Staff representatives of the Civil Service Employees Assn. met with officials of the Erie County chapter to discuss CSEA's plan to reinstate permanent employees, moved a step closer to reality last week when the chairman of the County Public Employment Relations Board, Philip G. Kaye, informed the board that a representation election against an AFSCME local in the near future are from left, Myron Nargi, field representative, director of public relations.

CSEA Aims For Victory
In Erie County Fight
For Blue Collar Aides

BUFFALO—The challenge by the Civil Service Employees Assn. to decertify Local 1000, AFSCME, as the bargaining agent for more than 2,500 Erie County blue-collar employees, moved a step closer to reality last week when the chairman of the County Public Employment Relations Board, Philip G. Kaye, informed the board that a representation election against an AFSCME local in the near future are from left, Myron Nargi, field representative, director of public relations.

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ON Pw Assn., which has passed the baum warned this week.

"Civil servants must be free to do their jobs. There are ugly rumors that some may be taking advantage of the situation to advance themselves."

The union contends that the threat to the merit system and delay and outright failure to provide upgrading is a threat as severe as the threat to the merit system. We must press for the right to negotiate, and then to have the job cut-off title work, without renumeration and delay and outright firings."

In sum, these issues posed a broad peril to public employees.

"CSEA is the only weapon we have, the only organization with the power and the will to make use negotiations, lobbying, pub-

ic relations and political action where necessary to defeat these threats."

"An informed membership is vital so that we are not flustered into a false sense of security."

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The Civil Service Employees Assn. has filed a complaint with the State Department of Audit & Control: effective April, held fringe benefits were economic matters.

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**Grant Duffy**

**Another Term At Pilgrim SH**

*WEST BRENTWOOD — Julia E. Duffy, incumbent president of the Pilgrim chapter, Civil Service Employees Assn., will again head the bargaining unit for nurses and ratepayers.*

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The CSEA represents 31 Salamanca chapter of the Civil Service Employees Assn. The CSEA represents 31 Salamanca chapter of the Civil Service Employees Assn.

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The Productivity Kick

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The TRANSIT BEAT

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Adamaney, One-Sided

Stand Brings Impasse In NYSIS Negotiations

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The TRANSIT BEAT
Troopers Veto Contract; Stage Is Set To Return To CSEA Fold Via Ballot

ALBANY—The 290,000-member Civil Service Employees Assn. announced that it will challenge the Police Benevolent Association for representation rights for some 5,100 troopers, sergeants and members of the Bureau of Criminal Investigation. The announcement was made at a press conference held by the assn. at the State Office Building.

The PBA's representation of this bargaining unit was held open to challenge under the Taylor Law after the troopers, sergeants and BCI members rejected a second time a contract offer from the State. The law provides that the PBA's current status can be challenged by a representation election called if that organization fails to enter into a contract by Aug. 30.

CSEA President Theodore C. Wendl said that "many members of the State Police have indicated to us by their vote in the last balloting that they want to challenge the PBA's representation of the troopers. CSEA has always had strong ties with the State Police and is very desirous of becoming their bargaining agent." The CSEA president revealed that he has appointed John A. Conoby, a collective negotiating specialist, to coordinate the election effort and work with the bargaining unit after the election.

"CSEA is proud of its record," Wendl said, but "we don't live on our laurels. Success in the name of the game we're playing," he added, "but the PBA's current status can be challenged by a representation election available." Wendl said that if CSEA is selected by the State Police, "they will negotiate and ratify their own contract with the agreement of the finest team of labor professionals available."

"Called Underhanded Tactic'


SYRACUSE—Charges of "unfair practices" have been filed by the Civil Service Employees Assn. against the Upstate Medical Center in the dismissal of an employee in the transportation department of the medical institution.

CSEA contends that the employee, Salvatore Maggio, was fired because of his activities as the grievance representative in his department for the CSEA's State University at Syracuse chapter.

Countering the contention of the hospital administration, the CSEA claims that Maggio was dismissed because of "budget cutback." A CSEA spokesman said that unit maintains the Medical Center wanted to "get rid of" the employee.

"Not only is this underhanded tactic obvious from the fact that Maggio's title (chauffeur) was the only one eliminated in the recent layoffs, but we know that members of the administration have threatened that Maggio, as a representative of the CSEA, was not going to tell them how to run their institution," a CSEA spokesman said.

In other towns, a CSEA spokesman said, "the institution was scarred by the presence of a CSEA activist. Maggio was trying to help his fellow employees by defending their rights and trying to improve the quality of the working conditions."

CSEA's Syracuse field representative, Roger Smith, said that the administration of the Upstate Medical Center "is not a hospitable workplace. CSEA will not tolerate such unfair and improper actions."

