Winds Of Change Sweeping CSEA

By 1973, the name will still be the same but the structure of the Civil Service Employees Assn. will undoubtedly undergo some radical reorganization changes by that time.

It's not that there is revolution in the air but rather, evolution toward an office at the dinner that ended the 61st annual meeting of the Employees Association, held last week in the Waldorf-Astoria Hotel. From left are Dorothy Mackvish, secretary; Jack Gallaher, treasurer; Hazel Abrams, fifth vice-president; William McGowan, fourth vice-president; Theodore C. Wenzl, president; Richard Tarney, third vice-president; A. Victor Costa, second vice-president; and Thomas McDonough, first vice-president.

UNITY AHEAD — Newly elected officers who will lead the Civil Service Employees Assn. for the next two years made a show of unity by joining hands after being sworn into office at the dinner that ended the 61st annual meeting of the Employees Association, held last week in the Waldorf-Astoria Hotel. From left are Dorothy Mackvish, secretary; Jack Gallaher, treasurer; Hazel Abrams, fifth vice-president; William McGowan, fourth vice-president; Theodore C. Wenzl, president; Richard Tarney, third vice-president; A. Victor Costa, second vice-president; and Thomas McDonough, first vice-president.

CSEA TARGET: 15% PAY HIKE FOR STATE AIDES

Wenzl Asks Unified Front 'To Accomplish Our Goals'

A 15 percent, across-the-board pay raise for all State employees, improvements in the pension benefits of both State and local government employees and proposals for vast reorganization of the Civil Service Employees Assn. were among the major actions dealt with by delegates attending the 61st annual meeting of the Employees Association, held in New York City last week in the Waldorf-Astoria Hotel.

Dr. Theodore C. Wenzl, installed for his third term as president of the organization, launched the week-long session by asking that all CSEA members "close ranks and present a unified front in doing battle for public employees in the upcoming session of the State Legislature."

Wenzl said that "while we hope fervently that the wage and price freeze, and other measures, effected by President Nixon yet the American economy back in shape, civil servants can only be dismayed by actions throughout the country which indicate that public employees are continuing to be the major scapegoats of economy drives."

Delegate reaction to salary proposals submitted by Randolph V. Jacobs, chairman of the CSEA salary committee, indicated that New York State civil servants plan vigorous action to keep their wages in line with the times.

Cheers For Pensions

Despite planned action in the Legislature to put a brake on public employee pension improvements, delegates cheered proposals on such improvements presented by Ernest K. Wanner, chairman of the pension committee.

One of the most heated debated topics at the convention was the restructuring of the Employees Association. A. Victor Costa, chairman of a special committee dealing with reorganization, noted that membership demands for more local autonomy (Continued on Page 16)
Europe
Caribbean Islands
Escorted High Quality Jet Tours At
Lowest Cost With Most Expenses Included

Europe
K-249 LONDON—From New York—Direct Flight
(4 Days/3 Nights)
Leaving October 11 via Pan American. Featuring 1st class hotels, continental breakfast, sightseeing, gratuities, fully escorted. Taxes $238.00
K-248A PARIS (4 Days/3 Nights)
Leaving October 21, Returning October 25 via KLM. Featuring 1st class hotels, continental breakfast, sightseeing, service charges, fully escorted. Taxes $258.00
K-247B AMSTERDAM (4 Days/3 Nights)
Leaving October 21; Returning October 25 via KLM. Featuring 1st class hotels, continental breakfast, sightseeing, gratuities, fully escorted. Taxes $238.00
K-245 COSTA DEL SOL (8 Days/7 Nights)
Leaving October 8, Returning November 11 via Capital Airways. Featuring suites in luxurious apartment hotel, American breakfast daily, continental breakfast, fully escorted. Taxes $198.00
K-2458 LISBON (4 Days/3 Nights)
Leaving November 4, Returning November 7 via KLM. Featuring 1st class hotels, sightseeing, fully escorted. $198.00
K-2191 LISBON (PORTUGAL) (4 Days/3 Nights)
Leaving November 18, Returning November 23 via TWA. Featuring luxurious Estrela Del Sol Hotel, continental breakfast, dinner daily, sightseeing, fully escorted. $198.00

Caribbean Islands
K-2199 JAMAICA (8 Days/7 Nights)
Leaving October 8 and 22, Returning October 15 and 29 via American Airlines. Featuring the Racquet Club Hotel, fully escorted. $275.00
K-2282 SAN JUAN (4 Days/3 Nights)
Leaving November 24, Returning November 28 via KLM. Featuring luxurious Dorado Beach, continental breakfast, dinner daily, sightseeing, fully escorted. Taxes $198.00
K-2219 CURACAO (6 Days/5 Nights)
Leaving November 4, Returning November 9 via TWA. Featuring luxurious Hotel Curacao, continental breakfast, dinner daily, sightseeing, fully escorted. Taxes $198.00
K-2283 NASSAU via Seaboard Air Lines
Leaving October 20, Returning October 25 (4 Days/3 Nights)
K-2289 Nassau; November 25, Returning November 26 (5 Days/4 Nights)
K-2299 Nassau; December 25, Returning December 30 (5 Days/4 Nights)
K-2294 ST. LUCIA (8 Days/7 Nights)
Leaving November 19, Returning November 29 via L. B. Mack愎t's Executive. Featuring the Bay Gardens Hotel, continental breakfast and dinner daily, sightseeing, fully escorted. $228.00
K-2193 BERMUDA (5 Days/4 Nights)
Leaving November 4, Returning November 7 via DOM. Featuring the St. George Hotel, American breakfast and continental breakfast, fully escorted. Taxes $198.00

Christmas & New Year's Holiday
K-2118 SKI TOUR TO THE ITALIAN ALPS (10 Days/9 Nights)
Leaving December 23, Returning January 1 via KLM. Featuring 1st class hotels, sightseeing, service charges, fully escorted. $338.00
K-2119 AUS nis (6 Days/5 Nights)
Leaving December 22, Returning December 27 via Siam Air. Featuring two-nighted room with private bath, continental breakfast and dinner daily, sightseeing, fully escorted. $228.00
K-2163 ROME, FLORENCE, 12 Days/10 Nights
Leaving December 23, Returning January 1. Featuring twinned-bededd room with private bath, continental breakfast and dinner daily, sightseeing, fully escorted. $258.00

Don't Repeat This!
(Continued from Page 1)

leading the babe in their own behalf will be Federal em-
ployees in all classifications, executive, administrative, profes-
sional, clerical, blue-collar workers, postal employees and, those in
the military services. The results of their lobbying efforts will have ramifications that will have widespread effects on public employment, including that at state and local levels.

The Nixon Administration is following a policy which, earlier this year in the State by the Rockefellerefeller Administration, in the Civil Service Employees Assn., and by other local
county, town and village governments.

As a consequence, the Rockefellerefeller Administration sought to impose drastic and stringent employee fringe benefits. Fearing that this program might lead to the level of their most


dispensable and disposable assets.

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ed and protected by one law." He estimated that about one million civil servants have had their rights affirmed under Taylor Law.

The Taylor Law covers almost all bases, he asserted, mentioning the employee rights specifically guaranteed, to negotiate; to organize; to be represented; to cope with impasses and improper practices in the negotiation process.

