CSEA CLEANS UP ON THRUWAY VOTE

Meeting Sought On Attica, Correction Officer Needs

ALBANY — The 200,000-member Civil Service Employees Assn. has called for an immediate meeting with Governor Rockefeller and Russell G. Oswald, commissioner of correctional services, over the Attica Prison tragedy and to discuss CSEA recommendations aimed at avoiding a recurrence.

CSEA president Theodore C. Wenzl, whose union represents civilian employees and certain uniformed supervisory personnel in the State's correction institutions (more than 2,000 correction officers are also members of CSEA), said: "The State administration must act now to ease the tension perniciously spreading out our institutions as an outgrowth of the Attica uprising. Reform must be instituted immediately."

The transfer of the troublesome from Attica to other prisons will only serve to increase the tension. "As a first step," said Wenzl, "there must be a drastic increase in the ratio of correction officers to inmates, regardless of budget limitations. We have just experienced what has been described as the 'prison riot in the history of the country,' and we certainly cannot afford another one. The Correctional Services Department has indicated that it is beefing up its correction officer force at some institutions, but mostly through transfers, at the expense of other correction facilities. The freeze on filling vacancies must be lifted immediately and new jobs must be created. Contingency funds are available and they must be used.

Inside The Leader
Wenzl On The Scene At Attica
— See Pages 8 & 9

Convention News & Photos
— See Pages 14 & 16

They Really Did Run Out Of Gas
— See Page 3

CSEA CAN'T WAIT

The people of New York State and the employees we represent cannot wait for the findings and recommendations of a high level investigation. The State must act now, because the findings are still in a state of emergency.

"The morale of the employees in our penal institutions is at a low ebb. We've received word from throughout the State that the Attica riot has prompted many of the employees to retire earlier than they had contemplated. The situation is extremely unhealthy and must be corrected. Present employees must be retained, qualified individuals who have serious thoughts about a career in the correctional service field must be given new incentives; intensive training programs must be initiated."

Six Proposals

To end this, CSEA will propose to the Governor that the following changes be implemented:

1. Immediate recruitment of additional personnel and on-the-job training for these employees, followed by an intensive training program when tensions ease.

2. A scholarship program to afford present employees the opportunity for study in the fields of rehabilitation and psychology.

3. Increased salary and fringe benefits to retain present employees and attract qualified personnel required to carry out rehabilitative programs.

4. A true seniority policy and effective impact grievance machinery which would lead to the improvement of morale.

5. A career system whereby employees would be appointed and promoted through the competitive Civil Service Merit System, and

6. Hazardous duty pay.

(Continued on Page 2)

Nixon Has Unique Chance To Conquer Drug Addiction

Astronaut, back from the moon, displays symptoms of an unknown disease. The disease spreads, killing many and permanently disabling most of those who contract it. "What this all means," said Wenzl, "is that CSEA provides the kind of genuine unionism public employees want. Ours is a union of members, not a bank and powerhouse for elected officials."

The Employees Association leader said the decisiveness of the CSEA victory was evidence that CSEA ranks as the Number One public employee union in the country.
EARN COLLEGE GRADS PAY!

Men-Women—We'll show you how high school graduates can earn college grads pay. No prior training needed. Uses simple ABCs. 2-hand decks or 2-eves May be scratch. You choose Standard type of professional or 1st assistant type. Call for Free catalog.

INDEX TO MANAGERS

For detailed information and brochure write to:

C.S.E.R.A., BOX 772, TIMES SQUARE STATION NEW YORK, N.Y. 10036

CONTINUED FROM PAGE 1

tragedy of the past.

Any science fiction fan knows that the President declares a "national emergency and appoints a clear and powerful power to meet the threat."

No sooner was the issue raised than the leaders of the defense and prosecution groups were asked to contribute to solving the problem of the-day, wisely.

"All the more reason," I think, "for the New Deal to space program will be resolved by comparision. A trillion minds, instead of the world's resources and power would resolve the problems. The threat would be over.

"That is fantasy. But is reality better?" we have our own mutiny. Andromeda Strain is a kind of thought process to help us imagine the disease. It comes from the poppy fields of the Turks and Moroccans. It is a chemical weapon of the most powerful forces in the world. It is spread by human rials and thieves rather than by more practical means. Andromeda Strain does not kill quickly and cleanly but slowly and tediously. It does not die out.

"It is unnecessary to dwell on the scope of the drug crisis. Any one who needs to be convinced that there is a drug epidemic will be a trained translator."

"What do we actually have to do?"

Pharmaceutical companies and lists of names of doctors of various sources. It is spread by human rials and thieves rather than by more practical means. Andromeda Strain does not kill quickly and cleanly but slowly and tediously. It does not die out.