A formal hearing on the charge is to be held in Syracuse by the Public Employment Relations Board.

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DOT Chapter Triumphs On 2 Grievances

ALBANY—The Region 1, Dept. of Transportation chapter of the CSEA, has announced favorable decisions on two grievances filed by chapter members.

The Grievance Appeals Board awarded Frank Bobbins, a motor equipment repairman, 11 hours of paid overtime for time spent at an authorized training session on the job.

The commission claimed that Bobbins's travel status exempted him from overtime eligibility.

The State Civil Service Commission met in special session, and ruled in favor of Edward Klicko, a highway equipment operator at the Saratoga Residency. Klicko, who had been assured of security, had been dismissed as a result of a charge. The Commission upheld the charge, but ordered Klicko reinstated on the grounds of excessive punishment. He has been reinstated and transferred to the Beneserle County Residency.

DOT CSEA Eyes Erie Election

(Completed from Page 1)

Clark said, "we have represented them in every area, in every area, in every area, and have been able to gain the best possible outcomes for our members."

"And many other benefits."

CSEA negotiating team members were: Barr: Yvonne Mitchell; Gregory Tobin; Andrew Vlcek; Basil Coulter; Boris Kramanovsky; and Elaine Fritsch. John J. Naughton Jr., CSEA will direct the election campaign.

CSEA Eyes Erie Election

Plan for the Erie County, CSEA, chapter, according to CSEA Presidented Richard Z. Schatter, will be to challenge the bargainng special, James Gallagher, chairman of the CSEA, OGS management.

Saying the new contract is, from left to right, John Naughton, Civil Service Employee Assn. collective bargaining special, James Gallagher, CSEA negotiating team, and Douglas Barr, chairman of the CSEA, OGS management.

Signing the new contract are, from left to right, John Naughton, Civil Service Employee Assn. collective bargaining special, James Gallagher, chairman of the CSEA, OGS management.

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CSEA Eyes Erie Election

Erie Election

Planning Strategy

Representatives of the CSEA chapter at the meeting, besides Clark, were George Clark Jr., president of the Erie County Home, and CSEA local, and Ronald L. Jaron, assistant regional attorney, who were present along with the following staff members: Joseph J. Dobin, Jr., director of local government affairs, who will direct the election campaign; Marvin G. Natar, assistant director of public relations; and Robert Milling and Myron Zadora, CSEA field representatives.
Suffolk City. Gulling
Clerk-Typist Entries

Clerical entries are pouring into Suffolk County in view of the announcement that out-of-county applicants will be considered for the $201 bi-weekly title. Clerk-typists need neither experience nor a diploma to qualify.

Typists will first have to pass a written test consisting of reading, vocabulary, arithmetic and office practice questions, conducted on the first and third Monday of each month. A performance test is then in the office, requiring the speed of 40 wpm.

Those hired will have duties of doing routine clerical work, operating office machines and typing various items, including memos and stenograms. Further details can be learned by calling PA 7-4708, ext. 349, the County's Civil Service Dept.

INSTALL AMSTERDAM OFFICERS

Left to right are James J. O'Connor, first vice-president; Alex Czywczek, member, Board of Directors; John J. Marek, president, and Bernadette Willie, secretary. Other new officers of the Amsterdam unit are: Leo Mortimer, second vice-president; Marion Abbott, treasurer, and Josephine G. Moe, Edward McKenna, Edward Krucz and Rose Eato, all members of the Board of Directors.

SICKNESS INSURANCE

Sickness insurance costs money.

Health insurance saves money.

Sickness insurance tends to aggravate health problems.

Health insurance places a priority on preventive health care.

Sickness insurance means frequent hospital admissions.

Health insurance means fewer hospital admissions.

Sickness insurance is indemnity insurance. One never knows what the final medical costs will be. In today's costly, fragmented, complex and confusing search for the best in medical care, this can often mean playing Russian Roulette with medical expenditures.

Health insurance today means truly prepaid group practice health care. Whether it's open heart surgery, a multiphase health testing examination, office visits, pediatric care, costs are prepaid for however long the medical need exists. This kind of health care makes sense.

This is what the Health Insurance Plan of Greater New York is all about.

This is why the public is questioning sickness insurance and looking to health insurance for health protection.

The Health Insurance Plan of Greater New York will be pleased to send a representative to your agency or firm to explain in detail how prepaid group practice health care provides preventive, diagnostic and curative medical services for better health.

HEALTH INSURANCE PLAN OF GREATER NEW YORK

625 Madison Avenue • New York, New York 10022
Beamed At Disadvantaged
Grant To City Being Devoted
To Tutor Fireman Candidates

A Federal grant announced at $125,000 will be used to both tutor potential firemen from disadvantaged areas and to "study the factors which affect achievement on the test," according to Paul O'Brien, special assistant to the fire commissioner.