Vast Impact

Noting that roughly 900,000 civil servants in the State have been organized by varying employee organizations, he said in a 10,000 page has been reached under Taylor's provisions, "with only one representation strike.

A primary focal point of PERB activities this year, according to Healy, is the designation of the "most appropriate unit" for the diversity of public employees occupations.

He went on to predict that the question of breaking an impasse is going to be more controversial in labor relations the years ahead. The key objective would be to try to get disputes settled without resort to a strike.

Besides strike action, Healy centered on the third-party arbitration and Taylor Law procedures. The arbitration process "is not looking on with great favor by either side" and, in fact, preceded the well-publicized Montreal police strike since the policemen rejected the terms of the Arbitrator or as unfair.

Healy went on to cite a recent resolution by the Uniformed Firefighters Assn, which would limit the arbitrator to three positions only: the final stands of the employee and the employer bargaining teams and the conclusion reached by the fact-finder. Such a proposal might prove feasible, Healy said.

In turning the program over to PERB counsel Lefkowitz, Healy remarked that the "ominous bill" recently passed by the Legislature represents a reflection on the changing world of labor relations and an effort to gain a fair balance between benefits to government and benefits to the employees in the settlement of issues.

Seek Major Changes

Lefkowitz explained that one of the major changes under Chapter 503 involves the budget submission date no longer being a reference point for purposes of recognition and certification as bargaining agent. The end of the fiscal year will now be used, to standardize the procedure. Also, a new one-month time limit will be invoked for mediation and fact-finding.

Under the old law, an eight-month minimum of unchallenged representation status existed. The new provisions state that the incumbent union is given protection from challenge for only a single contract, up to three years. At the end of that period, a representation challenge may be made and a new election held.

This compendium he said, takes into account "both the desire for stability and enhanced democracy" for the employees represented.

Who's "Management"?

Chapter 4, 5 and 18 are the controversial provisions, dealing with management and confidential personnel. Persons so designated will be forbidden to join employees organizations or to be represented by them in negotiations.

The issue is sure to be litigated on a title-by-title basis, suggested Lefkowitz, stressing the provision that no employee may be made to sign a statement of exclusions, "Only PERB or one of the mini-PERBS may do so, and after an unchallenged representation period is over, the counsel emphasized.

The Legislature has also altered the laws so that elections cannot be stayed arbitrarily, to give the challenging union more time to garner votes when they feel their position is weak. He pointed to the rise of the Teamster challenge to CSBA in Babylon, where after foistilling the vote several times, the Teamsters were beaten anyway.

Section 285 now provides all mediators an exemption from being subpoenaed to testify in court on the conflict at issue. This information "can't ever be volunteered now," noted the counsel, adding that this new provision is desirable so that mediators' confidential talk to the parties retains that confidentiality.

Also in the works is a procedure on unfair labor practice charges that would allow the defendant union to seek a review of certification without pressuring that union to violate the law as a test.

"Improper practice" charges are now within the scope of regulations and PERB hearings on future charges will hereafter be conducted. The expediting procedures will now take three to four weeks — a shorter time period and more litigation can be expected. An already hearing on the subject is scheduled for Wednesday, Sept. 15.

Under improper practice procedures formerly, PERB had to go into court for an implementing order. The appeals process slowed things down considerably, often deliberately.

Lawyers said that the new rules allow the matter to be taken swiftly to the highest court. If the case is getting the matter adjudicated with a minimum of intervention.

It noted that usually such cases would drag on from months to a year's time, creating difficulties for affected employees to learn the real issues at issue.

On the management/confidential unit status of employees, Lefkowitz outlined the sequence involved. The employer requesting persons for this designation must file with PERB 45 to 75 days after the fiscal year begins, or within 30 days after the unchallenged representation period begins.

This is generally before the normal time of challenge and well in advance of contract negotiations, which are "brought enough with conflict," he stated.

Certain employees whose contracts would expire this time period because of its August expiring date (Continued on Page 14)

NEW COUNTY LEADERS

Joseph Lazarou, right, of Rensselaer County was elected chairman of the County Executive Committee of the Civil Service Employees Assn.

The following leaders were elected during the annual meeting of the Civil Service Employees Assn.

Who's "Management"?

Chapter 4, 5 and 18 are the controversial provisions, dealing with management and confidential personnel. Persons so designated will be forbidden to join employees organizations or to be represented by them in negotiations.

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Spend your health care dollar as carefully as you spend your food dollar.

It's just as important

A smart food shopper compares sizes, quality and price. You buy the food that your family enjoys, but if you have a choice, and all things are equal, you'll take the lowest priced item.

In health care protection you should compare too. While price is important — a few pennies one way or another for the best buy is not important. A serious illness can cost thousands of dollars. If you choose the Statewide Plan, you're not only getting the most for your dollar, you're getting peace of mind by the carload. The combination of Blue Cross, Blue Shield, with Metropolitan Major Medical adds up to your best buy in health care protection — no matter what little goodies or frills you might be offered by the options available by other plans.

Remember — a bad buy at the market only costs you a few pennies. A bad buy in health care protection could be disastrous. Choose the STATEWIDE PLAN.

THE STATEWIDE PLAN
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Auditor Of Accounts

Comptroller's Aides

Welcome To Apply

Only certain employees of the Office of the Comptroller may compete Nov. 11 for the promotional title of auditor of accounts. The present starting pay is listed as $18,100. Eligible titles encompass the following: Rule XI titles of accountants, supervising clerk, administrative assistant; Rule X titles equated to those above; however, a minimum tenure of six months on the job is necessary. Typical tasks deal with processing and making final certifications of "warrants to authorize payment indicating the determination reached" as well as examining and auditing vouchers, before payment.

The written exam, mentioned above, includes material on accounting technology and auditing practice and basic knowledge of negotiable instruments. Details are spelled out as part of Exam Notice No. 1544, which also provides the full scope of job duties.

Trio Of Thruway Promotions Noted

John P. Pendleton, of Slingerlands, has been promoted to the position of chief engineer with the Thruway at a salary of $33,159. He succeeds Belmont. After John W. Williams, who retired this month.

In a series of personnel moves resulting from the Williams retirement, the Thruway Authority also appointed Roger B. Doremus, Troy, deputy chief engineer at $27,966, to succeed Pendleton and John W. Keeler.

EDUCATION

EVENING COURSES

FOR CITY EMPLOYEES

MUNICIPAL PERSONNEL PROGRAM

Sponsored by

New York City Department of Personnel

Fall Semester Starts October 4 — Registration Starts September 13

Low-cost evening courses to improve your job skills and help prepare you for advancement. Most courses meet once weekly for 10 weeks.

- Public Speaking
- Effective Writing in City Government
- Building Your Vocabulary
- Improving Your Reading Ability
- Accounting for Non-Accountants
- American English Grammar and Usage
- Speed Reading
- Essential Principles of Supervision
- Law for the Layman
- Developing Your Ability to Take a Civil Service Examination
- Defensive Driving
- Arithmetic Needed for Charts, Graphs, and Tables
- Basic Administrative Techniques
- Data Processing: Concepts and Procedures
- Criminal Law and Court Procedure
- Intermediate Conversational Spanish
- Beginning Conversational Spanish
- Improving Your Work Methods
- Understanding Budget Practices

Classes Meet from 6-8 P.M. in the City Hall area.

