CSEA HITS THE ROAD — Kirby Hannan, manager of the Civil Service Employees Assn.'s new mobile office, stops for brief talk with Thruway toll personnel as the mobile office set out last week for an extended tour of Thruway outposts in connection with CSEA's campaign for re-election as bargaining agent for the maintenance, toll and clerical bargaining unit of Thruway employees.

The office—a 27-foot long, 7½-foot wide camper-type vehicle—is scheduled to visit Thruway employee work locations in Buffalo and Syracuse this week. CSEA field representatives will travel with the mobile office crew and will meet Thruway employees at meetings and rallies along the route.

"Our mobile office is stocked, staffed and ready to bring to our members the personal assistance, advice and materials necessary to carry out CSEA's role as the number one public employee representative in New York State," Wenzl said.

The office, manned by manager Kirby Hannan and assistant manager John Tita, will provide private meeting and consultation space and work space for CSEA field staff and members.

On The Spot Action
"When the mobile office arrives at a work location," Wenzl said, "employees there will be able to meet with their CSEA field representative to discuss their problems in this confidential and private atmosphere, and gain information on how to file grievances, how to obtain reallocation and reclassification appeals, and on their rights and privileges as public employees.

The unique aspect of the office is that it will afford CSEA members a private location to talk with CSEA staff and to get assistance with problems.

"Thruway employees in the maintenance, toll and clerical unit are already familiar with CSEA and its accomplishments for them," Wenzl said. "Our pre-siding-settling contract for Thruway workers is the best in the State, and our representation of members in grievances and other problems has been excellent in all respects. I am very confident that CSEA will be re-elected in this unit.

"However," he continued, "CSEA is not campaigning only on its past record. An employee organization must constantly work to better the terms and conditions of employment of its members, or it is of no value to them. One of the assets of CSEA's new mobile office is that it gives our staff members and the people, a place to talk, so that they can discuss the people's problems and the challenges that face Thruway employees today, and CSEA can act to better conditions.

Patient Transfer Blocked
Parents and CSEA Members Keeping Gouverneur Open

The slogan, "Power to the People," was recently driven home at Government Hospital in Lower Manhattan when a spontaneous coalition of parents and members of the Civil Service Employees Assn. joined ranks to outflank the State's decision to close the doors.

Gouverneur is a 13-year-old brick structure just north of the Pulaski Fish Market, founded on the East River. It contains 193 mentally retarded youths who mainly cannot fend for themselves, being unable to eat, wash or dress for the most part. Helping them to overcome their handicaps are 105 patient-care staff, all members of the Civil Service Employees Assn., which has a 160 percent enrollment of the employee roster at the hospital under chapter president Ernest Randell.

By way of explanation, many of the Governeur patients, aged 10 to 25, are solitary, severely brain-damaged cases, who had previously been at Willowbrook State School. Gouverneur is a smaller, more easily located, located on Staten Island. The Willowbrook school is considered the second-most overcrowded in the State.

Thus, when Gouverneur, a former NYC hospital, became available, the State took it over and transferred nearly 200 patients to this new home, where the youngsters could receive more personalized attention and rehabilitation. On their own initiative, departmental staff have succeeded in getting one patient to walk alone, three to walk with aid, and eight to eat alone, gourmet.

The cruel blow came April 30 when the Department of Mental Hygiene issued a memo stating

Strike Averted In Hamburg DOT

HAMBOURG—A work stoppage scheduled for last Friday by State Department of Transportation workers in the Hamburg DOT chapter of the Civil Service Employees Assn. was narrowly averted when the parents, Mrs. Wally Zee Goodwin, and employees agreed to CSEA's demands on overtime and a day off next week.

The strike action was voted by the chapter's executive committee, headed by chapter president Edward McGreevey, after a local supervisor fired Nicholas Katrein, a highway equipment operator when he refused to carry out a bridge cleaning assignment because of reportedly unsafe working conditions.

A few hours before the plant walk-out, the Department endorsed that Katrein had been unjustly terminated and agreed to restore his job and provide adequate safety measures.

At the same time, the chapter announced it will initiate a third-stage grievance to regain the 1½ day's pay lost by Katrein while off the job to protest his out-of-town work assignment, and to correct the hazardous working conditions involved.

Official approval for the strike, as required under CSEA's State constitution, has been voted by the union's Board of Directors on Thursday, on a motion introduced by Richard Rheary, DOT representative.
Union Town Unit Gets Specialist for Negotiating

ENDICOTT — A milestone has been achieved by the Town of Union of the Civil Service Employees Assn. this week, according to Frank H. Loecher, president of the TU-CSEA unit.

"After two years of paymen negotiation, our unit has received notification for a CU-CSEA collective bargaining specialist to represent the full range of employees in our contractual sessions," Warwick said.

Buck, of the CU-CSEA collective bargaining specialists, will initiate contractual contacts prior to Aug. 1, 1971.