Purposes behind the grant: to beef up the percentage of minority group and City residents in the Department. A possible by-product would be to learn what type of candidate, with a combination background, will respond successfully to exam tutoring.

Fire Commissioner Robert O. Lowery announced that 500 candidates are being held for 10 weeks of instruction, with a day attendance through Federal funding, in the area of municipal recruitment.

While most classes will be conducted at night, provision for daytime training is being made for those presently employed. Educational centers will number 25, located in the major inner city communities. Candidates must meet an Aug. 18 deadline in applying. Eligibility is confined to Model City neighborhood residents whose family income falls below $7,000.

A third qualification concerns the reading level at the high school attended. Of applicants, it is necessary to be in second or higher, a height of 5'6", or more, good character and good health.

As part of a recruitment campaign launched early this year, the Fire Dept. has been compiling the names of possible participants in the tutorial program. The goal is to increase the number of openings can call a special Fire Dept. community relations number

This year's test for firemen will
come Sept. 18. Further details can be learned at the City Personnel Dept., 58 Thomas St., Manhattan.

L.I. Acts To Attract Engineering Aides

Without residency requirements, Suffolk County has sent out word it wants to hire more engineering aides at $485 bi-weekly, testing takes place daily —Tuesday through Friday.

Subject to no standards of either experience or education, candidates may be tested on such items as vocabulary, math, mechanical information, record keeping, reading and physical science aptitude. A three-hour waiting period will be in effect for persons having failed the exam initially who want a re-test.

Three aides will be engaged in assisting on engineering projects in both field and office settings. Further data may be obtained by calling the County Civil Service Dept. at PA 7-5700, ext. 249.

If you want to know what's happening to you to your chances of promotion to your job to your next raise and similar matters!

FOLLOW THE LEADER REGULARLY!

Here is the newspaper that tells you about what is happening in civil service, what is happening to the job you have and the job you want.

The price is $7.00. That brings you 52 issues a year.

Please enter the name and address of your subscription here:

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SCHOOL DIRECTORY

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FREE HIGH SCHOOL EQUIV.

DIPLOMA - 5 WEEK COURSE - $60

Enroll a High School Equivalency Diploma. Through a special State approved course, complete in 5 weeks, you can earn your Diploma. For instructions call your sister office or write us. Class sessions also available. Be among the more than 100,000 High School Drop-Outs who earn Equivalency Diplomas each year. Approved by N.Y. Dept. of Education. Proven for Vets, FREE BOOKLET, ROBERTS SCHOOL, 24 W. 57 ST., N.Y, (PL 7-0800). No salesman will call.
A Note Of Caution

NEW YORK STATE appears to be doing a good job in hiring back permanent employees who were laid off when the Legislature's budget meat axe started to swing earlier this year.

However, we urge a note of caution to the Rockefeller Administration. We said from the beginning that the first cuts were too hasty and far too deep and that same haste may be occurring again.

In order to bring back Merit System workers, the State is accomplishing this in the main by firing provisional and temporary employees who have no civil service status whatsoever.

This is what we urged in the first place, plus giving prime attention to political and no-show appointments. But there are many cases of State workers where temporary and provisional employees are on that basis because of certain needs and there should be no wholesale firings of these people without first checking as to how badly they are needed and the need there should be no wholesale firings of these provisional employees are on that basis because of certain needs and there should be no wholesale firings of these people without first checking as to how badly they are needed and the need there should be no wholesale firings of these people without first checking as to how badly they are needed and the need.

Approximately six years later, petitioners commenced an Article 78 proceeding with the objective of recouping the difference in pay between their salary and the salary of probation officers in the State Court who were formerly with the Court of General Sessions in New York City.

In affirming the dismissal, the Appellate Division in the case of Amico v. Erie County Legislature, 320 N.Y.S. 2d 134, partly reversed the lower court in deciding that a local law creating the same work within the same county receive equal pay.
MAIL ORDER
At last! A really good MAIL ORDER BUSINESS for you and all the members of your family, too. GIPTIME gives you a tremendous opportunity to make and receive extra income at home, in your spare time. Every item on our MAIL ORDER HOUSE-DIRECT-SHIPPED list comes direct to you from GIPTIME's own warehouse. Every item is carefully priced to make it competitive in the retail market. GIPTIME's easy-to-follow catalog is entirely in drilling color, as is the entire mail-order system. We now have FREE WAREHOUSE CATALOGS, free of charge, that show our catalog mail order business overnight success.
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Help Wanted - M.F.
HOME TYPISTS—Envelopes & other simple work to be filled in at home, not to exceed 30 cents each. Downtown Winsted 4:00 or 4:30. Write Box 475, 11 Warren St., N.Y., N.Y. 10007 & give typewriter model.