FEE: $25 per course ($35 for Spanish courses, $13.50 for Defensive Driving). Tuition free for City employees holding civil service titles covered by certain union agreements.

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Register in person or by mail at the Training Division, New York City Department of Personnel, Room 417, 290 Church St., New York, N.Y. 10012. Phone 560-1811.

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Good Luck, CSEA!

When President Nixon ordered his National wage and price freeze order, no one was harder hit than public employees. Federal workers got an extra hard blow when the President announced that wage increases due them were to be delayed for six months, not the three months ordered for employees in the private sector.

This blatant discrimination against civil servants has been continued in other areas, as well. We were happy to observe, in face of this economic war against public employees, that the New York State Civil Service Employees Assn.—representing 200,000 State and local government workers—has refused to bend to such high-pressure and mapped an all-out drive to obtain a 15 percent raise for State workers in forthcoming negotiations and to press for substantial improvements in retirement benefits.

The Employees Association has every right to do battle for these private, public employees, for the railroads, printing and building industries, some sections of the steel industry and a host of other private employee unions had concluded wage pacts ranging from 3 percent to 49 percent prior to the freeze. This is really the area the President was setting up for a major target. He had no call at all to take such devastating action against public employees whose wage hikes have been nowhere near those gained in the private sector.

As for pension benefits, which voted itself such lucrative pensions has no moral right whatsoever to try and stall civil service ambitions for equal treatment.

Civil Service Employees Assn. has mapped out justifiable and economically sound goals and we wish them every success in the coming year.

Civil Service Television

Television programs of interest to civil service employees are broadcast daily over WNYC-TV, Channel 21. This week's programs are listed below. For more details, phone the station at 566-3122.

Tuesday, Sept. 14

1:30 p.m.—Around the Clock—"Fingerprinting Methods." Police Dept. training series.
2:30 p.m.—Return to Nursing—"Medications." Refresher course for nurses.
4:00 p.m.—Around the Clock—"Fingerprinting Methods." Police Dept. training series.
5:00 p.m.—"Intramuscular Injections." Refresher course for nurses.
6:30 p.m.—Around the Clock—"Fingerprinting Methods." Police Dept. training series.

Wednesday, Sept. 15

7:00 p.m.—On the Job—"Marine Operations." Fire Dept. training series.

Thursday, Sept. 16

1:30 p.m.—Around the Clock—"Fingerprinting Methods." Police Dept. training series.
3:30 p.m.—Return to Nursing—"Medications." Refresher course for nurses.
4:00 p.m.—Around the Clock—"Fingerprinting Methods." Police Dept. training series.
5:00 p.m.—"Intramuscular Injections." Refresher course for nurses.
6:30 p.m.—Around the Clock—"Fingerprinting Methods." Police Dept. training series.

Friday, Sept. 17

1:30 p.m.—Around the Clock—"Fingerprinting Methods." Police Dept. training series.
7:00 p.m.—On the Job—"Marine Operations." Fire Dept. training series.

Sunday, Sept. 19

7:00 p.m.—On the Job—"Marine Operations." Fire Dept. training series.

Letters To The Editor

McDonough Sends Thanks For Support

Editor, The Leader:

I would very much appreciate the opportunity, through the columns of The Leader, to express my thanks for the fine support given to me by members of the Civil Service Employees Assn. in my recent and successful race for the first vice-presidency of the Assn.

I can assure all of them that I will make the most dedicated efforts to serve the public over the next two years to keep faith with the vote of confidence they gave me.

Thomas McDonough, Albany, N.Y.

Huber's Appreciation

Editor, The Leader:

It was heartwarming to receive the support I did in running for the office for the first time in the Civil Service Employees Assn.

I congratulate my successful opponents for my deepest thanks to those who supported my candidacy.

Frederick Huber, Buffalo, N.Y.

Dudek Thanks Friends

Editor, The Leader:

While victory is sweet, the knowledge of having thousands of friends who regard me is heartwarming, too.

I want to thank those many friends who don't know me — for the confidence and friendship they expressed by supporting my candidacy for Statewide office in the Civil Service Employees Assn.

Edward Dudek, Buffalo, N.Y.

The Representation Riddle

THE TAYLOR LAW has attempted to provide for stability of employee representation through a procedure of certification and recognition of employee units and unit representatives. There are, however, four problems of adjustment which the law has not solved. They are as follows:

1. ONE GOVERNMENTAL UNIT is taken over by another.

2. A GROUP OF employees without a unit properly should be included in another existing unit.

3. A JOB TITLE is abolished after certification.

4. A NEW JOB title is created after certification.

1. WHEN ONE GOVERNMENTAL body takes over the ongoing operations of another governmental body, it has been held that the employee representatives in the government which remains shall be the surviving organization, and the new employees shall be added to such survivor. In this manner, the accrual doctrine of the private sector was applied to the public sector. The most appropriate unit was determined by using the standard of joint responsibility of the public employer and its employees to serve the public, considering administrative convenience and minimizing the number of negotiating units. Matter of Niagara Frontier Transportation Authority, 3 PERB 4620.

2. THE SITUATION where a group of employees who are not in any unit should be most appropriately in an existing overall unit, has been considered by State PERB. The Board has taken the position that the non-unit employees of a governmental entity such as a special district or public authority, e.g. PERB 5007.

THUS, THE NON-UNIT employees must wait until the period of unchallenged representation status expires and then file a timely petition for certification into this newly acquired unit. The case can properly be brought before PERB. Matter of Great Neck Board of Education, 4 PERB 3017.

A CONTRARY position was taken by a hearing officer of Nassau County PERB with regard to part-time faculty in Nassau Community College. His position was that in balancing the employees' rights against the employer's organization's right to unchallenged recognition, the non-unit employees should immediately be added to the existing unit.

THE EMPLOYEE organization would be required to represent such employees. It did not desire to have them in the unit. He pointed out that if the employee representative did not properly represent the employee, then the County, under PERB rules, could petition for an immediate decertification on the basis of abandonment, and in any case, the issue of representation could be decided at an election held when the existing employee organization lost its period of unchallenged recognition.

3. MOST RECOGNITION and certifications refer to employees by civil service titles rather than by job description. The Department of Health, for example, is a period of unchallenged recognition that titles are changed. The change may be either by elimination of the job or the job is placed in an existing unit.
LONG ISLAND CSEA

WINS GUARANTEES

FOR 100 LIFEGUARDS

(From Leader Correspondent)

MINNEAPOLIS — All 100 lifeguards at Long Island State Park beaches will be subjected to an impartial test administered by the State Civil Service Commission under a compromise agreement reached by the Civil Service Employees Union with the Long Island State Park Commission.

The settlement guarantees more than 100 lifeguards belonging to CSEA the right to qualify for ocean, bay and pool guard assignments.

CSEA's Nassau chapter president Irving Flaumenbaum had protested when the commission displaced the guards after about 250 guards ended a work boycott organized by the Service Employees International Union.

Flaumenbaum and Louis Colby, president of the Long Island Inter-County State Parks chapter of CSEA, had demanded that the 100 guards hired to protect the beaches be returned to the job for which they had been hired.

Meanwhile, CSEA demanded that the commission investigate evidence that at least one of the guards participating in the walkout was 56 years old and had not taken a lifesaving test in 20 years and others were supposedly putting in 40 hours a week at the beaches while moonlighting from full-time New York City jobs.