Serving as liaison representatives on the TU-CSEA negotiations team are Sam B. Wilson, past-president of the TUCSEA unit and George Machul, vice-president; Mrs. Jeanne Perks; and Peter Cojun, and Warwick.

"Our Town's employees provide the decade behind the times according to an analysis review by a governmental procedure based on an analysis review by a governmental procedure based on population size and population density."

Superintendent Robert Krop and the Town Board are required to appoint a team of lawyers to a mediation session for initiating the bargaining sessions, as locally mandated by the existing contract.

For Career Aides
Seek Specialist Personnel Jobs

Headquarters for the Eastern Area, Military Traffic, and the Federal Security Service, has vacancies for position classification specialists, GS-9 or 11, and personnel specialists. Those titles are for applicants for federal employment.

Applicants for both positions must have completed college course leading to a bachelor's degree in systems, methods, or equivalency, and be able to pass the written test, and the medical test, candidates will receive $23,000.

For position classification specialists, the written test, the medical test, and the medical test, candidates will receive $23,000.

For personnel specialists, the written test, the medical test, and the medical test, candidates will receive $23,000.

The final gong for fireman applications is fast approaching. Arrival is slated for Aug. 18, states the City Personnel Dept. A considerable number of openings have been predicted.

This particular job is expected to be the largest sectoral area and a power recruitment. The reason: it remains one of the few now open in the recruitment phase.

Two titles have recently joined the pool—steno- and a power recruitment. The reason: it remains one of the few now open in the recruitment phase.

One opportunity will be given for re-examination if a written request is submitted.

Full details on medical and other standards appear on the Department of Personnel job bulletin, available at 55 Thomas St., Manhattan, weekdays between 9 a.m. and 5 p.m. for the Department of Personnel.

Openings for the City Personnel Dept. are available for applicants for federal employment.

Suffolk County, N.Y., is home to the New York City metropolitan area. Attempts are made to fill vacancies in the New York City metropolitan area. Attempts are made to fill vacancies in the New York City metropolitan area. Attempts are made to fill vacancies in the New York City metropolitan area.

Pay Rate Picture

The written test, the medical test, and the medical test, candidates will receive $23,000.

Pay Rate Picture

Candidates must have three years of experience for the GS-11 position and two years for the GS-9 positions.

Applications for both positions will be accepted at the headquarters of the Unit, 259 State St., Albany, N.Y. Applications will be accepted only from persons having career or civil service experience in governmental service.

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CSEA Members Fight To Keep Hospital Open

(Continued from Page 1)

man approached him and posed some pressing questions. He added about the problem at Willowbrook, and was told it wasn't as crowded as ten years ago.

But further inquiry, he did admit that the school was still understaffed, and that parents and community were going for answers. Grunberg stated that he had no other choice but to send the parents to the hospital to speak with him there, according to Mrs. Goodman.

She refused to accept either. Instead, she wanted to talk to the staff and employees and community were mobilized to the point of bringing in the hospital. Meanwhile, on July 8, some patients were to be transferred to Wil- lowbrook. But parents and em- ployers and community liaison role were two potential candidates. The administration backed off the plan.

For this, noted Mrs. Alexander. It was a public employee union to operate from the Corrections. Civil Service Employees Assoc. (CSEA) is engaged in a dis- pute between its Broome County office for the work rules incorporated into the CSEA contract and should have been subject to negotiations.

The severity of the storm forced Broome County's EE office into the storm, affecting the employees. The contract called for a six percent pay raise and various other benefits. But the workers for using militancy policy forestalled any complaints which might have otherwise been filed.

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Richard Corcoran

Richard Corcoran, 59, who was president of the Auburn Correc- tional Facility chapter of the Civil Service Employees Assoc. for many years, died July 29 in Auburn.

In addition to his post as a chapter president for more than 10 years, Mr. Corcoran served as chief negotiator for his CSEA professional bargaining team.
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.

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An equal opportunity employer
Opportunities Across The Hudson

Jersey Shines Spotlight On Jobs

In Counseling, Crafts And Trades

This week, The Leader continues its list of open-continuous positions currently existing in New Jersey State Government.

Fourteen titles are encompassed, all with the right of eligibility only to residents of the Garden State; however, several are open to non-New Jersey residents and other out-of-state citizens.

In any event, applicant information can be gotten by writing: Department of Civil Service Announcement Bulletin, State House, Trenton, N.J. 08625.

Next week’s listing of the “Jersey Job Opportunities” series will cover four new categories: education and training, electronic data processing, housing, and investigating.

Here are the details on the ten titles being featured this week:

- **Title S-201C**
  **Asst. Sec./Board Of Psych. Exam.**
  This counseling/guidance position lists a pay scale of $9,402-14,175. New candidates are desired only to residents of the former New Jersey.
  Requirements are: A PhD degree in psychology and completion of a one-year internship in clinical or counseling psychology. A completed transcript must be submitted with application.
  Two years practice as a professional counselor is required.