Merchandise Offerings - TV'S
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BEDROOM Set, lamps, Queen size mattress & box spring, air conditioned, walk-in wall-to-wall wainscoting. $175.
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LONG-TERM CONTRACT, office equipment business, good location, owner willing to retire. Small profitable office w/ 30 phones. Terms, price, location. Call: 911-1220

EARLY RETIRES
PORTIONS available: Clerks, Vnks, Chairs, etc. Write PENNEK, Bausch & Stieglitz, NEW YORK 22, NEW YORK 22.

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PENNEK, ASSOCIATES
NOTE OF HINT: MISTAKE IN CERTIFICATE OF FORMATION OF LIMITED PARTNERSHIP. Name and address of the PENNEK Associates, as above, is incorrect. Frank D. Stieglitz, 345 Park Avenue, New York.

RIGHTS REVEALED
To make yourself familiar with your legal rights, follow THE LEADER. The weekly feature, "Civil Service Law and You," reviews important legal landmarks in cases affecting public employees.

Have two doors kept you out of a Volkswagen?

Don't answer yet.
The car in the picture is a Volkswagen. And, as you can see, it has four doors.

It's our new 411 4-Door sedan.

Like most 4-door sedans, our 411 gives the people in the back almost as much room as the people in the front.

Unlike most 4-door sedans, there's also room for luggage in the front as well as in back.

Like most 4-door sedans, our 411 has an engine.

Unlike most 4-door sedans, our engine gets about twenty-two miles to a gallon of gasoline.

Like most 4-door sedans, our 411 offers a lot of options. Automatic transmission, radial tires, rear-window defogger, to name a few.

Unlike most 4-door sedans, those options are included in the price of the car, $3199.

Now you can answer if you like:
( ) Yes. ( ) No.
HAVE GAYEL, WILL TRAVEL

administrative assistant Dick Puglisi, of the Law Department, City Attorney's Office, has left to become the new chief administrative assistant in the State office of the Governor. He replaces the recently retired John J. Meehan, who is now a senior staff lawyer with the New York State Bar Association. Puglisi has been with the City Attorney's Office for 18 years, serving as chief administrative assistant since 1975. He started his career in the City Attorney's Office in 1957 and has held various positions within the department, including as assistant to the City Attorney and as chief of the legal research division. Puglisi is a graduate of the State University of New York at Albany and has been involved in numerous legal organizations, including the American Bar Association and the New York State Bar Association. His replacement as chief administrative assistant has not yet been announced. This news is significant for the City Attorney's Office, as it marks a change in the leadership of the department and the retirement of one of its longest-serving employees. Puglisi's departure is expected to have an impact on the day-to-day operations of the office, particularly in the areas of legal research and administrative support. The search for his replacement has already begun, with several internal candidates being considered for the position. It is anticipated that the new chief administrative assistant will bring fresh perspectives and ideas to the department, helping to continue its legacy of excellence in legal representation. The City Attorney's Office is responsible for providing legal advice and representation to the City of New York, including handling a wide range of legal matters such as contracts, labor disputes, and constitutional issues. Puglisi's contributions to the office have been significant, and his leadership will be missed. However, the search for his replacement is ongoing, and the department is confident that it will find a capable leader to carry on the tradition of excellence.
PERB Discloses Assignments For Fact-Finders, Mediators

ALBANY — The New York State Public Employment Relations Board (PERB) has appointed the following fact-finders and mediators to conduct disputes involving the Civil Service Employee Association:

- John C. Tobin, Utica Board of Water Supply and CSEA, Frank Martello, CSEA field representative;
- Benjamin Wolf, Fort Chester Union Free School District No. 4 and CSEA, Ronald Manzella, CSEA field representative;
- Jerry Fohlin, Mayville Central School District and CSEA, Daniel Jinks, CSEA field representative;
- Rev. David Clark Randies, Evelyn S. Brand, Wantagh School District and the Nassau County chapter of CSEA, Patrick Monachino, CSEA.