Lifesaving tests were administered this season only to the 100 replacement guards and not to the guards who were off the job until August.

The SHU walkout was finally settled when the union accepted the 13-cent-an-hour pay boost that had been negotiated by CSEA at the start of the season.

NOTICE OF NAMES OF PERSONS APPEARING AS OWNERS OF CERTAIN UNCLAIMED PROPERTY

In the preceding November, and under the provisions of the Unclaimed Property Law, a list of names of owners of unclaimed property in amounts of twenty-live dollars or more shall be made available for inspection and may be obtained by request at the Comptroller’s Office, Municipal Building, Room 372, Municipal Building, New York, pursuant to Section 301 of the Unclaimed Property Law. A list of the names contained in such notice is on file and open to public inspection at the principal office of the World’s Fair Corporation, located at 2 Centre Street, in the City of New York, New York, where such abandoned property is maintained.

Such abandoned property will be held on the premises of the corporation for 6 months from the date of such notice is filed with the Comptroller, and may be claimed by any person establishment a satisfactory claim to the satisfaction of the corporation.

The names and last-known addresses are set forth below in alphabetical order.

AMOUNTSheld OR OWING FOR

<table>
<thead>
<tr>
<th>Name</th>
<th>Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allison, David</td>
<td>123 Main St., Anytown, NY</td>
</tr>
<tr>
<td>Brown, John</td>
<td>456 Oak Ln., Anytown, NY</td>
</tr>
<tr>
<td>Clark, Michael</td>
<td>789 Pine Ave., Anytown, NY</td>
</tr>
<tr>
<td>Davis, Sarah</td>
<td>101 Maple Rd., Anytown, NY</td>
</tr>
</tbody>
</table>

Those persons whose names and last-known addresses are set forth above from the records of the abandoned property office may be entitled to unclaimed property in amounts of twenty-live dollars or more.

NEW YORK, N.Y. 10007

Some old things are still worth a lot of money.

Brass beds are bringing a bundle.
People are getting filthy rich selling dusty old clocks.

And the same guy who used to collect Mickey Mouse watches for laughs, is now laughing all the way to the bank.

Then there's the Volkswagen.
The years have been good to the Bug.

In fact, the same Volkswagen Beetle that, three years ago, sold for about $400 less than the average economy car, is now worth about $200 more.

It's not hard to figure out why.

After all, when you don't have to spend that much time making a Volkswagen look different every year, you can devote all that extra time making it work better and last longer.

So, if you're wondering whether that old lamp in the attic is really worth something, check it carefully for the initials "LCT" (Owner Comfort Tiffany). And if you're wondering whether that old car in the garage is still worth something, check for the initials "VW" (Volkswagen).
Wagner Committee Report

CSEA Delegates Vote To Negotiate 22 Improvements In Pension Setup

Despite a proposed pension study by the State Legislature that may still stail retirement improvements, the Civil Service Employees Assn. forged ahead with plans to bring pensions up to date through a series of 22 proposals adopted (for information purposes only, but subject to discussion and revision in detail) at the convention of representatives to the 61st annual convention of the CSEA.

Ernest K. Warner, chairman of the pension committee, presented the proposals to the delegates assembled in the Main Ballroom of the Waldorf-Astoria.

"The committee made every effort," Warner explained, "to make recommendations to the Governor and the Legislature concerning pension improvements for public employees. The CSEA pension committee feels that the recommendations made by the committee shall have no effect upon our collective bargaining right or demands made through that same process.

The pension committee report was prepared by chairman Warner and participating members Alice Bennett, Aaron Burd, Frederick J. Fleck, Michael Siewicz, E. G. Mundin, Richard P. Murnin, Charles G. Reardon, Roland D. Mantinale and Louis Colby.

The proposals, as amended by the full delegate body, are itemized below:

R-1—Provide a 20-year half-pension plan which would provide 1/40th of the highest annual salary for each year of service, up to 40 years, without minimum retirement age or minimum years of service.

R-2—Provide the option, at time of retirement, of withdrawal of annual contribution.

R-3—Provide full loan privileges from the annuity saving reserve.

R-4—Base the pension reserve which is payable under the death annuity on the formula for service retirement.

R-5—Provide cost of free retirement credit for all employees who served in World War II, the Korean War, the Berlin Crisis and the Viet Nam Crisis.

R-6—Provide retirement credit for members of the Retirement System who have served 20 years of member service with such system for prior periods of service with the Federal Government, but such prior service credit shall not exceed the amount of member service with the New York Employees Retirement System. The cost of such prior service shall be based on the salary received while actually employed by the Federal Government.

R-7—Provide retirement credit for out-of-State public service up to a maximum of 10 years for members of the NYSE Employees' Retirement System who have at least 10 years of service credit in such Retirement System. The cost of prior service shall be based on the salary received while actually employed.

The Friends of Sampson Committee is not giving up hope in their battle to have Sampson State School remain open. Motorcross, as the one above are continuing from various neighboring communities to local boards of elections where voters, left, are changing their political affiliation from the Republican Party whom they consider is at fault in the situation.

Fight To Keep Sampson Open Continues

CSEA Charges

Unfair Practice

In W. Babylon

(From Leader Correspondent)

SMITHTOWN - The Civil Service Employees Assn. is fighting a threatened job security in local school districts because of the New York City Board of Education's proposed contract with outside agencies for services.

Long Island regional field supervisor Edwin Cleary noted that several Long Island school districts are studying the merits of contracting with caterers for school cafeteria meals. "We have advised our members to negotiate contracts prohibiting outside contracting if it means putting our people out of work," Cleary asserted.

Negotiations with school districts will be initiated in December.

Cleary noted that the threat may be extended to other areas of the State.

Westcott Named To Head Oneida Mfr. Bureau

UTICA - It's a promotion for 24-year Oneida County veteran Horace T. Westcott, who has been named by Oneida County Clerk Frank B. Sargent as the new County Motor Vehicle Bureau supervisor. Westcott, 54, of Verona, has 10 years of service with the County Bureau.

Westcott started working for Oneida County in 1947 as an account clerk with the Veterans Welfare Bureau. He was promoted to his new position from the assistant supervisor's post in the County Office of Motor Vehicle Bureau.

Senior said, "I don't consider (Continued on Page 9)
FIGHTING ON — Members of the Civil Service Employees Association’s Mental Hygiene Department Board of Directors won delegate support last week for continuing the battle against conditions that have resulted in understaffing of Mental Hygiene facilities around the State. They pointed out that the State’s austerity measures have resulted in terms of increased patient overloads and that the Legislature and some top administrative officials have been callous about patient suffering. Shown here, from left, are Ronnie Smith, new representative to the Board from Willamette State School; Board chairman Anna M. Rosevelt; William McGowan, outgoing director Salavatore Butero, and Julia Duffy. Delegates were also urged to testify about working conditions and injustices at investigative meetings conducted by Assemblyman Robert Werts throughout the State. The next meeting of this Mental Hygiene investigation committee is slated for Wednesday. A resolution introduced from the floor by Joan Shaw of Brooklyn State, the delegates to the Mental Hygiene departmental meeting voted to seek penalties against CSEA, the delegates to the Mental Hygiene departmental meeting voted to seek penalties against CSEA, and voted to seek penalties against CSEA, and CSEA members who failed to adhere to job action as agreed to by the Association governing bodies.

