasted.)

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To adopt a so-called ‘austerity’ budget, then the board must be guilty of an improper practice since the Taylor Law mandates negotiations, and the board has the statutory authority to put into effect whatever improvements it negotiates.
State Gives Call For Telephone Analyst Title

Persons who possess four years in either telephone plant construction and maintenance or telephone commercial or traffic operations are invited to apply for a $9,167 a year title: telecommunications analyst.

Positions are with the State's Office of General Services, located in Albany, and can go by increase to $10,711. A four-year experience substitute will be accepted from candidates who trained at college in engineering or an applied science. Job Bulletin No. 23-485 explains the setup for making this substitution.

Duties are concerned with "planning and development of telephone equipment and systems" with an eye toward cost and effectiveness. Among areas of specialization: PMX and switchboard; instruction circuits; data transmission, and broadband analog transmission.

Applications received by the Aug. 23 deadline will be considered for taking a Sept. 25 written exam, with questions ranging from electronic circuit theory to public and interpersonal relations. Prospective candidates should contact: State Civil Service Dept., Office Building Campus, Albany 12226.

Oneida Aide Makes Our Final Review On 'Man Of The Year'

DUNHILL, NEW YORK — An employee of the Oneida Water Dept. and long-time active member of the Madison County chapter of the Civil Service Employees Assn. has won the Water Utility Man of the Year Award of the 91st National Conference of the American Water Works Assn. held here recently.

Severin H. Clark, a member of the Madison County chapter since 1949, received the award for distinguished service to the water supply field and his section of the American Water Works Assn. Clark has served 15 years as vice chairman of the chapter and 12 years as chairman of its membership committee.

Water Works Assn. Names Oneida Aide 'Man Of The Year'

Insuranb Comm. Eyes Committee's Work At Next Forum

The 15-member Insurance Committee of the Civil Service Employees Assn. will be meeting July 31 at the Sherman Inn Towne Motor Inn, according to chairman Robert J. Wall.

"I am in the belief that we will be making our final review on proposals made to us concerning the mass merchandising of automobile insurance for our members," stated Wall.

Serving with him on the committee are John Gardner, Mary Converse, Michael DelVecchio, William Duggan, George Dunne, Edward Haverty, Edward Dorenson, Carl Behr, Marion Wakin, Joseph Airda and Andrew Wills.

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Chapter Reorganized

Warwick Elected Head
Of Town Of Union Unit

ENDICOTT—A major reorganization of the Town of Union unit of the Broome County Civil Service Employees Assn. was announced this week by Frank Warwick, newly elected head of the unit.

The mid-year reorganization was caused by the resignation of Lou Luchetta, former presi-
dent, and the necessity to launch final preparations for the new contract proposals, according to Warwick.

"We are truly grateful for the services rendered to the employees during the past six
months by Dow Luchetta, Mr. Luchetta, but we must begin to plan for the more advancing and cos Stephanos

ment preparation of the new contract laws of the State and municipalities who are members of the Employees Re-
decretary, and Dominick Malamayak, treasurer, who will be handling expenses needed in the remain-
ing year of the split of the UIF contract year.

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**ITEMS**

**ICEBREAKER COMPUTER DATING AT ITS BEST**

- Members are friendly, interesting, educated people who look forward to meeting you.
- Fun and inexpensive.
- Educated people who look forward to meeting you.
- Please send free questionnaire.

**ICESHARE INC.**

1500 Broadway
New York, N.Y. 10023

Please send free questionnaire.

**COMPLETEST POWER ZOOM MOVIE PACKAGE BY CANON**

- With the CANON AUTO ZOOM 315 (MECC) SUPER 8 MOVIE CAMERA, your camera is ready.
- DOLLY SHOTS...NOW!
- MANUAL 60 SHUTTER SYSTEM

**THE RIGHT SIGNAL**

Some 33 candidates were recently screened for the promotional exam for supervising parking enforcement agent.

**RAILROAD CLERK**


**SURFACE LINE DISPATCHER**


GRADUATION — Eight employees of the St. Lawrence State Hospital who successfully completed the equivalency program soon in negotiations by the Civil Service Employees Assn., received diplomas at a tea held in the Education Building. Pictured during the presentation of the diplomas were, seated from left: Edie Kelly; Ellen Trivillin; Diane Kirby, instructor, and Doris Jurkovich. Standing, from left: Helen J. Wood, chief of nursing services and training; Dr. Lee Hanes, hospital director; Everett Stephens, deputy director; and Edward McMonagle, deputy superintendent of the equivalency program; Dorothy Hurst; Eleanor Menahaw; Harriette McWilliams; Helen Doyle; Robert Gemmill; and William Wood, chief supervising nurse.