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Delegates Pass Resolutions Seeking Better Conditions

On the closing day of their 61st annual meeting, delegates of the Civil Service Employees Assn., approved a number of resolutions for the betterment of working conditions and the general well-being of the CSEA membership. These resolutions are noted in the entirety below. Included are also those items that were rejected or deferred by the full delegate body. These voided resolutions are indicated by parenthetical notations that state (delete). In addition, the resolutions dealing with pensions are not reprinted here, since they appeared in the Sept. 14, 1971, edition of The Leader.

This report deals with proposals submitted by the membership and Statewide committees of the Association for consideration in establishing demands for the forthcoming CSEA-State contract negotiations and for developing CSEA’s 1972 Legislative Program. Many of the resolutions contain proposed demands for negotiations and ends with legislative proposals.

Proposals for CSEA-State Negotiations

In recognition of the right of each negotiating unit to negotiate or reject a proposed contract, the Resolutions Committee submitted the following pro and con resolutions to the full delegates. The resolutions are based on the categories of salaries, retirement, health insurance, attendance, and other similar committees, to serve as guidelines and suggestions for the various negotiating units in establishing demands for negotiations.

Salary Proposals

3.3 Provide that all employees will be eligible for overtime, (Delete - in favor of language of report No. 16 - Overtime Rules Committee.)

MEMO TO THE FAMILIES OF CENTRAL CONFERENCE DELEGATES ATTENDING THE ANNUAL MEETING OF CSEA AT ATTICA, NEW YORK

The bus really did run out of gas.

It all started when the delegates from the Conference left the hotel on their charter bus around 11 a.m. The first sign was the same that had been used by the bus rolled along the quickway towards Binghamton. Fortunately there was a gas station nearby and some of the delegates found the portable restroom in the lot. However, the lines in front of the two shacks marked “boys” and “girls” were cut off as the proprietor of the station run over yelling that these were closed and that a car needed right now and they cost $60 a month each to rent and the delegates were ruining his business and get out of here ... all in one breath.

Well, obviously, there at least there is a telephone here and we can call home. That was short lived, however. Just as the bus driver was calling for a repair truck, the phone went dead.

The bus driver finally hitch-hiked to a telephone and made the necessary arrangements. In addition, he called to Long Island, "Why don’t you come along," he announced. When it didn’t arrive in a reasonable period of time, he hitch-hiked back to the phone, retracing the arrangements as the fuel truck had a flat tire and another truck had been dispatched.

The last of the gas station proprietor was watching the group with worried eye. At 6 p.m. he locked the station and tied his service dog outside the station with a long rope. "There were," Helene Callahan reported, "standing outside the bus, watching the dog watching us while darkness unfolded."

Finally the fuel truck arrived, but additional repairs were found necessary. Civil Service to the rescue. A State Trooper pulled up and found out the predicament that the group was in. He called for a taxi from Binghamton and two of the group went to Binghamton to make the necessary notifications. The mess was arranged for a nearby restaurant to prepare for 40 hungry members. Finally the bus was repaired and the journey resumed.

CSEA officers and delegates really do make sacrifices for their fellow employees!

CSEA Wants Meeting With Rockefeller

(Continued from Page 1)

amounting to 10 percent of the annual salary, for both uniformed and civilian employees in the institutions," Wendt pointed out that CSEA was not able to negotiate the increased wages for civilian employees in the institutions. "The personal relationship of CSEA with Rockefeller and the prison administration has never been clearly and tragically illustrated, and we sincerely believe that the administration will take heed."

The CSEA leader also noted the need for an increase in the number of guard posts, and training programs for both uniformed and civilian personnel in the event of prison uprisings.

Wendt pointed out, however, that CSEA’s program would not be limited to these proposals but could go a far step further in his letter to the Governor. Wendt asked that CSEA representatives be allowed to participate in the administration in the development and implementation of the program.

Turning to another area of prison reform, Wendt said there is a compelling need for a thoroughgoing investigation of the cause of the Attica riot. The results must be made public and corrective action taken. It’s one thing to say that the uprising was fomented by a highly organized revolutionary group, but was it in fact a large number of the guards who died in last week’s riot.

CSEA’s program would not be limited to these proposals but could go a far step further in his letter to the Governor. Wendt asked that CSEA representatives be allowed to participate in the administration in the development and implementation of the program.

Nassau Chapter Dinner Tickets Still Available

MINOLTA — Reservations must all be made at the office of the Nassau chapter, Civil Service Employees Assn., for the group’s annual dinner dance.

Tickets at $10.50 may be secured by writing or by writing to the chapter in care of P.O. Box 91, Hempstead.