26 Board of Education and CSEA, George Peak, CSEA field representative;
- Frank Mcgowan, Village of Lynbrook and the Nassau chapter of CSEA, Arthur Grez, CSEA field representative;
- Rodney D. Dennis, Village of Bloomingdale and Central School District and the Bloomingdale Light Village of the Roscoe County chapter of CSEA, Richard Sroka, CSEA field representative;
- Dr. Martin Riser, Little Falls Central School District and the Little Falls unit of CSEA, Frank Martello, CSEA field representative;
- Noel Giaroso, Saranac Central School District No. 1 and CSEA, Patrick Monachino, CSEA, collective negotiating specialist;
- Richard Myers, Middle Island Central School District No. 12, and the Suffolk County chapter of CSEA, William Griffen, CSEA field representative;
- Charles R. Schulze, Villager of North Tarrytown and the Village of North Tarrytown unit of CSEA, Ronald Manzella, CSEA field representative;
- Ernest P. Franke, Iroquois Central School District No. 1, and the Iroquois unit of CSEA, Robert Milline, CSEA field representative;
- Jack Hoeck, Stampin Central School and the Stampin unit of CSEA, Noel Carlson, CSEA collective negotiating specialist;
- William Draper, Presque Isle Union Free School District No. 8 and the Presque Isle unit of the Lafayette chapter of CSEA;
- John R. Adams, Union Free School District No. 1 and CSEA, Patrick Monachino, CSEA collective negotiating specialist;
- Jacob Schenklman, Island Trees Union Free School District No. 1 and CSEA.

John S. Adamski, Roswell Park CSEA chapter president, checks equipment in his job as radiation safety officer for nuclear medicine.

Roswell Park Staffers Bent On Cancer’s Total Demise

(From Leader Correspondent)

BUFFALO — Dr. Gerald P. Murphy laborns in a bio-medical field designed to make itself extinct.

“If we can prevent cancer we’d much rather do that than treat it,” says Dr. Murphy, 36, the energetic, ebullient, quite-busy director of the world’s oldest cancer research center.

The center, Roswell Park Memorial Hospital, employs roughly 2,300 persons in all facets of work. Nearly 1,600 of them belong to the Civil Service Employee Association, and contribute to the Center’s constant fight against one of man’s most mysterious diseases.

Roswell, founded in 1926 by Dr. Roswell Park of the University of Buffalo, is in the cap of New York State, its main financial supporter.

Worldwide, Roswell is one of the largest facilities in the world devoted to the study and treatment of cancer.

Cigarettes: Slow Suicide

But, as Dr. Murphy points out, educating the public about the disease is probably the center’s most important function.

“You can tell people all you want about the hazards of smoking and other hazards in the environment, but you can’t make people stop smoking or stop doing other things that might endanger their health,” explains Dr. Murphy.

One of our most important goals,” he continues, “is to point out more effectively some of the hazards of the environment.

For example, the doctor talks of the center’s “Cigarette Hall of Fame,” a bank of pictures of famous personalities with cigarettes in their hand.

The Eminent Dead

Some of the personalitiés, like Edward H. Murrow and Dick Powell and Nat King Cole, died of lung cancer.

One panel shows R. J. Reynolds, the tobacco magnate, a victim of emphysema. Another pictures baseball hero Mickey Mantle in a 1953 cigarette advertisement and in a 1960 advertisement plugging a stop-smoking product.

It’s exhibits like the “Hall of Fame” that the center uses to get people to tell the public about the hazards that might contribute to cancer.

For it was at Roswell, 10 years ago, that data on the effects of smoking on lungs was first compiled, prompting the U.S. surgeon general to issue the famous report credited with making no-smoking a national campaign.

Besides the edifying—the public-about-cancer role played by Roswell, the institute also does vast research into the disease and treats patients from all over the world, mostly from New York State.

“Come over here and look out this window,” a proud Dr. Murphy comments during an interview. He points out the steel skeleton of construction that will in 1972 be Roswell’s seventh building.

“That is the cancer drug center,” he explains. “the only one of its kind in the world,” he adds. “Then, we can develop in months drugs that used to take us years.

The building also provides a glimpse at the unique fiscal method in which Roswell runs.

The structure was started with a $1.5 million grant from the Federal Government. The State matched the $1.5 million and another $1 million was raised through private interests all over the country.

“We’re still short,” Dr. Murphy says in revealing the building will cost $4.3 million.

National Advances

“Anybody who works in the cancer field today is lucky,” Dr. Murphy relates. “There is a national crusade in cancer,” he says, and the crusade, according to him, pays dividends.

“In the 1950’s we were able to save about 25 percent of the cancer patients, then 39 percent and now about 54 percent— that’s progress.”

He predicted a cure “for some forms of cancer in our lifetimes” and envisages changes in the treatment of other cancer forms.

Roswell, of course, also treats cancer’s victims.

“If we can prevent cancer we’d much rather do that than treat it,” says Dr. Murphy, 36, the energetic, ebullient, quite-busy director of the world’s oldest cancer research center.

Within weeks, the institute was flooded with thousands of inquiries from throughout the nation. Cards and flowers addressed to Sinatra were delivered and many refused to believe Roswell disclaimers that it was Sinatra who died.