October Deadline Pending

24 State Promotion Posts Activated For Applications

A newly announced State promotional series is already accepting applications and will continue to do so through Oct. 18.

Exams for for this State jobs group, a total of 24 titles — are pending Nov. 26.

The bulk of positions are held by three State agencies: Agriculture and Markets, Environmental Conservation and Labor Dept.

Other participants in prospective appointments from the Oct. 18 series are: Audit and Control, Department of Transportation; Environmental Conservation and Health.

Prime focus goes to titles such as park superintendent, municipal affairs, construction safety examiner, farm products inspector and construction safety inspectors.

Detailed information about any of the promotional posts can be gotten from two sources — the agency’s personnel office or, alternately, through the State Civil Service Dept., 1220 Washington Ave., Albany 12226.

Below follows a summary list of titles, grades, appointing agencies and qualifying titles to compete.

<table>
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<th>Title</th>
<th>Grade</th>
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<td>Environmental Conservation</td>
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<td>Construction Safety Exam</td>
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<td>Senior Farm Product Inspector</td>
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<td>Principal Examiners of Municipal Affairs</td>
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<td>Supervisory of Park Operations</td>
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<td>Principal Sanitary Engineer</td>
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<td>Principal Pharmacists</td>
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<td>Principal Landscapers</td>
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In Primary Fights

Oneida Chap Political Action Committee Endorses Hopesfuls

UTICA — The CSEA’s Oneida County chapter, following the advice of the Central Region Political Action Task Force, has made formal endorsement decisions on the basis of the advice of the Central Region Political Action Task Force, the Democratic candidate in each race, with a promise of more to follow on the main election issues.

The committee endorsed Dan Craven, a Democrat, for the 25th District; Charles Creaco, a Democrat, for the 24th District and Vincent Wereszynskl, a Democrat, for the 24th District.

Tania Cook, chairman of the committee, said the endorsements were made on the basis of past public records and achievements of the candidates in view of the goals and objectives of public employees.

Louis Sundhsdahl, president of the Oneida County chapter, said he was pleased to see the chapter taking the initiative in

Oneida Promotion

(Continued from Page 8) this so much so that it is a recognition for his years of exemplary service to the city. Vehicular Traffic Board has also set December 31 as the best example of a man deserving a promotion through personal effort that I know of.

Vehicular Traffic Board is on a provisional basis for the Oneida County Civil Service examination for the vacancy. The position is a salary grade of $7,500 to $9,100 annually.

Westcott has long been active with the CSEA being a charter member of the Oneida County chapter and having served as its

CSEA Comes Through For Syracuse Aides: None Are Unemployed

SYRACUSE — Any Civil Service Employees Asso. member whose City job was abolished — or any City worker who contacted CSEA’s Onondaga chapter — was placed in another City job, through CSEA efforts, points out Andrew H. Placito Sr., president of the CSEA chapter.

Placito made the statement in a "flyer" distributed by Ondonga chapter’s City Employees wing. The example of a 22-year employee who contacted CSEA was placed in another job because of CSEA’s efforts.

He also reminded City workers that "CSEA fought the State in the Legislature and got the release of 8,000 people who were laid off, all by 231 at work."

ствие. He and workers have taken this record and advantages including:

- Legal staff available at all times on a 24-hour level;
- Fieldmen who reside in the area and are not afraid of the politicians;
- An organization that has fought layoffs at every level of government;
- Some experience in the public service field;
- "You decide who’s fighting for the public employee," Placito told the workers.

The political action committee has been studying the issue of political endorsements since it was established in June 1967. The committee believes that the State’s political endorsements should be endorsed by voting records on each of the assemblymen and senators, who are available to public employees. Ratings of each incumbent legislator will be available to aid chapters in determining whether or not a given lawmaker has been consistent in line with CSEA goals and objectives.
H.I.P.

DURING THE WEEKS FROM SEPTEMBER 15 TO OCTOBER 15, THE CITY EMPLOYEE HEALTH PLAN REOPENING PERIOD, YOU WILL BE FACED WITH MAKING AN IMPORTANT DECISION CONCERNING THE HEALTH PROTECTION OF YOURSELF AND YOUR FAMILY.

Here are six major reasons why H.I.P. is your best choice for family health protection:

1. H.I.P. is the ONLY plan that provides unlimited medical, surgical, specialist, maternity, laboratory and X-ray care. These basic benefits require NO complicated claim forms. NO deductibles. NO co-insurance. NO out-of-pocket expenses. NO lengthy wait to receive back money that you have already paid out.

2. H.I.P. provides fully prepaid doctor benefits for maternity. NO other health plan in New York fully insures you for all of the medical care that you require from a qualified Obstetrician in and out of the hospital during your pregnancy, delivery and following delivery.

3. H.I.P. provides you with complete specialist services both in your doctor's office and in the hospital for as long as the specialist services are medically needed.

4. H.I.P.'s Special Service program arranges for fully prepaid medical care if a rare and costly illness should strike. Coverage under this outstanding benefit pays for brain surgery, open-heart surgery and other complex operations and procedures that often overwhelm a family with catastrophic medical bills, even when there is some kind of added coverage.

5. H.I.P.'s Automated Multiphasic Health Testing Center for the early detection of disease provides an extensive health test for all new adult members of H.I.P. Each of the many tests is processed by modern laboratory equipment, advanced computers and skilled health personnel. The tests provide your doctor with valuable medical information about you which he needs to help keep you in good health.

6. H.I.P. WANTS YOU TO KNOW THAT IT IS THE ONLY HEALTH PLAN THAT HAS NEVER REDUCED ITS BENEFITS TO CITY EMPLOYEES!

Your medical needs are looked after by teams of experts who see to it that you get the care you need, when you need it, for as long as needed. Because your medical care is fully prepaid your physician doesn't have to hold back on any medical service you may need, no matter how rare or costly it may be.

This is the level of modern medical care that you have earned as a result of your dedicated service as a New York City Employee. ISN'T IT TIME FOR YOU TO JOIN H.I.P.

Murray Retires From Civil Service Dept. Administrative Director Post; Mooney Named

ALBANY—William J. Murray, administrative director of the State Civil Service Dept., has retired from State service.

In announcing Murray's retirement, Mrs. Ersa Poston, president of the Civil Service Commission, announced also the appointment of John J. Mooney, the department's counsel and assistant administrative director, to fill the vacancy.

Murray entered State service in 1944 as assistant administrative director following similar careers with the New York City Civil Service Commission and the Board of Education.

Mooney, who joined the department staff in 1948, is a graduate of Rensselaer Polytechnic Institute. He was graduated cum laude in June 1948 from the Albany Law School and...
Openings In Troy Area

Plan Sept. 22 Cutoff
For Police Applicants

The Rensselaer County Civil Service Commission has put the date of Sept. 22 as the final day of filing for police patrolman candidates. No residence requirements have been declared for eligibility.

Males between 19 and 29 are eligible. Those proving successful on the promotion exam to captain (men) in the Department of Corrections will be barred from taking the exam.

Starting Pay Now

Minimums and a State driver's license. Other requirements are: in the main, medical or physical, or medical.

A competitive examination will be held on Oct. 16, said a Commission spokesman, calling attention to the text content as outlined in the bulletin.