Michigan Correction Aides Donate Money

ALBANY — A union of Michigan correction employees — The Michigan Corrections Organization — has donated $300 to the Attica Family Memorial Fund which was established to relieve the families of the Attica victims who died in last year’s riot.

The 6147-member organization which represents both uniformed and civilian employees in Michigan’s penal institutions contacted the Civil Service Employees Assn. in Albany for information as to where contributions should be sent.

Kenneth Robare, a correction officer at Marquette Prison and president of the Michigan organization, also asked CSEA to express his deepest sympathy to the families of the victims. "We hope," he said, "that other correction unions across the country will show the charity and compassion for the families of their dead comrades."

Alto correction officers from San Quentin Prison in California sent a telegram of sympathy and support to the correction officers at Attica in care of the prison superintendent.

CSEA president Theodore C. Wendt said that anyone having questions about making contributions should direct them to the public relations department at CSEA headquarters.
New York City employees,

If you are not now covered with Blue Cross plus Blue Shield and Major Medical, this may be your last opportunity to protect yourself and your family.

Pays you higher maximums per year and per lifetime than any other combination of health care now offered.

City Employees will no longer be able to transfer to the Blue Shield Major Medical option every year. Sign-up time is now.

This could be your last chance to switch to Blue Cross and Blue Shield with Major Medical. Remember: no other city employee option has major medical, and ours has major medical at no extra charge.

Your Blue Cross and Blue Shield benefits, supplemented by major medical, provide the most extensive family benefit program of any health-care option available to City Employees. In addition to the basic Blue Cross and Blue Shield benefits, this program provides private-duty nursing, out-of-hospital specialist consultation, physical therapy and appliances, ambulances, and home and office visits... and more extras that add up to $20,000 in lifetime major medical benefits for each member of your family.

Check these benefits. Does any other health-care plan offered to City Employees compare? Drug coverage is also available through payroll deduction.

You have 26 days, from September 20 thru October 15, to take advantage of Blue Shield and Major Medical. For details call MU 9-2800 and ask for "City Information."

Greater New York's
BLUE SHIELD
United Medical Service, Inc.
2 Park Avenue, New York, N.Y. 10016
CSEA Action Brings Victory
For Motor Vehicle Dept. Aides
Faced With Job Loss In Utica

(From Leader Correspondent)

Utica—The Utica district office of the State Department of Motor Vehicles has provided a testing ground for the CSEA's abilities to protect members' job rights in the months since the State budget crisis first emerged this Spring—and CSEA won.

As part of the economy drive, the Office of the Budget in Albany decreed first that the State Motor Vehicle office in Utica be abolished entirely. Then, in a public protest by area lawmakers on both the State and local level as well as the CSEA field staff in Oneida County, the decision was made to reduce the office from a branch of the Syracuse district to a branch of the Syracuse district at about half its former staff level.

CSEA immediately went to bat for its members on several fronts. Field representatives Ted Modrzewski and Utica State chapter president Philip Caruza began testing claims to area radio and television stations and newspaper emphasizing the inconvenience the public would experience with the loss of several services provided by the office.

Following the CSEA's field staff, chapter leadership, and Headquarters staff was attacking the cutback from a contractual angle.

Since the State planned to turn over the driver licensing and auto registration functions to the Oneida County Clerk's office and reimburse the County for the work being done, the

(Continued on Page 15)
What About The Guards?

MUCH has been said and written about the terrible tragedy at Attica State Prison and much more will continue to be written and said. These lines are not intended as an analysis of what brought this terrible situation into being but, rather, to propose that the investigations now being launched will not be fruitful if we do not delve deeply upon the problems faced by the correction officers who man these prisons.

To date, most of the headlines have gone to conditions in these institutions sofar as they affect prisoners. But what about the guards?

If prison conditions in New York City and throughout the State are considered inhuman for the inmates, what must be their effect on the correction officers confined to those same conditions, especially when hours and workdays face the correction officer not serving a term in his own fashion when his job is made even more difficult by personnel shortages, limited promotional opportunities and mediocre salaries?

We make no claim about being experts on running a prison. After more than three decades of being a spokesman for correction personnel, however, we do know that these dedicated men and women deserve top priority when it comes to bettering conditions inside the walls—and out.

Strike Penalties For Employees

THE TAYLOR LAW prohibits strikes and provides penalties for both employees and employee organizations. It is the purpose of this article to examine the penalties against employees only.

SECTION 210 of the Civil Service Law imposes penalties for employees who either “engage in a strike” or “cause, instigate, encourage, or condone a strike.” These penalties are in addition to a “removal or disciplinary action provided by law for misconduct.” The penalties are a one-year probation, a payroll deduction of two days’ pay for each day or part thereof that the employee engaged in any prohibited activity, and finally, loss of pay for any day or part thereof when the employee “is engaged in a strike.” Two procedural processes are provided. One is a five-step process concerning probation and payroll deductions, and the other is a one-step process for the loss of pay while engaging in a strike.