- **Title S-419B**
  **Asst. Super./Res. Group Center**
  Emphasizing graduate study, this position has openings for both Jersey and non-Jersey residents. Code 2 applies here, calling on entrants to take the written and oral exam. When both are conducted, a 6/4 relative weight ratio will prevail. Those persons hired must expect $10,987-14,151 in pay.
  Definition: Assists the Secretary, Board of Psychological Examiners, Division of Professional Boards, Department of Law and Public Safety, by determining when cases are ready for Board review, preparing cases for the Deputy Attorney General when Board decisions have been challenged, and by supervising clerical programs and staff.
  Requirements are: A PhD degree in psychology and completion of a one-year internship in clinical or counseling psychology. A completed transcript must be submitted with application.
  Two years practice as a professional counselor is required.

- **Title S-521**
  **Community Prog. Analyg. I**
  Involving the Jersey residency rule, the analyst’s job presently has the starting pay of $8,154, climbing incrementally to $10,560. Applicants will face the Code 2 scoring formula: a possible written/oral combination, in which the former will weigh 60 percent and the latter 40 percent.
  Definition: Provides assistance to local community action agencies concerned with anti-poverty programs. Requirements are: Two years of experience in providing assistance and guidance to socially oriented programs, such as community action agencies, dealing with the problems of the economically deprived.
  Note: Proof of license(s) must be submitted prior to appointment.

- **Title S-108C**
  **Head Cottage Training Super**
  Among Jersey-only resident jobs in social work is this post paying $7,737-10,869. Limited classification obtains, which will permit and, Code 2 will be employed to score candidates (explained previously). Specific related experience, however, will be required of applicants.
  Definition: Supervises cottage personnel engaged in non-professional programs designed to maintain the health and well-being of residents.
  Requirements are: High school graduation or an equivalency certificate. Two years experience in a supervisory capacity in the care of children or adults in an institution or general hospital.
  Note: This title has been announced in a previous job opportunities bulletin, but N.J. has not obtained enough applicants to fill this position.

- **Title S-421**
  **Program Develop. Specialist II**
  A baccalaureate is requisite for this $9,976 title, which offers a top salary of $13,833. Candidates can anticipate use of Code 2 in grading, with its written and/or oral exam format. Professional experience, as enumerated below, is also sought of those who apply, as well as legal N.J. residence.

**Definition:** Prepares clear, sound, accurate and informative reports.

**Requirements:** Bachelor’s degree. (Submit with application.)

Two years of professional experience in the development of programs designed to help solve the social-economic and training needs of State and/or local communities or agencies; one year of this experience shall have included responsibility for research, negotiation, and the writing of proposals for such programs funded by public or private sources.
A Master’s degree may be substituted for the one year of basic experience.

(Continued on Page 7)
PERSONAL SERVICE CONTRACTS

THERE HAS BEEN much recent attention paid to personal contracts of government. This attention has focused upon the substantial amount of tax dollars spent on these contracts and the manner in which the contracts are let. Thus, much has been said concerning public hearings, competitive or non-competitive contracts, and the necessity of the contracts. One aspect of personal service contracts, however, has been ignored. This aspect is the civil service protection afforded public employees and the effect of such personal service contracts upon them.

GOVERNMENT IS mandated by the Constitution and other laws to provide certain services to its people. Other services are permitted to be furnished by government. There are numerous limitations on such services that may not provide these services. One limitation is provided in the New York State Constitution. This limitation is that "appointments and promotions in the civil service of the state under the provisions of the Taylor Law, shall be made according to merit and fitness." Article 5, Section 6.

Any personal service contract by government cannot violate this constitutional provision.

The Courts have considered seven factors in determining whether or not a governmental personal service contract is valid. These seven factors are as follows:

1. IS THE CONTRACT in fact a personal service contract? The Courts have held that independent commercial photographers were to be used for legal photography, the court held that this was not in fact a personal service contract, but rather the sale of "merchandise." Drummond v. Kern, 212 N.Y. 86.

2. IS THE PERSON who is performing the service an independent contractor or does there exist an employer-employee relationship with the contracting governmental entity? The Courts have determined that personal service contracts are subject to the Taylor Law.

3. DOES THE GOVERNMENT have the ability to provide such services through existing civil service procedures? A contract for medical and surgical care was held to be unconstitutional where it was shown that the government had the ability to provide such services through existing civil service procedures. Turel v. Deleary, 236 N.Y. 71.

4. DOES THE PAST practice of the government exhibit a traditional use of personal service contracts of this kind? Thus, the courts have upheld architectural and engineering contracts on capital objects. Hardecker v. Board of Education of City of New York, 292 N.Y. 584; Civil Service Technical Guild v. LaGuardia, 292 N.Y. 586.