Links Announcements To Forecast

Fed Govt. Explains Factors In Deciding Hiring Needs

By BARRY LEE COYNE

An inquiry by The Leader to the New York Area Office to the U.S. Civil Service Commission for an explanation of how Federal recruitment differs in some respects from State and municipal civil service.

When a job announcement is issued, noted a Commission spokesman, no specific number of job vacancies will be indicated. In many cases, no official opening may exist at the moment but one or several appointing agencies may be considering vacancies soon and therefore ask the USCSC to establish an eligibles list for possible use.

Unless otherwise specified, Federal titles in the limited recruitment category will apply to all locally based agencies. Generally, an agency will alert the Commission to the vacancy. In the case of New York, Washington to seek candidates.

The Commission will then call the ball rolling to bring out applicants by issuing pamphlets, announcements and facts sheets.

The When Of Testing

The next step is testing. However, the issuance of an examination announcement does not mean the exam is just around the corner. That decision is reached when an ample number of applicants respond. Of course, test centers are set up all around the country and testing is conducted on the basis of sufficient entries in a given locality. In the case of an unassembled test—the writing of training and experience—no need for a test center obviously exists.

At the moment, the Commission's Area Office is reported to be compiling a master list of Federal facilities that do the hiring in this region. The old list is now considered obsolete. The Leader will publish the updated roster of agencies once it becomes available.

The Other Approach

By contrast, State and City Job titles are almost always associated with a closed date specified by their respective civil service units for the purpose of evaluating the exam to fill a given number of vacancies, sometimes noted on the notice itself.

FROST RETIRES — Charles H. Foster, left, receives congratulations from Theodore C. Wendt, president of the Civil Service Employees Association, at a recent party honoring Foster as he retires from the post of vice chancellor for business affairs for the State University of New York. Sharing in the commemoration is Mr. Foster, center.
Opportunities for advancement to positions at GS-11 and above are excellent.

Special Requirements: A college degree, including the completion of science or foreign language, and proficiency in written and oral English. Specialized training in the field is highly desirable.

Customs Inspector

Customs inspectors are responsible for enforcing customs laws and regulations. They inspect incoming shipments for compliance with U.S. customs laws and regulations, and they ensure that all applicable duties and taxes are paid. Customs inspectors also investigate complaints of fraud and smuggling and may conduct undercover operations.

Investigator

Investigators conduct criminal investigations, which may involve surveillance, witness interviews, and the collection of evidence. They prepare reports and testify in court proceedings.

Special Requirements: A college degree in criminal justice, law enforcement, or a related field. Specialized training in criminal investigation is highly desirable.

Economist

Economists analyze data and prepare reports on various economic issues. They may also develop and coordinate government programs.

Special Requirements: A college degree in economics. Specialized training in government program analysis is highly desirable.

Investigator

Investigators conduct criminal investigations, which may involve surveillance, witness interviews, and the collection of evidence. They prepare reports and testify in court proceedings.

Management Analyst

Management analysts assist top officials in developing and implementing the organization's policies and procedures for accomplishing the work.

Special Requirements: A college degree in business administration, public administration, or a related field. Specialized training in management analysis is highly desirable.

Revenue Officer

Revenue officers collect and disseminate information about Government programs and resolve problems concerning the extent of contractual obligations. They may also assist individuals in determining eligibility for various programs.

Special Requirements: A college degree in business administration, public administration, or a related field. Specialized training in revenue collection is highly desirable.

Social Service Representative

Social service representatives work in a variety of settings, including government agencies, non-profit organizations, and community service agencies. They provide services to individuals and families in need of assistance, such as food, shelter, and medical care.

Special Requirements: A college degree in social work, social services, or a related field. Specialized training in social service provision is highly desirable.
**This Week’s Key Answers**

Final key answers have been released recently by the Civil Service Department for five tests. They are:

**EXAM 0171** Promotion to Inspector (Highways)
Test held May 11, 1971
The following key answers are published for these final tests. Regular tests or appeals may be made only after official notification of test results.


**EXAM 0787** SUPERVISOR in PARK OPERATIONS (Part I)
Test held June 20, 1971
Candidates have until July 23, 1971, to submit their protests in writing, together with the supporting evidence upon which each protest is based.


**SABBATH OBSERVERS**

**EXAM 0172** SUPERVISOR I (Social Work)

**EXAM 0173** SUPERVISOR II (Social Work)

**EXAM 5533** SUPERVISOR II (Child Welfare)
Tests held June 18, 1971
Proposed key answers for these two tests over in certain areas. Therefore, where they are identical, only one set is published now for information to identify each test.


**Host Of Post Offices Have Office Asst. Entry Blanks**

Entry blanks for the new job of office assistant may now be obtained in over a dozen area post offices as well as Federal Information Terminal at 26 Federal Plaza, N.Y.C.