THE FIVE-STEP procedure relating to probation and payroll deductions is as follows:

1. AN INITIAL determination by the chief executive officer of the public employer based upon “such investigation and affidavit as he may deem appropriate.”

2. NOTICE to the employee of an adverse initial determination.

3. APPEAL by the employee within 20 days of notice of service of “his sworn affidavit, supported by available documentary proof, containing a short and plain statement of the facts upon which he relies to show that such determination was incorrect.”

4. A FINAL determination by the chief executive officer. The employee may make his final determination upon the submitted papers if his decision is favorable to the employee notwithstanding any questions of facts raised therein, or adverse to the employee so long as no question of fact is raised. A question of fact is raised and the chief executive officer does not make a favorable decision for the employee on the papers, then “he shall appoint a hearing officer to determine whether in fact the employee did violate” the statutory prohibition against strikes “after a hearing at which such employee shall bear the burden of proof,” which burden is tested by the “preponderance of the evidence.”

5. THIS FINAL step is a judicial review of a final determination by the chief executive officer adverse to the employee by an article 78 proceeding which shall be brought within four months of receipt of such adverse determination. This procedure has been held to comply with constitutional due process. Zeluck v. Board of Education, 62 Misc. 2d 207 (1970) and Board of Education of Village Central School District No. 1, 32 A.D. 2d 878 (1970). The courts, however, have yet to rule on what will happen if the chief executive officer makes an adverse final determination without giving the employee his right to a hearing before a hearing officer after the chief executive officer makes an arbitrary, capricious and unreasonable ruling that no question of fact was raised in the papers submitted to him. Another open question is at what stage in the procedure may the penalties be imposed.

WITH REGARD to the loss of pay, the law provides for an one-step procedure which may only be used if the employee “engaged in a strike.” This limited procedure is provided in subsection (b) of subdivision 3 of section 210 of the Civil Service Law. This loss of pay shall occur upon notice by the chief fiscal officer of the public employer to the employee that he has engaged in a strike, or through the action of any public employee or officer “having knowledge of such an engagement in such a strike” through the prevention of delivery to such employee of his pay. This extraordinary procedure without any hearing or any apparent statutory right to appeal has not yet been tested, but on its face contains serious questions of whether it meets constitutional standards of due process or is a vigilante enforcement procedure.
Resolutions Committee, Annual Report

CIVIL SERVICE LEADER, Thursday, September 24, 1981

RESOLUTIONS COMMITTEE REPORT

(Continued from Page 3)

6-8 Provide for compensation at the rate of time-and-one-half for Saturday work and compensa-
tional benefit at the rate of double time for Sunday work.
6-9 Provide premium compensa-
tion at the rate of double time for each day's pay for employees who work on holidays.

Health Insurance Plans

HI-1 Provide a fully non-con-
maintenace Health Insurance Program.
HI-2 Provide for the use of the $150 per family contract deduct-
ible in lieu of the maximum medical deductible under the New York State Health Insurance Plan.
HI-3 Provide Health Insurance for retirees and their dependents.
HI-4 Under Blue Cross, pro-
vide for an increase in the maximum coverage from $300 to $500; on an out-patient basis at a hospital; provide for Physical Therapy treatment as an out-patient at a hospital, in a doctor's office, at home, and in a hospital; provide for an increase in mater-
ity coverage from $150 to $250; and provide for pre-existing conditions.
HI-5 Under Blue Shield, pro-
vide for paid in full benefits and the elimination of restrictions; provide for professional diagnostic x-ray and lab work.
HI-6 In a doctor's office, pro-
vide for the treatment of dermatological and psychiatric disorders; in a hospital, provide for psychiatric shock therapy as an out-patient, in a hospital; provide for inpatient psychiatric shock therapy.
HI-7 Under Blue Shield, pro-
vide for paid in full benefits and the elimination of restrictions; provide for professional diagnostic x-ray and lab work.
HI-8 Under Major Medical, in-
crease the present major med-
ical deductible under the Dental Plan by 10 percent—30 percent co-insur-
ance. Continue the $50 deductible for shock therapy as an out-patient.
HI-9 Under Blue Cross, pro-
vide for an increase in mater-
ity coverage from $300 to $500; on an out-patient basis at a hospital; provide for Physical Therapy treatment as an out-patient at a hospital.
HI-10 Under Blue Shield, pro-
vide for paid in full benefits and the elimination of restrictions; provide for professional diagnostic x-ray and lab work.
HI-11 Under Major Medical, in-
crease the present major med-
ical deductible under the Dental Plan by 10 percent—30 percent co-insur-
ance. Continue the $50 deductible for shock therapy as an out-patient.