5. DOES THIS personal service contract permit the government to "enter into a normal modern business practice" with substantial economic savings to the government Corwin v. Farrell, 305 N.Y. 61, 65.

6. DOES THE PERSONAL service contract involve the displacement of current employees of the government? Only in unusual circumstances is such displacement permitted. Corwin v. Farrell, Supra

7. DOES THE CONDUCT of the government disclose that it is being employed as a scheme to oust civil service employees? The Courts have made room for others? Corwin v. Farrell, Supra at 68.

THE HIGH WATER mark for limitation was in the Turel case, which stated that no personal service contract could be upheld if it had the ability to supply such services with its own employees. The low water mark was the 4 to 3 decision in the Corwin case which permitted the displacement of current employees upon the showing of substantial economic savings, displacement was caused by substantial economic savings and by pressure from both the Federal and State government to have such savings instituted before any funds from them would be used. In other words, this decision said that the necessity of the situation to the governmental body. It can reasonably be expected that with the fiscal belt-tightening going on in this state, that employees and taxpayers will bring to the courts cases involving the protection of personal service contracts. The Courts will then have to determine what water mark shall be used after the 20-year absence of any major litigation on this subject. In addition, the impact of the Taylor Law has not yet been considered by the Courts.

Social Security Questions & Answers

Q. My mother is unable to manage her social security payments. What should I do?
A. Notify your social security office of your mother's condition. If, based on a medical report from her doctor or legal findings, she is unable to take care of her benefits, someone will be appointed to receive and manage them for her. This person should be someone close to your mother or whom your mother is living or who is genuinely interested in your mother's welfare. The person must agree to use the money for your mother's needs and to make an accounting of the money received and spent. Ask your social security office for additional information.

Q. My father died on the last day of the month. Why must his retirement check for that month be returned?
A. The check must be returned because social security benefits end with the month of death. Although your father lived until the last day of the month, he must return the check for that month.

Q. How much will I get if I retire?
A. That depends on your earnings. The amount of your social security benefit will be changed at the time you retire on the basis of your average earnings over a period of years. But your benefits will continue as long as you are disabled or until you are 65. At 65, your disability benefit will be changed to retirement benefits. The amount of your payments will not change, however.

TUESDAY, AUGUST 3, 1971

The Taylor Law

APPLICATIONS and interpretations of the Taylor Law continue to confound, as two recent incidents demonstrate.

On the one hand, there is the Jones Beach life guard story. After months of striking, the guards accepted an original pay proposal they had originally rejected and, at the same time, were told they would not be penalized under the Taylor Law although in every sense of the word they are public employees—even if for only a few months out of the year.

On the other hand, there is the New York City police story. Despite showing up for work—fully uniformed—during a job action, the rank-and-file policeman is being told he is no longer to be docked six days pay under the terms of the Taylor Law.

Why the difference?

Well, the courts ruled—ha!—that the Jones Beach guards appealed to be wrongly represented. That is probably true—since they lost half a Summer's work and made no gain on their basic salary. But does that mean that thousands of policemen are to be penalized because they were properly represented?

You figure it out. The whole thing escapes us.

Q. My husband and I have been receiving a single monthly check with both our names on it. He died before endorsing the check. What must I do with the check?
A. You can return the check to be re-issued in your name. If you have an immediate need for the money, visit your social security office, and they will stamp the check so you can cash it without your husband's signature.

Q. My father wants to retire at 65. Will he be able to get social security?
A. Yes, but his monthly checks would be 20 percent less than the amount he would collect if he retired at 65.

Q. I have contributed to social security for 45 years. How much will I get if I retire?
A. That depends on your earnings. The amount of your social security benefit will be changed at the time you retire on the basis of your average earnings over a period of years.
Title S-157C

Senior Occupational Therapist

Both New Jersey and non-Jersey residents are welcome to try for this position. To apply, write to: Code 2 for scoring purposes (written and/or oral) and for consideration of high school training in occupational therapy to participate in the workshop on the occupational therapy course is an additional qualification. The major commitments are located at Trenton Psychiatric Hospital and An- tora Psychiatric Hospital.

Title S-422

Training Services Laborer & Industry

These traineeships are offered to N.J. residents only to meet the requirements of Code 2 as to be employed. The major commitments of the laborer and industry training facilities are located at Trenton Psychiatric Hospital and An- tora Psychiatric Hospital.

Title S-423

Barber

Barber applicants will be subject to both residence and scoring Code 1 requirements. It was disclosed. The code designation suggests that a written and/or oral and/or performance test will be given and administered. A 21/4 weight ratio will be taken. As to salary, the State College, including or supplementing recent work experience, also, an applicable therapy course is an additional qualification. Definition: Provides training in occupational therapy to participants. Note: Proof of license(s) must be submitted prior to appointment. There is an eligible list in existence for future positions in areas other than the one listed. The location of the current positions is: Trenton Psychiatric Hospital.