The growing popularity of the title, which has very modest requirements, has led the U.S. Civil Service Commission to stress which postal facilities have application forms available: 

- Brooklyn, New York
- Jamaica
- Hempstead, Long Island
- New Rochelle, N.Y.
- Peekskill, N.Y.
- Riverhead, Long Island
- Staten Island, N.Y.

The filing remains in force.

To learn on the C-3 level, you will be expected to have completed six months of clerical background reflecting responsibility. Individuals who hold a high school diploma or equivalency may likewise apply. Starting salary usually averages $64 a week.

**Bodkin Named**

Governor Rockefeller has sent to the Senate the reappointment of Dr. Hyman R. Bodkin, of Queens Village, as a member of the Board of Visitors to Creedmore State Hospital for a term expiring Dec. 31, 1977. Members serve without salary.

"**ONE OF THE BEST TIMES THAT I'VE HAD AT THE MOVIES THIS YEAR**

**Dustin Hoffman is Dynamic!**

**"**Who is Harry Kellerman and why is he saying those terrible things about me?**

A Cinema Center Films Presentation

**SUMMER OF '42** is the hit of '71

**"A BEAUTIFUL MOVIE"**

-Cue Magazine

**NOW PLAYING at a Showcase Theatre Near You!**

- For a complete list of raffles available online.
- The Terms and Conditions.
Hudson River State Hospital Aides Feted For Longevity, Retirement

(From Leader Correspondent)

POUGHKEEPSIE — Seventeen employees of the Hudson River State Hospital were inducted into the Twenty-Five Year Club at an informal dinner June 22, sponsored, in part, by the Civil Service Employees Assn.

Honored for their years were Liliane Burke, Theresa Caron, John Dowling, Paul W. Farrand, Margaret Fitter, Thomas J. Tinkham, Shirley Lawrence, Louis Lemak, Michael Mycek, Marcel Pearl, Alexander Rooney, Mary Ann Sammarco, Marie Schlimmer, Ruth Soan, Carmela Stasion, Martin Skinner and Truman Taber.

Re-elected to office at the annual meeting of the Twenty-Five Year Club: Leonard W. Peluso, president; Donald Holden, vice-president; Anne Blumber, secretary, and Ann Howe, treasurer.

Said Dr. Herman B. Snow, director of the hospital, "We wish to congratulate you people who have now reached the 25th milestone and are being awarded a special service citation by the New York State Department of Mental Hygiene. Your faithful service and your dedication to the patients of Hudson River State Hospital are commendable. To these fine individuals I extend my personal wishes and those of your fellow employees that they may enjoy good health and happiness."

Awards were presented by Dr. Alexander Warner, higher education, custodian of the American Federation of Teachers, and the auditorium was rented by Thomas Murphy, personnel director. Memorial plates made in the occupational therapy program were presented by Judith Douglas, chief therapist, and corsages were presented by Mrs. Clinton Clotten, chief of nursing services.

Honored upon their retirement during the last year were Winnie Agnew, Karl R. Alderman, Anna M. Amato, Augustine Asher, Katharine Bardoun, Es- selie Borg, George Braverender, Howard Burns, E. Max Bur- d, Albert Burdick, William By- rom, Morris Carapelle, John W. Chattanooga, Virginia Carter, Elaine Colden, Elminore Cole, Laura Connolly, Dorothy Cooper, Max Craig, Annabelle Culler, Max Dahl, Edward Dabkowski, Archi- bald Dene, Joseph Deitzt, Agnes Dorn, Vera Fitzgibbon.


Albion Chapter Still Planning Aug. 6 Banquet

ALBION — Despite lack of a facility, the Civil Service Employees Assn. chapter at the new-defunct Albion Correctional Facility plans its annual Summer banquet for Aug. 6 at 8 p.m., Aug. 6, in the Albion Firemen’s Recreational Building.

They left it without a facility when the correctional unit closed June 9 under the State’s sweeping budget-paring moves.

But die-hard CSEA members have kept the chapter alive and Margareta Anastasia, chapter president, reports that efforts were successfully taken to re- open the facility later this year as the Albion Regional Correctional Facility.

Buffalo Blood Donors Contribute 134 Pins

BUFFALO — Officials of the Buffalo Area chapter of the National Kidney Foundation have reported recently that State workers at the Gen. Donovan Office Bldg. here contributed 134 pins of blood during a one-day drive. Most workers at the Don-ovan Office Bldg. belong to the Buffalo chapter of the Civil Service Employees Assn.

Wassaic Seeks Fair Play

(Continued from Page 3)

The Department of Mental Hy- giene has been regulated by poli- cies dictated by officials in auth- oritarian positions. Those policies have never been questioned nor were they formulated with the advice or consent of the people whose lives they governed. This undemocratic atmosphere is out of line with the spirit of the day and age in which we live. It constitutes an unaccept- able repression of the human spirit.