The rumor finally died when Sinatra, supposedly in Roswell, appeared in Las Vegas at his farewell to show business.

Adamski Laudatory

John B. Adamski, a radiation scientist at Roswell Park Memorial Hospital, is a brilliant and dedicated professional in the world of medicine, heads the Roswell CSEA chapter. He’s also president of the statewide CSEA conference.

“We have members in all kinds of jobs here,” says Adamski about his membership of 1,600. “work in housekeeping, the laundry, in office staffs and in medical treatment. Many are technicians and many are also doctors.

“That’s the great thing about Roswell,” Dr. Murphy points out. “The people here in all job levels can boast accomplishments each day—they’re constantly doing something to help mankind.”

For Fact-Finders, Mediators

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John S. Adamski, Roswell Park CSEA chapter president, checks equipment in his job as radiation safety officer for nuclear medicine.
There is a little nun in a cloistered convent overlooking the Hudson around Sleepy Hollow, N. Y., who inscribes and illustrates lettering beautifully—much as did the religious many centuries ago. Jeremiah of the Veteran Fireman’s Assn.,...
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.
Lack Of Exp. Requirement Entices Many "To Explore Border Patrol Positions"

The news that the Federal Government post of border patrol agent has no specific experience requirements is viewed as holding widespread appeal to males between 20 and 28 who are on a law enforcement career.

The U.S. Naturalization & Immigration Service primarily has set physical and character standards for this position. As the revised salary, $5,652 is in place, plus the frequent opportunity to earn overtime wages. A poignancy of fringe benefits are likewise provided.

In view of the uneven border territory, appointees will often be asked to survey these areas by auto. Hence, a driving permit will be provided extensive training for Civil Service Employment.

The Federal Government will offer a host of tabulating machines in a data processing units, plus performing related duties. To get further details, please write T-4700, ex. 240, and ask for the County Civil Service Dept.

Potsdam, Poughkeepsie, River Oak, Peekskill, Plattsburgh, Olean, Oneonta, Oswego, Patch-era Falls, Norwich, Ogdensburg, Olean, Oneonta, Oswego, Patch, Potsdam, Poughkeepsie, Riverhead, Rochester, Saranac Lake, Schenectady, Staten Island, Schenectady, Stillwater, Sullivan, Utica, Watertown and Yorktown.

In acquiring an application, visit or write the Federal Job Information Center in Manhattan. It is located at 56 Federal Plaza, at the corner of Lafayette and Duane St.

Data Operator Trainees in Demand: Suffolk

Making an attempt to attract residents metropolitan, Suffolk County has been emphasizing the theme that candidates for EDP traineeship do not have to live in Suffolk itself. Because of the wide de-

mand for persons to fill these jobs, experience and training requirements have also been eliminated.

Currently, the rate of pay comes to $10,470 biweekly. It was noted. A series of fringe benefits — including dinner and sick time — accompanies wages. Interest-

ed persons must first undergo a written test, however. Given every weekday except Monday, the exam will encompass abstract reasoning, reading comprehension, verbal analogs and vocabulary.

Job duties concentrate on operating a host of tabulating machines in a data processing units, plus performing related duties. To get further details, please write T-4700, ex. 240, and ask for the County Civil Service Dept.

Steno Positions

Stenographers in the employ of Suffolk County start off at a bi-weekly $210, disclosing the County in noting that written tests are set each month on the first and third Mondays.

Included in duties: transcription, dictation, answering the phone, directing callers, taking care of files and "keeping things running smoothly in the office." More information is available by calling the county at FA 1-4700, ext. 240.

Must be a qualified typist and stenographer.

Further information and application forms may be obtained from John Crowley, U. S. Naval Station, 1201, 2nd Ave., Brooklyn. The telephone number is 423-4500, ext. 588.

List Five Alternate Fields OK To Quality As Custodian; Half-Year Exper. Required

Having a job history of six months as a carpenter, electrician, plumber, mechanic or steam fitter will satisfy the present requirements for custodian, says Nassau County, your prospective employer.

Also, persons who have done custodial work for a year or longer may apply. In this in-
nstance, eligibility will take in residents of nearby counties—namely Suffolk, Queens and Kings—provided they have lived there at least one year. Nassau residents, of course, are eligible.

The Commission notes, however, that "preference in ap-
pointment may be given to successful candidates who have been legal residents of Nassau County for the period mentioned above or specific school districts in Nassau County." While starting pay differs among districts, $5,000 was cited as the typical wage offered.

Written Test Content

An open-continuous title, custo-
dian, will provide for written exams throughout the year. Knowledge of equipment used in maintaining school buildings and the time and place of exams will be the two primary test sub-
jects.