Title S-424A

Chief Operat. Engineer II

Title S-429

Construction Repairman II

Title S-426B

Electrical Mechanic I

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CALL COLLECT [518] 623-9220 or send in the coupon today for free color brochure and more information.

DIRECTIONS: From the northway at Albany, take Exit 29 in Saratoga. Go west on Route 28 toward Lake George. Left at exit 30 and follow signs to property.
Southern Conference: Latest Stop On Campaign Trail

ORANGEBURG — The latest station along the campaign trail for candidates seeking office in the Civil Service Employees Assn. was a meeting of the Southern Conference, held in the sylvan setting of the Rockland Children's Psychiatric Hospital. Almost all of the candidates turned out, several of them taking full advantage of the meeting's late start, by passing out literature in the lobby.

Several of the candidates and followers gathered around the CSEA bulletin board to scan the array of political posters. “He’s here, too,” commented an unidentified member, expressing pleasure that his man was visually represented.

A few minutes later, Conference president Nicholas Puzziferri gavotted the group to order and, after the roll call and finance report were disposed of, the focal point became the candidates themselves.

The stage shone with bright lights, but the absence of a dais gave an informal air to the speeches. Equipped with a television-style hand microphone, the contestants mounted the platform in rotation of their offices, and outlined what they stood for. Some proposed, others disposed. Some pointed to their backgrounds, others gazed into the future. Style and delivery varied greatly.

While the parade of candidates took the inverse order (Continued on Page 9)

Stress on revitalized political action was the theme propounded by Fred Huber, seeking the Association’s first vice-presidency.

A verbal assault on inefficient dues refunds was launched by Louis Sunderhaft. He is challenging the incumbent treasurer.

Politics, what else? That’s the topic of the day for, left to right: treasurer Jack Gallagher; candidate for third vice-president Richard Tarmey; candidate for fourth vice-president George DeLong; candidate for first vice-president Thomas McDonough, and Samuel Borelly, member of the restructuring committee.
CSEA Officer Candidates

Albany—The headline which appeared in the July 27 issue of The Leader, "CSEA Gets State Agreement on Work Rights for Troopers After Months of Negotiations" actually referred to an agreement reached by the State Police Civilian Troopers with the State of New York after sessions of "good faith negotiations," according to John Mavrakis, president of the Civil Service Employees Assn., and Theodore C. Wenzl, chairman of the CSEA.

The appointment was made to fill the vacancy left by the untimely death of Ernest Hemstock, Jr., longtime member of the Association.

Mavrakis went on to praise the hard work of both the CSEA and the Civil Service Employees Assn., which produce a "very acceptable agreement."

Wenzl, chairman of the State Police Headquarters, chairman of the CSEA negotiating team, expressed his "satisfaction with the outcome of the negotiations and the agreement."

The new agreement will provide for a 2 percent increase in pay for all Civil Service Employees Assn. members, as well as an additional 1 percent for those who have been with the state for more than 20 years.

The agreement also includes provisions for improved health care benefits, retirement, and paid leave.

Wenzl added, "We are pleased with the outcome of these negotiations and believe it will be good for both the state and the association."

The CSEA will continue to work with the state to ensure fair and equitable treatment for all Civil Service Employees Assn. members.
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SICKNESS INSURANCE OR HEALTH INSURANCE

Sickness insurance costs money.

Health insurance saves money.

Sickness insurance tends to aggravate health problems.

Sickness 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, and confusing search for Russian Roulette with medical expenditures. One never knows what the final medical costs will be. In today's costly, fragmented, and confusing search for Russian Roulette with medical expenditures. This Is why prepaid group practice plans, such as H.I.P., are being talked about by people all over the country. This is the reason 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.

WESTCHESTER FALLS TO EXEMPT DEPUTIES

WHITE PLAINS — David P. McPherson, sheriff of Westchester County, has failed in his attempt to remove all deputies, officers or employees of the Sheriff's Department (except the undersheriff) from the hearings on the matter, said County Sheriff's Department. The sheriff had claimed that these officers set forth in a place of their principal officer, and should therefore be given exemp.
On Monday morning, July 19, out on Rockaway Pk. Blvd., 121 Truck, who got killed in line-of-duty work, 10 days before. His captain and then he said it, one knew he meant every word of it.

The rig was a metal Weber Mack Truck and, there is no room for anyone to stand on the side, as there is with the American LaFrance model. With a full crew, things become slightly overcrowded up there in front: when you get close to the box location and you see a guy standing in the middle of the street, wanting you to know you have a job.

If there isn't anybody at the box, and you just turn the corner, and there she is — blowing through the road — any firefighter knows just what to do and how to be done and what is expected of him.

As a result, there is a mad dash for the hook, ax and halligan, men for their tools, while the rig is still moving, even though they could wait a few seconds — until the rig comes to a stop — and then grab the tools.