We do not accept the position of the administrators that they must blindly follow this order to close the employee sick banks. If they were free to exercise their humanitarian instincts they would recognize the deleterious effect this order will have on their relations with the em- ployees and the society as a whole. Moreover, on patient care. They would protest as vigorously as we do when they were free in mind and spirit.

True Progress Needed

The responsibilities of the ad- ministration are no longer filled by merely dictating policy from their remote offices, by exercising the power that has been delegated to them by the Legislature. We expect, and the spirit of this day demands, that (Continued from Page 1)
Some time ago I mentioned that I had received a new Regency scanner-type radio. This is a marvelous instrument, simply because it enables a person to hear radio traffic in all boroughs rather than just one as was the case with the older-type fire radios.

The radio was given to me as a birthday present by my friend, Capt. William Meeler, who knew that I was interested in such things. It is a remarkable piece of equipment, in that it has a built-in microphone and receiver, and can be used as a two-way radio set. The receiver is very sensitive, and is capable of picking up signals from a distance of 50 miles.

The scanner itself is a marvel. It is a small, portable unit, and can be used for listening to a variety of signals, such as those from police, fire, and aircraft. It is also capable of recording messages, and can be used for communication purposes.

In conclusion, I believe that this is a valuable addition to any collection of radio equipment, and I highly recommend it to anyone interested in such things. It is truly a work of art, and a joy to use.
ALBANY—State employees who want to participate in the employee benefits educational and training courses negotiated by the Civil Service Employees Assn. must apply for the courses by July 30, 1971.

CSEA education director B. Norbert Zahn explained that the CSEA-won courses will in most instances be the only educational benefits  available to State employees during the coming year because of State budget cutbacks. "Since CSEA put these benefits into its written contract in 1970 for employees in Professional-Scientific-Technical trades in 1970 for employees in Professional-Scientific-Technical

Nassau Chap. Gains
Overtime Cash Pay
For Probation Aides

MINDEO—The Office of Nassau County Executive Ralph G. Caso has agreed to cash payments for overtime worked by probation officers.

The agreement was made in a conference with Irving Flaumenbaum, president of the Nassau chapter of the Civil Service Employees Assn. They have agreed that our contract provides for overtime pay.

D O E Bargainers
Hold Albany Session

BERNARD J. RYAN, collective bargaining specialist for the Civil Service Employees Assn., has announced that a meeting of CSEA's Division of Employment Negotiating Committee was held July 7 at the Salisbury Restaurant.


Fees Your Leader
To a Non-Member

WILL REVIEW OFFICERS
Manual At Next CSEA
Ed. Comm. Meeting

ALBANY—Several important topics will be discussed at the July 23 meeting of the Civil Service Employees Assn. education committee at CSEA Headquarters here.

The committee chairman Collette Roenkovz said that the members will center on additions and amendments to the CSEA Chap-3 Officers' Manual; the education program to be presented at the Annual Meeting in September; and the printing of a new booklet on grievance handling.

The 3 p.m. meeting in CSEA's Conference Room will be followed by dinner at a location not yet released.

Security Service Unit
Members Being Polled

The Civil Service Employees Assn. has released a questionnaire which will be sent to State employees who are members of the Security Services bargaining unit and which seeks to tap employees' feelings about the union that currently represents them.

Security Unit members may fill out the questionnaire below and mail it to Thomas Linder, CSEA Headquarters, 35 Elk St., Albany, N.Y. 12201. If they do not receive another questionnaire by mail, employees are asked not to sign their names to the poll nor otherwise indicate their identities.

Following is the text of the questionnaire:

1. Do you receive generally good service from the union that represents you?

YES NO

2. Did you vote for the union that now represents you?

YES NO

3. Are you a member of the union that represents you?

YES NO

4. Do you plan to vote for the same union in the next re-election?

YES NO

5. What is the name of the local person who is your union representative?

YES NO

6. Have you ever had a grievance that was processed by this union representative?

YES NO

7. If you have, were you satisfied with the job he/she did during the grievance?

YES NO

8. Are you kept well informed by the leaders of your union on matters that affect you as a State employee and a member of the Security Unit?

YES NO

9. Do you feel your local union is helpful and interested in you and your job problems?

YES NO

10. Did your union representative negotiate any educational or training benefits for you?

YES NO

11. Did you vote FOR the contract negotiated by your union?

YES NO

12. Has your union representative done anything that you believe of to prevent job firings of State employees in the Security Unit or try to get fired employees reinstated?

YES NO

Consultants
(Continued from Page 1)

CIVIL SERVICE LEADER, Tuesday, July 12, 1971

INFORMALITIES

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Members of the team, in addition to Lowry, are: Michael Franzak, Patricia Spicoli, Jr., Ronald Schulte, Harry Mcintosh, Anthony Turka and Anna Moeller.

Union Busting
(Continued from Page 1)

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