Applications may be obtained in person. Also, 100 may receive a mail entry by enclosing a legal sized stamped, self-addressed envelope. Write to: County Civil Service Commission, 140 Old Country Rd., Mineola, L.I. 11501.
Children's Counselor List

[Continued from Previous Editions]


[Continued from Next Edition]
Mental Hygiene Assn.
Hears The Candidates
Give The Reasons Why

ORISCANY—Candidates for Statewide office in the Civil Service Employees Assn.

had the opportunity to express their views to representatives of Mental Hygiene Dept.

employees during the annual Summer meeting of the Mental Hygiene Employees Assn.

which met at the Trinkaus Manor Hotel here recently.

In order of their appearance, here are their remarks:

F. JOHN GALLAGHER, incumbent treasurer, seeking re-election. Pointing to his record of service in the post, he asked for a vote of confidence by returning him to office for another term.

DOROTHY MAC TAVISH, incumbent secretary, seeking re-election. Noted that she resides in Albany and is a former employee of the Employee Association. She visits of- ten to take care of CSEA business. She noted that her qualifications as secretary in the Court of Claims makes her familiar with and prepared to cope with secretarial problems of the CSEA.

EDNA PERCOCO, MHEA delegate, seeking election as secretary. Noted that her 22 years of State service in the secretarial capacity and her role as chap- ter and Metropolitan Conference secretary gives her the necessary background for the position. She added that her full qualifications would appear in her brochures and in The Leader. She stressed that the position was more than "a note-taker" but a member of the CSEA Board of Directors, where she would work in behalf of his fellow employees. He pledged to continue his past record of accomplishments.

RICHARD TARMY, incumbent fourth vice-president seeking re-election as third vice-president. Pointed out that he was proud of his part in CSEA's record of accomplishment in the past and pledged to work unceasingly for greater glory in the future.

SOLOMON BENDET, incumbent second vice-president seeking re-election. Struck out at recent Taylor Law revisions which would deprive management and confidential employee, among others, from CSEA representation. Pointed out that in Rock- land County, same move is now beginning on local government level. "They are out to wipe us out, but before anyone gets me put 1 row a fight up to the U.S. Supreme Court." He reiterated his goals for the coming year: an operable computer sys- tem for CSEA, stronger lines of communication within CSEA, stronger lines of authority, and insistence on a pension sys- tem tied to the current salary of the salary from which the employee retired.

A. VICTOR COSTA, candidate for second vice-president. Costa also decried the banning of management and confidential members from CSEA membership. He vowed to resign his management position and take a lesser job title in order to remain active in CSEA. He praised MHEA as a strong adjunct to CSEA. He pointed out that his platform consists of the maintenance of seniority rights; keeping the membership informed at all stages of negotiations; de-centralization of CSEA; the distance of union challenges; a new division for school district employees and increased staff.

(Continued on Page 16)
BINGHAMTON — The Binghamton Social Service Unit of the Civil Services Employees Assn. has notified the City of Binghamton that it has filed unfair labor practice charges against the City after failing to come to terms on a 1971 work contract.

The unit has been negotiating unsuccessfully with the City for a new work agreement for nearly 11 months. City SSU president George Tomasi said the decision to file the charges was made after a thorough discussion regarding the situation by the unit's executive board. The unit recently rejected the City's third substantive offer after City negotiators demanded that SSU employees work until 5 p.m. throughout the year.

A disclaimer from work at 4 p.m. has been a long-standing tradition in most non-essential City departments, during Summer months, having been inaugurated long before the advent of modern air-conditioning systems. City management incorporated the tradition into its formal contract several years ago.

In rejecting the City's offer, Tomasi said unit representatives felt the demand was arbitrary, dictatorial and unreasonable as far as the unit had been previously negotiated during 1971 bargaining sessions and was not an issue before mediation and fact-finding.

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LEGAL 2-FAMILY & 6
4 yr old apt & 2 bath in each apt
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LANDIS $45,990
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JOBS

FLORIDA JOB 575 Federal, State, County, City, Florida Civil Service Bulletin. Subscription $1 year - 8 Issues. P.O. Box 344 L, N. Miami, Fla. 33161.

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Back CSEA Actions

Spirited Debates On Layoffs, Taylor Law
Dominate MHEA Meet

OBSERVATION—The problems created by the State's austerity budget that affect both Mental Hygiene Department patients and employees were discussed here at the annual summer meeting of the Mental Hygiene Employees Assn.

Meeting here at the Tronkaus Manor Hotel, delegates from the State's Mental Hygiene facilities heard official of both MIFA and the Civil Service Employees Assn. condemn patient transfers, lay-offs of both MHEA and the Civil Service Employees Assn. Members protested that patient transfers and lay-offs of both MHEA and the Civil Service Employees Assn. were discussed here at the annual summer meeting of the Mental Hygiene Employees Assn.