Mandatory Benefits

M-1 Provide for an additional $100 for each employee in the state service.
M-2 Provide for a wash up period for all employees who work on Sundays, regardless of type of account-
ance.
M-3 Provide time off for CSEA members to attend chapter meet-
ings held during work hours.
M-4 Provide for the right to a hearing and an appeal procedure whenever a candidate on an examination is not re-
ceived for appointment on more than one occasion.
M-5 Provide that the person employed who is determined to be in the course of official State business.
M-6 Provide that the per diem allowance for meals while on travel shall be charged to accumulated leave credits.
M-7 In the event it is neces-
sary to curtail personnel serv-
ces for budgetary reasons, the State shall be in agreement with CSEA on the procedures to be used which shall include the removal of all unnecessary and unnecessary programs before any action is taken.
M-8 Provide that all employees, with the right to review their personnel records, shall be entitled to attend conferences of recognized professional organizations of which the employee is a member.
M-9 Provide for the establishment of an impartial panel of arbitrators whose decisions shall be binding and have the full force of law.
M-10 Provide that the contractual provisions of the benefits guaran-
ted above shall be changed without bilateral agree-
ment between CSEA and the State.
M-11 Provide for change in procedures concerning the pro-
cedures for departments off for CSEA members to attend chapter meet-
ings held during work hours.
M-12 Provide for the right for a hearing and an appeal procedure whenever a candidate on an examination is not re-
ceived for appointment on more than one occasion.
M-13 Provide that employees who work on an evening or night shift, while on jury duty, will not be required to report to work.
M-14 Provide for the payment of the per diem allowance for meals while on travel shall be charged to accumulated leave credits.
M-15 Provide that the person employed who is determined to be in the course of official State business.
M-16 Provide that the per diem allowance for meals while on travel shall be charged to accumulated leave credits.
M-17 Provide that the person employed who is determined to be in the course of official State business.
M-18 Provide that the per diem allowance for meals while on travel shall be charged to accumulated leave credits.
M-19 Provide that the person employed who is determined to be in the course of official State business.
M-20 Provide that the per diem allowance for meals while on travel shall be charged to accumulated leave credits.
M-21 Provide that the person employed who is determined to be in the course of official State business.
M-22 Eliminate the practice of hiring consultant engineers to study a department which can be performed by the State itself.
M-23 Provide for the payment of the per diem allowance for meals while on travel shall be charged to accumulated leave credits.
M-24 Provide that the person employed who is determined to be in the course of official State business.
M-25 Provide that the person employed who is determined to be in the course of official State business.
M-26 Require the Personnel Office of all departments to supply employees, upon request, with correct information as to available retirement, health insurance and other civil serv-
ces benefits.
M-27 Require that the Personnel Office of all departments to supply employees, upon request, with correct information as to available retirement, health insurance and other civil serv-
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M-28 Provide that employees who work on an evening or night shift, while on jury duty, will not be required to report to work.
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M-32 Require that the Personnel Office of all departments to supply employees, upon request, with correct information as to available retirement, health insurance and other civil serv-
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M-33 Provide for full reimburse-
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source materials due to job tran-
fer or promotion.
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ces benefits.

(Continued on Page 10)
He's a forgotten, lonely man, in a sense. Just like the hardcore felon he isolates from society, he himself is isolated—a part of society, a flesh and blood citizen of the community with the same interests as you and I. He doesn't like to talk about his work because no one understands what it is like except his fellow workers. Frustration and tension build because he has practically no one to complain to.

He's a member of a small, select group of underpaid professionals. He works five days a week, but in an office or using his hands is manual labor, but doing a job that none of us would want to do.

He's a correction officer, a position which meant little to most people until a week ago—now a job where the buck for prison reform stops.

The Attica Prison rebellion and the massacre of ten employees broke through that protective shell we all live in. It told you and me, Mr. and Mrs. Citizen, that something and someone exists behind those forbidding walls of our prisons.

Attica was and is a horrible nightmare for all of us. I was there. I saw for myself much of what happened. I talked to those fortunate survivors and tried to comfort the families of those not so fortunate. And I learned never to take anything for granted; never to presume that a lifestyle completely different from my own doesn't exist. My compassion and understanding grew for those who put their lives on the line behind those gray walls. I pictured myself as a correction officer, a free person with normal thoughts. Someone who on his own is responsible for controlling scores of inmates with little or nothing to live for. It was then that I fully realized that this unheralded group of employees is the bravest, most dedicated group of men I will ever have the good fortune to meet.