However, firemen aren’t built like that, and of all the times I have been with them, rounding a corner and seeing it blow through, I have never seen a company want to grab their tools until the rig comes to a stop. There is just one mad dash for each tool, because each man knows exactly where his spot is going to be as well as the blue light box. They yell, they smoke, they carve and they yell, but unless radically changes its ways, he will not be the last.

Life will go on.

I didn’t know you personally, Jim, but the way the Captain and the men spoke of you, I wish I had. They gave you the supreme compliment — which only a blue light can. They said you were a good fireman. You must have been a really fine person.

Rest in eternal peace. Fireman first-grade James Lavin, ladder 121, 3rd Alarm, Suite D.

D of E Program Utilized To Train

A program conceived and developed by the State Labor Dept.’s Division of Employment in cooperation with the State Department of Education will provide training in various individual referral occupations for 333 unemployed persons in the New York City area.

The training will be given under the Manpower Development and Training Act, utilizing Federal funds.

Each trainee will receive a minimum of 25 hours of training a week up to a maximum of 52 weeks. While in training, those who qualify will receive up to $36 a week in each allowance plus an increase of $5 a week for each dependent up to a total of six.

M. J., / 1971
A loose leaf binder company in Queens has a number of openings requiring skilled workers which they are anxious to fill. They have jobs for Coverers, Power Press Set Up Operators, Binders, Sizers, Paper Cutting Set Up Operators, Riveters, Gluers, and Assemblers. The salary starts at $90 a week and rises as experience and work performance increase. . . . Diesel Truck Mechanics with Class III license and heavy diesel experience are wanted for jobs paying $50 an hour... Experienced Ceramic Tile Setters and others are wanted for jobs at $4 an hour... Also Water Proofer is to work in private homes. Must have experience and own tools, and a chauffeur’s license is preferred. Pay is $30 a day... There is a need for Electro Motor Repairer for small motors in shop on an on-call basis. Must have six months’ experience, own tools and a chauffeur’s license for jobs paying $140 a week... Fully experienced Roofers with ladder and scaffold experience are wanted at $25 to $35 a day and a table slaver with one year experience and able to cut lumber is needed at $110 a week... Apply at the Queens Industrial Office, 43-15 Crescent St., Long Island City...

Young men are 17 1/2 to 24 years old can become Plumbers by taking a five-year apprenticeship program which includes on-the-job and formal classroom training. Apprentices must have a high school diploma. The Bureau of Labor and Industry have been a resident of the metropolitan area for a year. Also, those honorably discharged from service from the Armed Forces, the age limit has been extended to 27 years old. An aptitude test will be given and a doctor’s certification certifying that the applicant is physically able to perform the work is required. Also must be a citizen of the United States. The apprenticeship wage rate for the first year is $2.25 per hour with yearly increases during the five-year period... Those interested in training for the Plumber trade should apply for interviews before July 20 by going to any of the Industrial Offices of the New York State Employment Service. In Manhattan, go to 351 West 41st St.; in Brooklyn, to 150 Schermerhorn St.; in Queens, to 43-14 Crescent St., Long Island City, and in Staten Island, to 25 Hyatt St., St. George.

Reprint of Industrial workers in Manhattan are in need of Engraving Press Workers to set up and operate modern or Carver engraving presses at $110 a week... Also Needed for Industrial Sewing Machine Operators for industrial sewing machines are wanted to pay $100 to $150 a week... Also Hand Col- lavers for Industrial sewing machines are wanted to pay at $100 to $150 a week... Apply at the Manhattan Industrial Office, 155 West 41st St., Manhattan...

Leonard E. Smith, Advertising Manager
CSEAs Binghamton School Unit Signs A Major Pact

(From Leader Correspondent)

BINGHAMTON—The Binghamton City school unit, Civil Service Employees Assn., has charged a new two-year contract with the Binghamton Board of Education, which former unit president Steve Caruso has hailed as the best in the unit's history.

Caruso stepped down recently as unit president after serving as its chief officer since its inception. Caruso was also instrumental in the formation of the unit and its conditioned growth.

The new contract includes a much-heralded "salary adjustment" in lieu of an across-the-board pay hike. Unit officials have praised the adjustment as much more advantageous to the district employee.

The adjustment calls for increases in salary increments to $40 for each increment step for custodial and maintenance employees that would mean as much as $420 for maximum employees with up to 10 years' service. Custodial and maintenance staff members at the 10- and 15-year levels would receive an additional $50 at each level, for a maximum increase of $546 for those with 16 years of service.

Clerical Raises

Clerical workers were granted increases of $30 per increment step with a maximum of $300 for employees at the 10-step increment ladder summit. Those clerical employees with 16- and 15-year levels would receive 50 additional at each level bringing the maximum increase to $500 for those with 16 years of service or more service time.

The increments for the clerical workers are pro-rated for 10-month employment scales.