Members of the unit to convince them that their interests will be offered services without the same degree of detail as do show jobs, non-essential jobs, consultants and contracting for services from outside sources when the contract work could be completed at less cost to the State by permanent, competitive contract workers.

Samuel Cipolla of Craig State School in Syracuse, a MESA consultant, urged that MHEA. In cooperation with CSEA, direct its efforts towards insuring that the letter and spirit of the Civil Service Law regarding layoffs be followed strictly.

"The law provides for layoffs in the inverse order of hiring," Cipolla noted, "and the State has not been following its own rules. This must be made a grievance and the matter further stipulated in our next negotiation session.

The MHEA delegates also accused the State of participating in "divide and conquer" tactics against CSEA, whom they accused of clerical barriers in the MHEA's restructuring committee, the MHEA's restructuring committee is a new and powerful Mental Hygiene Department.

Recent Taylor Law modifications have removed the matter of pensions from the bargaining table and delegates felt that unless some immediate action is taken, members would be in danger of losing their benefits.

Benedict Disagrees

Solomon Benedict, second vice-president of CSEA, one of the banquet guests, got involved in a debate with CSEA's president that he had been in contact with counsel who assured him that expanded pension benefits were permanent in nature.

"If Mr. Palomo is correct," Benedict said, "then we must act in haste to protect our rights. A return to the 1965 formula could result in members losing as much as 40 percent of their final pension computation." (A later check on the facts proved Benedict correct on the permanency of the retirement measure.)

Guests at the dinner introduced by Irene Hills, MHEA president, and Frank Castello, toastmaster, included the candidates for Statewide CSEA office, (see separate story); CSEA 22, AFSCME as soon as possible.

Miss Eufemio's Motion

Miss Eufemio of Oakwood State Hospital, an honorary vice-president of MHEA, received unanimous support for her resolution which called upon the CSEA's restructuring committee to follow the procedures for taking over the MHEA's restructuring committee and a candidate for Mental Hygiene representative on the Board of Directors, and Charles Ecker, president of the Central Conference; State Senator James H. Donovan (Rep., 44 S.D.); Robert Guild, collective bargaining specialist for CSEA; and Joe Dwyer, Jr., city editor of The Civil Service Leader.

Other officers of MHEA attending the session included: Richard Snyder of Wassaic State School, first vice-president; Theodore Brooks, of Orange County State School, second vice-president; Pauline Fitchpatrick, of Newark State School, third vice-president; Donald Star, acting chairman of Rockland State Hospital, honorary vice-president; and Dorris Blust Pierpont of Marcy State Hospital, delegate to the CSEA convention.

The next meeting of MHEA will be at the Waldorf Astoria Hotel in New York City on Aug. 3, 1971, at 12:30 p.m.

DIONG FLAUMENBAUM, incumbent first vice-president and candidate for the presidency, opening by pointing to his record as a representative of the membership, said in his remarks that job security and seniority could result in members losing their benefits. He noted that many of the MHEA officers and delegates are active, also, in the CSEA, and urged, "Working together we can overcome all crises. We have outstanding leaders in both organizations and we want to continue working together to gain our final objectives."

WCB Team Scheduling Pre-Negotiations Meet

ALBANY—The Civil Service Employees Assn. Woman's Auxiliary Department, at the Ambassador Restaurant, 27 Elk St., Albany. The full day's meeting of the committee included Rosalie Jones, Frederick Liddle, Donald M. Juraski, Martha Owen, Robert V. Smith, Francis Kirby, Donald Holland, Grace Hickey and Camille Bernhard. CSEA collective bargaining specialists John A. Conducto will assist the team in negotiations.

Meanwhile, Robert Dwyer, Jr., city editor of The Civil Service Leader, said: "It is the duty of the elected representatives to the Civil Service Employees Assn. executive board to see that the interests of the membership have been at the forefront in negotiations." He noted that the interests of the membership have been at the forefront in negotiations. He noted that the interests of the membership have been at the forefront in negotiations.

Roswell Executive Comm. Installed

BUFFALO — Newly elected representatives to the Civil Service Employees Assn. executive board have been installed by the CSEA Roswell Park Memorial Institute. The board met.

Mrs. Sophie Doerl: Mrs. Mary Russell; Mrs. Ann Norrick; Mrs. Margaret McVeigh; Mrs. Carol Stetley, and Mrs. Elizabeth Walla. Charles Himmelhoch, Charles Sailer, Robert Relfey and Norwell McConnaughey attended the meeting.