Theodore C. Wenzl, President, CSEA
CSEA Report

(Continued from Page 7)

travel status be established at

M-41 New York State employ-

ees will not be required to travel

within or without the State until

his per diem and hotel allowance

will not be diminished. Providing

that the State employees, while on

M-42 New York State employees

extend travel status, be re-
muneration for their travel ex-

penses incident thereto includ-

ing, but not limited to, laundry

costs, telephone calls home and

M-44 Employees on travel sta-

tutio, employees protected

CSEA's Rules governing travel ex-

penses. Employees in the Civil

Service Law for

projects involving sums in excess

of $50,000 and personal

and personal leave upon an em-

ployee's transfer from one gov-

ernmental jurisdiction within

the State to another.

L-7 Non-Judicial employees be

referred to full jurisdiction of

CSEA. Resolved, that the Asso-

ciation sponsor or support legis-

lation to provide that when em-

ployees of the Judicial System of

the State of New York be re-

ferred to full jurisdiction of the

New York State Civil Service

Commission.

L-8 Final average salary based

on Wages on Wages on Wages on

Resolved, that the Association

spons or support legislation which

would extend the safe-place-to-work

promise to employees collectively

for a pension based on the highest

average of the three highest consecutive

years, whichever is greater.

L-9 Labor law and health stan-

dards. Resolved, that the Asso-

ciation sponsor or support legis-

lation which would protect health

and safety standards which are a

right under law of the employees.

L-10 Prevent additional work for

the employee's home or private

business by the employee

involving in strike shall al-

so include notice to the employee

of his right to object to the charges

of having engaged in a strike.

L-11 Establish new procedures

for objects to charges of vio-

lation of the Civil Service Law.

Resolved, that the Asso-

ciation sponsor or support legis-

lation to provide that the

Secretary of the Taylor Law to provide

new procedures for objects to charges

of the employee's home or private

business. Providing that the

employee has engaged in a strike

which shall enable the employee
to object to the charges of having

engaged in a strike and shall enable

him to a personal

L-12 The full provision of Civil

Service Law establishing inter-

governmental promotions. Re-

solved, that the Asso-

ciation sponsor or support legis-

lation to eliminate the provision

under Section 1903 of the Civil

Service Law relating to intergov-

ernmental promotion lists.

L-13 Appointments and pro-

tions for the new Department of

Correctional Services. Resolved,

that the Association sponsor or support

legislation which would provide

that in the new Department of

Correctional Services all ap-

pointments and promotions shall

be made through the competitive

merit system.

L-14 The classified service posi-

tions in State University. Amended

Section 35 of the Civil Service

Law to provide for the submis-

sion of a single state department

or agency in a specified geographic

area to be considered a separate unit for

such purpose. Providing that an

unclassified employee be assigned

by the Chancellor of the State University in

Pittsburgh SFSA

(Continued from Page 2)

call back and holiday pay, a defi-

nition of sick leave, overtime pro-

visions; personal leave; annual

for layoff recall, shift assign-

ments and promotion, improved

retirement of employees, grievance

procedure; job posting;

promotions procedures and

exclusions.

Pennsylvania Labor

Legislative Proposals

The following resolutions deal with

issues that either non-

negotiable in nature or require

prior to negotiations, enabling

legislation. The Resolutions Committee

delegates adopt these resolutions.

It is further recommended that

the Association sponsor or support

legislation which would provide

for the transfer of unused sick

leave to employees.

Continued on Page 9)
HEALTH INSURANCE PLAN OP GREATER NEW YORK
625 MADISON AVENUE, NEW YORK, N.Y. 10022

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.

HEALTH INSURANCE PLAN OP GREATER NEW YORK
625 MADISON AVENUE, NEW YORK, N.Y. 10022
Before you look at their new ones, look at their old ones.

Now that new car time is upon us, gosh knows, we hate to be the ones to spoil all the fun.
After all, what’s more exciting than taking the family down to see the shiny new models or to hear the fast-talking salesman?
It’s just that during all that hoopla, you may not want to pick up one of those exciting new cars.
For the unpleasant fact of the matter is that junkyards throughout the country are doing a thriving business on automobiles that seemingly just yesterday were showroom stars.
Which is why we suggest a trip to the junkyard before you decide to put a new car in your own yard.
And why we suggest that that new car be a Volkswagen.
For while we can’t promise you how long one will last, we can tell you that over 13 million Volkswagens are still on the road.

And when one drops out, even then it’s not always destined to be dropped in a pile. For old Volkswagens have a habit of becoming other things: like new dune buggies.
All in all, we owe it all to a decision we made 24 years ago: To spend very little time making our little car look better. And a great deal of time making it work better.
So far, that one decision has kept us out of a lot of trouble.