In addition, base starting salaries were raised by $200, as were maximum salaries.

Other major points in the agreement include:

• A provision requiring the school district to furnish the CSEA unit a list of all names, addresses, employment dates, job titles, salaries and location of employment of all school district, personnel covered by the agreement within 60 days after the signing of the pact. Copies of all Board of Education minutes are also to be supplied to the union president as soon as they are available.

• Copies of unsold checkoff participants are to be supplied to the local union each month following the remittance of dues funds to CSEA Headquarters in Albany.

• The granting of extra days compensation to clerical employees required to work when school is closed due to an emergency.

• Employees retiring after July 1 are to be paid vacation time pro-rated quarterly based on full quarters actively employed prior to the actual retirement date with a maximum of three weeks of vacation time compensation.

• An employee absent from work on the day before a holiday shall not be penalized holiday pay because of his absence on the holiday eve.

• There shall be no deduction from pay, personal business or sick days for time taken off for religious observances as requested per the Commissary's pre-established regulations.

• Leaves of non-teaching personnel granted in their places of residence because of illness or a contagious disease contracted or which is contractible and is positive and requires care, a portion of which shall be charged and cost deducted shall not be made for the duration of the quarantine or any other such period as the school physician shall certify as regulative or prudent.

• Under the non-contributory improved "20 year career" provisions under article 751 the teacher who retires at age 55, has 30 years of service credits, and has no other such such retirement allowance (including annuity purchased by members age 50 plan contributions on earnings before April 1, 1965, for persons who retire within 20 or more years of service) other than the basic guaranteed retirement allowance would be 1/46th of the final average salary per year of service. This plan will become effective July 1, 1972."

 Sick Leave

A provision governing the application of unused sick leave as additional service credit upon retirement are to be taken effect as of July 1 of this year and will apply to members whose the earnings and accumulation of sick leave was prior to the member's retirement authorized by law, rule, regulation, written order or written policy.

Allowable unused sick leave credits would be limited to 160 days and applied as additional service credit on a calendar day basis as a maximum of approximately 9 months.

New provisions governing sick leave state that whenever a non-teaching employee is absent from his employment and unable to perform his duties as a result of personal injury caused by an accident or an illness occurring in the course of his employment and received Workmen's Compensation payments for such absence, he will be paid his full salary up to, if necessary, a six-month period (less the amount of any Workmen's Compensation payments made in lieu of salary due to said injury). The School District shall be reimbursed from the non-teaching employee Workmen's Compensation award. A non-teaching employee will not be required to use sick leave for this purpose. However, the School District shall change to the employee's sick leave any such time taken for which he fails to receive his regular salary, rather than receive Workmen's Compensation benefits.

Other Benefits

The School District will reimburse employees for loss or damage to personal property such as eye glasses, dentures, hearing aids, etc., while the employee is acting in the discharge of his duties within the scope of his employment. Terms and conditions of payment will be subject to approval of the superintendent of schools or his agent.

Other contract provisions call for the payment of an additional $250 per year for those custodial staff members and cleaners assigned to the 3 p.m. to 11:30 p.m. shift with an additional $500 added to the salaries of those employees assigned to the 11 p.m. to 7:30 a.m. shift.

Building check provisions include the designation of the head custodian or steam boiler foreman as the party responsible for his own building in carrying out the necessary equipment and plant checks. Those exercising such responsibility are to be compensated for their work on weekends and holidays will be paid an additional $7.50 per week.

The contract was recently adopted by the Binghamton School Board of Education and formally signed, binding all parties.

The Binghamton School unit also scored a major victory in outing two private cleaning contractors from their association with the district, with school unit employees benefiting by the added responsibility. The contractors had been responsible for the cleaning of two buildings. School security guards were also relieved of their responsibilities in checking the school grounds on weekends and holidays with the CSEA personnel filling in the vacuum by assuming responsibility for making checks at their own buildings.

Caruso took the opportunity in commenting on the contract negotiations to urge those non-teaching members who are enjoying the benefits of CSEA-negotiated contracts to express their appreciation for the provisions won for them by joining and paying dues to help meet unit expenses.

Caruso added that it would be prudent to do so before legislation forcing membership upon them is enacted by virtue of the so-called "agency law" now under consideration.

The Negotiations

School unit negotiators responsible for the new two-year agreement included unit president Steve Caruso, first vice-president Ann Maywalt, Joe DeMarco, Marjaretta Smith, Virginia Maloney, Belka Runkle, Frank Milska and Matthew Vitania.

(Continued on Page 15)
Candidates For Department Representative

HARRY L. GLINSBERG

Law Dept.

Harry L. Glinsberg is a career employee of the Department of Law with more years of public service than he cares to recall. Glinsberg was formerly the Corporation Counsel's Office of the City of New York and the Port of New York Authority at the time it was created. Since 1946, he has been in the Albany County Executive’s General's Office at Albany.