Salary ranges differ by jurisdiction. Duties of the patrolman call for maintaining the public welfare through the protection of lives and property and the enforcement of all laws and ordinances in the area assigned to him.

The military credit rule will be in effect for six months in service meeting age requirements will be permitted. Further Information is available by contacting the Rensselaer County Civil Service Commission at the Court House in Troy.

Jewish Postal Aides
State Meeting Tonite

The Jewish Postal Employees Welfare League has set the wheels in motion for a meeting tonight, Sept. 14, beginning at 7:50. The meeting place is 655 Broadway, near 16th St., in Manhattan.

LEGAL NOTICE

As a Special Term, Part H of the Supreme Court of the State of New York, County of New York, in and for the County of New York, and in the nature of a Civil Action, the State of New York, on its 6th day of August, 1970, Plaintiff

HERMAN W. ROTHE & SON INC., Plaintiffs,
against CECIL KNIT LTD., Defendant.

Notice of Motion for Summary Judgment, and verified complaint in this action, the plaintiff, order and papers on which this motion is made, and verified complaint in said action, all of which appears in CPLR §212, (Supreme Court of the State of New York, County of New York), are hereby served on the defendant, CECIL KNIT LTD., at its last known address: 

511 W. 23rd St. (W. of 8th Av.), New York, New York 10011.

ORDERED, that the summons, complaint, order and papers on which this motion is made, and verified complaint in said action, all of which appears in CPLR §212, are hereby served on the defendant, CECIL KNIT LTD., at its last known address:

511 W. 23rd St. (W. of 8th Av.), New York, New York 10011.

ORDERED, that the summons, complaint, order and papers on which this motion is made, and verified complaint in said action, all of which appears in CPLR §212, are hereby served on the defendant, CECIL KNIT LTD., at its last known address:

511 W. 23rd St. (W. of 8th Av.), New York, New York 10011.

ORDERED, that the summons, complaint, order and papers on which this motion is made, and verified complaint in said action, all of which appears in CPLR §212, are hereby served on the defendant, CECIL KNIT LTD., at its last known address:

511 W. 23rd St. (W. of 8th Av.), New York, New York 10011.

ORDERED, that the summons, complaint, order and papers on which this motion is made, and verified complaint in said action, all of which appears in CPLR §212, are hereby served on the defendant, CECIL KNIT LTD., at its last known address:

511 W. 23rd St. (W. of 8th Av.), New York, New York 10011.

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511 W. 23rd St. (W. of 8th Av.), New York, New York 10011.

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511 W. 23rd St. (W. of 8th Av.), New York, New York 10011.

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511 W. 23rd St. (W. of 8th Av.), New York, New York 10011.

ORDERED, that the summons, complaint, order and papers on which this motion is made, and verified complaint in said action, all of which appears in CPLR §212, are hereby served on the defendant, CECIL KNIT LTD., at its last known address:

511 W. 23rd St. (W. of 8th Av.), New York, New York 10011.

ORDERED, that the summons, complaint, order and papers on which this motion is made, and verified complaint in said action, all of which appears in CPLR §212, are hereby served on the defendant, CECIL KNIT LTD., at its last known address:

511 W. 23rd St. (W. of 8th Av.), New York, New York 10011.
Covers Eight Categories

Unveil Nationwide Roster Of Available Fed. Titles

Anyone interested in pursuing employment with the Federal Government will be confronted with a selection of eight categories, representing occupational areas where jobs exist.

The eight areas pertain to local hiring opportunities as well as those nationwide.

Dozens of individual titles are confronted with a selection of eight categories, representing occupational areas where jobs should be made with the people.

Complex. Of course, pay scales vary with the job and its responsibilities.

Direct contact on any title is furnished, and rooms are on hand. Should you have any further query, they can provide the necessary details.

Study the following list before taking follow-up action on the job or jobs of your inclination:

Agricultural

| Agricultural Commodity Grader (Fruit and Vegetable, Grain and Poultry, GS-3 to 9. No. C-1 5-6). Agricultural Commodity Grader (Meat), GS-5. Jobs in Agriculture No. WAW-014. | 28% OFF TO STATE WORKERS ON ALL MUSICAL INSTRUMENTS ALBANY, N. Y. Phone 4-12049 |

| Arco CIVIL SERVICE BOOKS on all tests PLAZA BOOK SHOP 360 Broadway Albany, N. Y. Mail & Phone Orders Filled | MAYFLOWER - ROYAL COURT APARTMENTS Furnished, Unfurnished, and Rooms Phase IE 4-1994. (Albany). |

| WELLSFORD INN 736 CENTRAL AVE. DOWNTOWN ALBANY 2-9045 HOTEL WELLINGTON 180 STATE STREET OFFICE STATE CAPITOL CITY SPECIAL WEEKLY RATES FOR EXTENDED STAYS | Delicious Meals Begin At... ALBANY PUBLIC MARKETS Enjoy variety, quality, and low prices! Serve better meals for less... shop Albany Public Markets! |

| GOVERNORS MOTION INN STATE AND GOVERNMENT EMPLOYEE RATES RESTAURANT, COCKTAIL LOUNGE, OPEN DAILY FOR LUNCH AND DINNER, LARGE BANQUET HALL SEATS UP TO 176, DANCE AND BUFFETS SERVED, FINEST FOOD ALWAYS. SUNDAYS TO A FINE END SATURDAY NIGHTS TO A MUSIC CAPITOL |

| EDISON MOTION INN 42 STATE STREET ALBANY, N. Y. BRAND NEW CALL 434-4824 192/300 ROOMS AVAILABLE | BECOME AN ABC NITE OWL! * REGISTER NOW FOR EVENING CLASSES STARTING SEPTEMBER 20 * ACCOUNTING OR SECRETARIAL DIPLOMA PROGRAMS * CERTIFICATE COURSES: * TYPWRITING * GREGG SHORTHAND REFRESHER * STENOGRAPHIC REVIEW |

| AREA'S MOST UP-TO-DATE 24-WEEK COURSE IN COMPUTER PROGRAMMING using the IBM/SYSTEM 360 data processing system in ABC's own computer installation. *Veteran's Approval * Employer Approved | CALL 434-7163 For FREE BULLETIN! AN ACCREDITED INSTITUTION OF HIGHER BUSINESS EDUCATION SINCE 1957 ALBANY BUSINESS COLLEGE 130 WASHINGTON AVE, ALBANY, N. Y. 12210 |
SPECIALIST CARE

How much does an Orthopedist charge for each visit? How much does a Gynecologist charge for each visit? How much does a Skin Specialist charge for each visit?

We don't know exactly but it can be expensive.

If you are a member of H.I.P., you have no financial worries. Unlimited specialist care and treatment is available in and out of the hospital.

Most other health insurance programs place strict limitations on specialist care, both in service and coverage. And the patient has the worry of seeking out proper specialist care.

As a member of H.I.P., you do not have to search for medical specialists. Your specialist care is provided by a team of 14 medical specialists and the entire medical resources of H.I.P.

One of the many reasons for joining H.I.P.
Restructuring Of CSEA Begins To Take Shape

(Continued from Page 1) would continue under a State-wide president, executive vice-presidents, three regional presidents, and directors who set general policy.

For the time being, the proposal would be handled on a chapter-by-chapter basis. Each chapter in the association and first steps toward putting some order into its affairs could occur at the general meeting scheduled for next March.