VISIT ONE OF YOUR LOCAL AUTHORIZED NEW YORK, NEW JERSEY OR CONNECTICUT VOLKSWAGEN DEALERS.
The Job Market
By BARRY LEE COTNE
A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

Young men aged 18 through 25, if you are interested in learning a trade, have an opportunity to become a Sheet Metal Worker. A new apprenticeship training program is being set up which will teach you how to fabricate, assemble and install sheet metal products and equipment used in ventilation and air conditioning.

This four-year apprenticeship course is open to high school grads or those with an equivalency diploma. Applications must be filed no later than Oct. 15, 1971. The starting pay for the first six months of the apprenticeship course is $3.22 per hour. Apply at the Manhattan Industrial Office, 255 West 35th St., Manhattan; Brooklyn Industrial Office, 255 Schoenmer, 2nd St., Brooklyn; and the Queens Industrial Office, 45-15 Crescent St., Long Island City.

In the clerical field, experienced Biller Typists good at figuring, are needed at $110 to $150 per week. Also wanted are Typists capable of typing 36 wpm accurately, are needed at $110 to $135 a week. There is a great demand for Bookkeeping Machine Operators with a knowledge of bookkeeping and typing. Also knowledge of NCR or Burroughs Semiomatic machine preferred.

Typist Operators with experience and typewriter ability can get jobs paying $100 to $125 a week. Applicant for our first production line must be able to read blue prints and work to close tolerance. The pay is $125 a week. Also wanted is a Foreman to supervise woodworking operators. Must have heavy experience in woodworking and supervising ability. The pay is $175 a week.

Experienced Painters are in demand. Must be able to mix and match colors. The job pays $2.78 an hour. Also wanted are Painters. Applicant must have a chauffeur's license and one year of driving experience. The pay is $165 a week.

In Queens, a Late Be Up Man with machine shop experience is wanted. Must be able to read blue prints and work to close tolerance. The pay is $125 an hour.

In Manhattan, experienced Biller Typists are wanted at $100 to $120 per week. Apply at the Manhattan Industrial Office, 255 West 35th St., Manhattan.

Tape Recorder Operators with factory experience on power machines used in making polo shirts and sweaters and other knitted garments can fill jobs paying from $90 to $96 a week. Applicant for our first production line must be able to read blue prints and work to close tolerance. The pay is $125 a week.

In Rockland County, a Nonresidential Jobs No More Entries

The Rockland County Personnel Office in New City has de-

The Brooklyn/Queens-Floral Park area is to be taught to perform preventive maintenance duties as required. Must be high school grad and have his own car to use for company business. The pay is $125 a week.

In Madison City, Making Pitch For Draftsmen

If you're interested in being tested for draftsmen in the Madison County Assessment Dept, mark down the date of Nov. 20 for the exam. Entries are being accepted through the Oct. 18 deadline.

General requirements ask for a two-year degree in engineering or architectural technology, or completion of two years toward a bachelor's with those majors. Two years of professional experience is a valid substitute, also. Pay begins at $6,000.

Candidates must be Madison County residents. For details, write: Madison County Civil Service Commission, County Office Bldg., Wampsville.
PHOTO ESSAY OF FALL CSEA MEETING

(MORE PICTURES ON PAGE 16)

Dorothy MacTavish, re-elected Statewide secretary, and Jack Gallagher, re-elected Statewide treasurer, flank the Rev. Dr. M. Moran Weston, rector of St. Philips Church in New York City. Dr. Weston presented a thoughtful invocation as the delegates stood in the light-dimmed banquet hall at the Waldorf-Astoria.

Marilyn Jackson, public relations associate, sits in on Education Department meeting with Al Rubin and Robert Carruthers.

Dr. Theodore C. Wenzl, Statewide president, explains the fundamentals of a democratically run Employees Association to his guest from Germany, Reiner Raush.

Abe Kranker, chairman of CSEA law committee, addresses delegates from floor, as William Cunningham of Brooklyn awaits his turn.

An assessment of progress is made by Frank Panano, Anthony Giannetti, Ed Carafa and Kenneth Cadieux during break in meeting.

Long Islanders John Cuneo and Alex Bozza exchange ideas with Bronxite Barry Monopol off the floor at CSEA meeting the week of Sept. 6.

Jack Weisz, left, listens to views of, from left, Correction Officers Cornelius Rush of Greenhaven, William Fosbach of Woodburn and Frank Wallace of Greenhaven.
Maintained Interest
Some 24 candidates on Exam No. 1564 were summoned to the practical exam. The position they seek is mechanic maintainer, Group B.

**H.I.P.**

**MATERNITY CARE**

Q. What does an OBSTETRICIAN charge for his services?

A. We don't know exactly because fees vary considerably but it can be expensive.

If you are a member of H.I.P., your H.I.P. Obstetrician will provide all necessary maternity services and you never worry about extra charges.