In 1948, after only two years of marriage, he had the Law Department form its own chapter. He served on the executive council of the chapter and since its inception has been a past president of same.

As a delegate to the Capital District Conference, he served as a member of their legislative committee for eight years and has always had a close contact with civil service matters. His interest and sincerity in this field is indicated by the fact that he has enrolled and completed a course in "Labor Relations" given by Community Agency Services and the many committees on which he has served the Civil Service Employees' Association, such as budget, personnel, grievance, professional and as chairman of the nominating committee during the last election.

John T. Perkinson

Legislative Branch

John T. Perkinson is currently assistant counsel of the legislative drafting commission, and was previously on the legal staff of the State Comptroller. He received a Bachelor of Arts degree at St. John’s College and his law degree in 1940 at New York University Law School. He has held the following association offices: chairman, State and Central Constitution and by-laws committee; member of the State Constitution and by-laws committee, and member of the State resolutions committee.

Nicholas Puzziferri

Southern & Capital

Nicholas Puzziferri entered State service in 1940 as a member of West Seneca Chapter 427. He joined the department in 1946 and served in that capacity for more than 25 years. While president of the chapter, he became involved in the Southern New York Conference by working on a number of committees and serving as its chairman. After a number of years of activity in the Rockland State Hospital chapter, he became president of the chapter in 1977 and served in that capacity for seven years. He is now a member of the New York County chapter, and serves on the membership committee.

William H. McGowan

Mental Hygiene, Western & Central Conferences

William H. McGowan has been an employee of the Mental Health Board since 1948, and has served as a delegate to the Mental Hygiene State Convention for the last nine years. He has been a delegate for four years and past president of the Mental Health Conference Chapter 427. McGowan is the incumbent Mental Hygiene representative at the Western and Central Conferences. Since 1970, he has been the president of the Mental Health Conference Chapter 427.

Anna M. Bessette

Mental Hygiene, Southern & Capital

Anna M. Bessette is a member of Schenectady, and has been in the employ of the State for more than 25 years. She was a member of the Mental Hygiene State Convention committee and served on the membership committee.

Mr. Bessette has served on the executive board of MHSB, and is the past president of the Schenectady chapter and still holds this position. She has also been a delegate to all conventions.

At the State level, she has served as Mental Hygiene representative from 1971. Currently, she is serving on the personnel committee, membership and training, and in the New York Conference, and serves as the president of the Mental Health Conference Chapter 427.

She received her Bachelor of Arts degree at St. John's College and her law degree in 1940 at New York University Law School. She has held the following association offices: chairman, State and Central Constitution and by-laws committee; member of the State Constitution and by-laws committee, and member of the State resolutions committee.

He attended St. Patrick's Church in Syracuse, and is a resident of that city.
Binghamton Officers
(Continued from Page 15)
Ann Maywald succeeded Caru-
o as unit president after being
sworn in as the unit's June 26
general membership meeting.
Other officers taking their first
year as president were: first vice-

councilman Joseph Dekmaro, sec-
tional vice-president Frank Mele.

A dinner honoring the new

councilors, the outgoing and the

The new officers were sworn in

during the June 24 meeting by
Broome County CSEA field re-

proach, said:

Employees of the Research

Foundation. The president, which

sponsible for the administration

and coordination of research

grants within the University system,

work in various locations

throughout New York State, in-
cluding the main office and com-

puter division in Albany.

Theodore C. Wenzl, CSEA

president, said that the union

plans to set up a meeting with

Foundation employees at the

company grounds, "to discuss work

problems, needs and suggestions

for negotiations with their em-
ployer, and to present CSEA's

program for Research Founda-

tion employees.

"Under the Labor Law, these

employees are entitled to nego-

tiate collectively, represented by

a recognized union, on terms and

conditions of employment," Wenzl

said. "These people are open to
discrimination, favoritism,

paternalism and other in-

ciduous of employment simply

because they are not organized

and represented by a union, and

this must accept whatever

their employer decides to hand

out.

"The formation of a separate

CSEA chapter, run by and for

Research Foundation employees,

and backed by the strength and

experience of CSEA at the nego-

tiating table, will give them a

voice in determining their

future," Wenzl said.

Represented by CSEA, Foun-
dation employees can negotiate

a written work contract with

guaranteed salaries, retirement,

health insurance and other ben-

efits including an equitable

reapportionment service.

"By joining and participating

in their own CSEA chapter,"
Candidates For Department Representative.

(Continued from Page 14)

fourth and first vice-president.

Invalid elections for Department Representative.*

Candidates For Department Representative.

fourth and first vice-president.

Candidates For Department Representative.

fourth and first vice-president.

Candidates For Department Representative.

fourth and first vice-president.

He has been active in civic, community and fraternal affairs for most of his adult life; scoutmaster, Statewide Social Services, and National Conservation programs, National Conference of Christians and Jews, Anti-