With the interest in the efforts of the restructuring committee, their complete report follows.

Statewide Structure

Background

The CSEA is presently divided into what is known as six Conference areas. In each area, it is organized into chapters by chapters to be affiliated, the Conferences and the County Workshop each receive 41,000 per paid quarter by CSEA. Each affiliated chapter is assessed the cost of its paid membership and some comes to use for administering Conference affairs.

While there have been elections, officers, a Board of Directors or an Executive Committee and committees, the Conferences have no policy-making decision in the affairs of CSEA and white Chapters are known as media of communication with affiliated chapters, and in some areas, there is an elected officer.

The president of the Conference is elected only by the affiliated chapter officers and as a voting member of the Board of Directors of CSEA.

The officers of the Board of Directors would staff or a representative office to work from.

A. Suggestion: Many suggestions received and membership board expressed interest in harping Conferences take a more active role and have such areas possess autonomy not now experienced.

Proposal A

(1.) The Association shall be divided into six areas, as presently designated and each shall be elected by the chapter, known as Region or the Conference.

(2.) Each region shall be under the direction of the regional president.

(3.) Each region shall have its own central regional office and staff as approved by the Board of Directors of the State Association.

(4.) The staff establishment shall be under the supervision of the regional office and staff as approved by the Board of Directors of the State Association.

(5.) The staff shall be elected within the limits of the state to fill the positions of state assistant, regional public relations representative, regional political action committee coordinator, and appropriate clerical staff. All regional field agents and assistant regional field agents shall be elected by the Board of Directors and report to the regional office.

(6.) Legal representation shall be selected by the following procedures:

The regional officers and executive board shall nominate at least three law firms to represent the Association.

The three names shall be forwarded to CSEA headquarters and the retained CSEA law firm will review the qualifications and legal fees of the law firm which will be acceptable to the regional executive board.

(7.) All CSEA chapters, both County and State, shall belong to the regional office wherein they are located.

(8.) The six regions shall be known as: the Albany Region office, Buffalo; Region office, Buffalo; Syracuse Region office, Syracuse, regional office, Buffalo; Tarrytown region and St. Leonional; New York City Region office, New York City. Any office or the chapter executive board to be decided, and Mid-Hudson Region, office, to be decided.

(9.) The Tappan region, general area, deems it necessary, it may petition the board of directors for approval for additional satellite offices.

(10.) For proper administration, communication and adherence to Association policy, each respective regional staff representative shall be part of the Association Headquarters staff. For example: the regional staff representative shall be part of the public relations unit in headquarters, and in each headquarters region, shall be familiar with the general public relations program and reporting of the Association.

(11.) The elected regional president (elected only by members within the region) shall be automatically vice-president of the Association.

(12.) The region shall have what is to be called a regional executive board.

Notes: 1. 2, 5, 6, 7, 8, 9, 10 require constitutional change and should be referred to the Committee on By-Laws Committee for action.

Recommended effective date—October 1, 1973.

Board of Directors

Background

The Board of Directors is presently made up of the following voting members:

The officers: president, five executive vice-presidents, secretary, treasurer and immediate past president of the Association.

The Nominating Committee: One representative from each State department and an additional representative for each of 10,000 members within the department.

The Standing Executive Committee: Each County having at least 100 members has one representative on the board of directors.

The six Conference Presidents. Non-voting members, but who may participate in joint deliberations, second, debate, or vote on any question except on matters affecting his own committee report.

The Regional Executive Committee shall be budget, charter, personnel, pension and retirement, and a handling group life insurance.

(14.) Proxy: No Board member who is present at any Board meeting and who represents more than one voting capacity shall have the right to cast more than one vote for each officer. Board member shall vote in person. No proxy shall count.

(15.) No standing committee chairman shall have the right of proxy.

(16.) A Board member shall not be a member of any group represented by a competing organization.

(17.) To Constitution and By-Laws. Recommended effective date—October 1, 1973.

A. VICTOR COSTA

Elections

Background: Regional (conferences) officers are nominated, elected, installed and hold tenure as elected by the membership in that area to area. There exist various officerships and committees. The boards and executive councils or committees also differ in makeup and voting. In these offices are equal and others weighted.

Steve: Nominations, elections, installation and tenure are standard under the Association's constitution.

Special Note: All elections in CSEA should be standard as to nominations, dates, procedure, elections, officership, tenure and makeup.

Proposal C

Statewide Association election:

(1.) All officers are to be elected for a period of two years.

(2.) All statewide and State departmental representative elections shall be conducted no later than June 15 of an odd-number year and all officers and State executive members shall be installed no later than July 1 of the same odd-number year.

Special Note: County Executive Officers shall be elected in Phase II.

Regional Officer Election:

(3.) All regional officers elections shall be conducted and all officers installed no later than July 1 of an odd-number year.

Special Note: The committee recommends that this be referred to the constitutional board with a separate laws committee for language and effective date consistent with existing terms of incumbent officers.

(4.) Nominating Committee: The nominating committee to select a slate of candidates for the Statewide and State departmental representative officers shall be selected at the December Board meeting and two separately.

Special Note: This should be referred to the constitutional board with a separate laws committee for language and effective date consistent with existing terms of incumbent officers.

Proposal D

Administrative changes

(1.) Shop Stewards: in every chapter there shall exist as many shop stewards as may be deemed necessary by the chapter's executive council.

Special Note: This should be a standing committee in every chapter, unit and constitution. Refer to chapter committee.

(2.) Sergeant-at-Arms: Immediately upon recommendation to and passed by Board of Directors. The president shall appoint a sergeant-at-arms who will be responsible for the procedures of conducting orderly delegate and Board of Directors meetings. The appointed sergeant-at-arms shall be a member of the Board of Directors but shall not introduce, debate or vote on any motion before the Board.

(3.) There shall be established a liaison with a banking institution approved by the Board of Directors other than the present declared depository for CSEA funds into which account shall be deposited the minimum of $1 per member and whose sole purpose shall be used in the event of any financial emergency, Board of Directors' approved job action in any chapter of CSEA.

(4.) A Board and officers shall be limited to one elected for any given position. Nothing herein shall be construed to mean that a formula shall not be developed whereby this bi-weekly proposal be made into this account as long as the total for one year shall not be less than $1 per member.

(5.) Membership Cards: A membership card shall be immediately produced and duplicated in triplicate with one copy per chapter, one copy per chapter, and the third copy on a permanent basis to be given immediately to the member.

The member, upon receipt of card, shall be termed to be a member of CSEA and entitled to all rights and privileges extended by CSEA. Effective immediately.

County Division Meeting

(Continued from Page 3)
Decision Reserved In Attorneys’ Suit

A State Supreme Court justice has reserved decision in an action challenging the policy of the Corporation Counsel’s Office of hiring lawyers without civil service status who allegedly perform the duties of civil service attorneys, often at higher salaries.

Justice Samuel J. Silverman of Supreme Court, New York County, reserved decision after hearing arguments last Wednesday concerning the employment of “exempt” attorneys by the Corporation Counsel.

Initially filed in July, 1970, the action was brought by Arthur Grossman, a civil service attorney. The Civil Service Bar Assn. has entered the case as an amicus curiae.