Most other health insurance programs place strict limitations on maternity care and you never worry about extra charges.

H.I.P. places no limitation on maternity care provided during pregnancy, delivery and following delivery.

One of the many reasons for joining H.I.P.

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**Utica Motor Vehicle Victory**

(Continued from Page 5)

This clause in the CSEA contract which forbids the State to contract with outside agencies and then lay off State workers was brought into play.

Mr. Modrzewski, working on the Utica end, and Jack Otway, working in Albany, met with Department of Motor Vehicles officials and presented the postponement in the closing date of the office as well as the promise that the Utica office would remain in Utica for functions other than driver licencing and automobile registrations. Outcarts at the office were forestalled until all employees who had been scheduled to be laid off were found other comparable jobs with State agencies in the Utica area.

As late as the middle of August, a cut-back date in licence and registrations at the Motor Vehicle office was announced with scheduled lay-offs for nine workers, but quick action on the part of Mr. Modrzewski and Otway once again rolled back the Sep. 15 deadline with a renewal of the promise from the Department of Motor Vehicles that no one would be laid off and services would be maintained until the nine employees had been absorbed into other State agencies in the Utica/Home area.

In summarizing the case to date, Mr. Modrzewski said: "... on several occasions, CSEA members' jobs would have been lost but the Association hadn't worked quickly to prevent violations of our contract. Every time it appeared the situation was under control, someone in Albany would try and pull a fast one on us here in Utica. Quick action by the CSEA, both here in Utica, and through our Headquarters in Albany, has prevented this, but we're going to have to be on our toes about this situation right up until the time the last employee in question is safely absorbed by another State agency here in Utica."

Meagher Leaves Post

Daniel J. Meagher, of Rochester, has resigned his post as deputy secretary of State to devote more time to family and business interests. He had been in charge of five areas of Department of State operations at Rochester, Buffalo, Syracuse, Utica and Binghamton.

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**CIVIL SERVICE LEADER**

Tuesday, March 21, 1972

**REAL ESTATE VALUES**

**Laurelton**

21-1084, Lepage Rd. 3 bedrooms, 2 bath, 11x16 living rm, 14x14 family rm, 9x11 kitchen, formal dining rm, 9x11 bath, finished bsmt, 35x80 lot, garage, drive, S, 9,000.

**3 FAMILY INCOME**

12 Long Island Ave. 3 bedroom, 1 bath, 11x16 living rm, 10x14 family rm, 9x11 kitchen, formal dr, 1 car garage. $11,000.00.

**Queens Homs**

50-905, 145th Ave. 3 bedrooms, 2 bath, 11x16 living rm, 12x12 family rm, 9x11 kitchen, formal living rm, finished bsmt, 2 car garage, driveway, S, 9,000.00.
PHOTO ESSAY OF FALL CSEA MEETING

(MORE PICTURES ON PAGE 14)

Sam Grossfield takes a turn at the mike, while Phil DelPizzo awaits opportunity to voice his opinion during committee reports.

CSEA president Theodore C. Wenzl and salary committee chairman Randolph V. Jacobs face newsreel cameras and newsmen to outline immediate goals for members of Employees Association.

Father Joseph Bergamini, chaplain for the Civil Defense Auxiliary Firefighters in New York City, was table companion with Pauline Wenzl, wife of the CSEA president.

Some inter-county conversation is engaged in by Mike DeVecchio of Westchester County and Arthur Bolton of Sullivan County.

Harold DeGraff of Ulster County joins Jack Carey, CSEA program specialist, in an off-the-cuff discussion.

Terry Dawson and Rita Murdock give careful assessment to point during delegates’ meeting that continued from Wednesday through Friday.

Meyer Posse reads out some facts to back up his opinion, while sergeant-at-arms Jim Hallinan stands by to keep order at the mike.

Four heads are better than three, so there must be a lot of brainwaves being transmitted among, from left, John Everley, Jack Weiss, George Shivery and Metropolitan Conference president Randolph V. Jacobs.

Members of the social committee of the Civil Service Employees Assn. are shown as they relaxed following the banquet which closed the CSEA's annual meeting at the Waldorf-Astoria Hotel in New York City. Seated, left to right are: Philip Wexler, Edna Percoco, Irene Carr, Robert Carruthers and Mary Hart. Standing, same order, are: Ethel Chapman, John Tanzi, Joyce Beckley, Mary McCarthy, Willie Foz, chairlady Deborah Fussell and Joyce Sewell.

Handling toastmaster duties for the Thursday evening banquet was Stanley Mailman, CSEA regional attorney for the Metropolitan and Southern Conference areas.