Justice Silverman rejected a motion by Grossman that he disqualify himself because from 1938 to 1940, Justice Silverman served as an assistant corporation counsel on an exempt basis.

Foreman Machinist
City Mapping Nov. 20 Test

A promotion exam to foreman machinist, open only to Fire Dept. employees, will be held Nov. 20. However, candidates must submit entries by no later than Sept. 22.

The title now pays $7 hourly and deals with scheduling machinery and other personnel performing machine shop and bench work duties. Persons completing must have served for at least six months as machinist or auto machinist.

The tests will cover areas like supervision, work control techniques, and the operation of machine shop equipment. Exams Notice No. 1562 gives applicant a full picture of the job duties, and may be picked up at the Department of Personnel, 49 Thomas St., Manhattan.

Train Via Video
To aid your professional training as a policeman, firefighter or nurse, the Municipal Broadcast System allows a series of video shows. The Leader’s weekly column, “Civil Service Television,” acquaints you with what’s scheduled—both in the daytime and evenings.

REAL ESTATE VALUES

OFFICIAL DISCOUNT
Approved By Many Civil Service Organizations

NEW CARS — Official ear purchase plan . . . exactly $100 above dealers actual cost.

CARPETING — Specially negotiated discount prices on almost all national brands.

STEREO AND HI-FI — stereo consoles, stereo cabinets and stereo components including amplifiers, preamplifiers, tuners, turn tables, speakers and speaker systems and tape recorders.

DIAMONDS — Uncontested value at lowest possible price!

PIANOS — Direct factory arrangement for special discount prices. Factory showroom located in New York.

CAMERAS AND PHOTOGRAPHIC EQUIPMENT — Cameras and accessories, movie cameras, still and movie editors, copying and developing equipment, lenses and film.

ADDITIONAL SERVICES

MAJOR APPLIANCES — Televisions, air-conditioners, refrigerators, freezers, dishwashers, washing machines, refrigerators, ranges, radiators, humidifiers, electric fans, tape recorders and vacuum cleaners available at slightly above wholesale.

FURNITURE — Complete lines of furniture as slightly above dealers actual cost.

CUSTOM DRAPEY, UPHOLSTERY AND SLIP COVERS — Exclusive service group only through United Buying Service. 13 locations throughout the metropolitan area.

FURS — A prominent fur manufacturer and supplier to major department stores is now contracted to offer its products at discounts exclusive to United Buying Service. Furs and Leather: Beaver, Mink, Beaver, Leopard, Minkrat, Broadleaf, Alaskan Seal, Persian Lamb and a variety of Fun Furs.

LUGGAGE — Products of all leading manufacturers at special discount prices.

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The Greatest Buying Power in Greater New York
CSEA Aims For 15% Pay Increase For Employees

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Salary Report

At a meeting held on Tuesday, September 14, 1971, the CSEA's Executive Committee discussed the salary situation and recommended a 15% pay increase for employees which will provide an adequate living standard for all State employees. The report of Jacobs' committee follows:

"The salary report of the Civil Service Employees Association, Inc. is one which calls for a review of the index for the FICA payroll tax. The CSEA takes all necessary steps to guarantee the payment of all increments contained in the State salary schedule to all employees by removing proposed statutory limitations which have caused a loss of increments because of negotiated flat dollar minimums for pay raises.

1D—Provide an additional longevity increment for each employee who has worked five years of service after an employee has reached the maximum fiftieth-year annuity of his salary grade.

1E—Continue to increase the $9,500 minimum annual salary for all State employees who have completed 30 bi-weekly payroll periods of service in full pay status.

1G—Continue and increase the local pay differential for the nine counties in the Metropolitan New York Area and Monroe County by $500 annually extending this benefit to part-time employees.

1H—Continue and increase the present inconvenience pay differential to $600 annu- ally extending this benefit to part-time employees.

1I—Provide severance pay to employees with one or more years of continued service whose employment is terminated because of the abolition of positions as follows: in addition to any accrued vacation pay that may be owing to the employee:

One year through five years of service: 4 weeks' pay Six years through ten years of service: 8 weeks' pay Eleven years or more: 12 weeks' pay

Also provide that an employee whose employment is terminated shall be granted severance pay on the basis of one day's pay for each 60 days of service. Severance pay shall be paid weekly on the basis of the employee's work days rather than calendar days.

1J—Negotiate an agreement that the State will negotiate salary matters which would apply to specific groups of State employees or a specific situation on a bargaining unit basis. Also include hazardous pay for certain occupations, additional pay for academic achievement, add 10% to pay for variations in dollar volume of contracts supplied, etc.

Final Review

The committee recommissioned on the floor to the delegates and report the cost of President Nixon's Wage Price Freeze on public employee salaries generally and its recommendations in particular.

The committee noted that its recommendations are for full implementation on April 1, 1972. The contracts between the State and CSEA expire on March 31, 1972. The 13% percent compounded two-year increase, with a $1,350 across-the-board minimum, provided by those contracts currently in effect, has been fully realized and is unaffected by the President's freeze on wages. The committee's proposal is similar to the 14% percent compounded two-year increase, with a $1,570 across-the-board minimum, which has evolved over the past ten years.

The Increase in living costs which must be considered, above and beyond other salary relationships, in order to maintain an adequate standard of living. In order to accomplish this, two factors are highly significant and should be used as guidelines in determining what our salary demand should be for State employees this year. These factors are: (1) The relationship between State salaries and non-State government salaries and wages, and (2) The increase in living costs which must be considered, above and beyond other salary relationships, in order to maintain an adequate standard of living.

At its meetings, your salary committee has reviewed statistical data assessing both of these factors which has resulted in recommendation 1A below. Your committee also considered and reviewed other salary inequities which have evolved over the past few years and has incorporated recommendations to resolve these inequities in the following listing.

1A—A 15 percent across-the-board salary increase for all State employees recommended by the CSEA as well as those designated as management-confidential.

TABLE TALK—Jerry Finkelstein, left, publisher of The Leader and Robert D. Hoby, chairman of the State Public Employment Relations Board, enjoyed an amiable conversation while dinner guests of CSEA and the installation banquet in the Waldorf-Astoria Hotel last week.

Wenzl Reminds Aides Mgmt. Confidential Notices Unofficial

Wenzl said to his aides that a misunderstanding of the confidential notices was resulting in some confusion. He is taking the following action to clear the air:

1. All CSEA members that their borrowing status remains the same and will remain the same—unless the courts decide otherwise.

2. Those who have been "unofficially" notified of their change in designation will in fact remain in their present unit.

3. We always regret the loss of any member," he continued, "and it would certainly be a shame to lose a member against his will when no such loss is necessary.

4. Wenzl stated that CSEA is taking legal action against the State to declare unconstitutional the Taylor Law amendments, under which, management and confidential designations would take place. He assured all CSEA members that their borrowing status remains the same and will remain the same—unless the courts decide otherwise.

Riot At Attica

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hostages are civilian employees represented by CSEA. Wenzl attributed much of the recent troubles in State prisons to the Division of the Budget, which has withheld the funds necessary for prison reform programs, increased staff and general upgrading of physical facilities.

"The Division of the Budget seemed to ignore the riot at Auburn last Nov. 5, and cut the Correctional Services budget. We can only view this new disaster as the result of a regrettable negligent attitude on the Division. Maybe this appalling situation at Attica will open their eyes."