In Four Units—

CSEA UNDISPUTED STATE BARGAINER

Security Unit Election
Set Oct. 28 to Nov. 17
Wenzl: We're Ready

ALBANY—The Civil Service Employees Assn. will contest Council 82, American Federation of State, County and Municipal Employees for the right to represent more than 7,900 uniformed personnel in the Security Services Unit.

CSEA was successful in its challenge of Council 82, the current bargaining agent, when it submitted to the State's Public Employment Relations Board, in late August, proof that more than 30 percent of the employees in the bargaining unit want Council 82 out as their bargaining agent.

As a result of the CSEA challenge, PERB has called for a new election. Ballots will be sent out to employees on Oct. 28 and will be counted at PERB headquarters on Nov. 18.

CSEA president Theodore C. Wenzl said: "The employees in the Security unit have had their fill of AFSCME's brand of 'no representation' over the last two years. They want a change and CSEA is ready to give it to them."

CSEA Charges Thruway Auth. Tries Harassment, Intimidation Against CSEA Representatives

ALBANY—The Civil Service Employees Assn. has called an emergency meeting of its Thruway chapter presidents and has demanded that the State Thruway Authority immediately drop charges against a CSEA representative who has been charged with insubordination.

"The election outcome reflects the anti-employee sentiment of the Thruway management," he said. "We've had numerous reports of harassment and intimidation of our employees and we intend to put a stop to this treatment now!"

Wenzl said CSEA has reported these incidents to the Authority and have received nothing but empty promises.

He alluded to one situation in which a supervisor actually grabbed an employee by the throat in the Buffalo Division. "This was reported to Thruway executives at a labor-management meeting six weeks ago. No action has been taken!"

Wenzl also cited the case of three secretarial employees from Albany who were on leave visiting clerical employees in the New York Division during the recent representation campaign involving CSEA and the challenger, the United Thruway Union.

"These employees were thrown out," he said. "Meanwhile representatives of our company who lost the election, were allowed access to all work areas during the campaign."

The election outcome reaffirmed CSEA's status as bargaining agent for Thruway employees and even furthered our position. If the Thruway wants trouble instead of responsible employee-employer relations for (Continued on Page 14)

CSEA Crushes AFSCME On Syracuse Vote

SYRACUSE — The Civil Service Employees Assn. has crushed an attempt by Local 499, AFSCME, to win representation rights for some 330 white-collar employees of the City of Syracuse.

Lee Frank, CSEA field representative in Syracuse who coordinated CSEA's election campaign, reported the final vote of 1,764 for the Syracuse City (Continued on Page 9)
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HEMPEST—best pay only—$86.00

NO. HEMPSTED—best pay only—$86.00

OSTERBAY—best pay only—$83.00

EAST—best pay only—$83.00

WEST—best pay only—$83.00

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Luxurious Hotel, full American breakfast and dinner daily.

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Binghamton SUNY Officials Bow To CSEA Grievance; Set New Furnace Safety Measures

VESTAL — The Binghamton chapter, Civil Service Employees Assn., has won a major battle in the fight for the safety of employees assigned to the heating plant at the State University of New York at Binghamton which may have far reaching effects.

The hazard centered around the size of an opening in a generator furnace converter and the conditions under which the men were forced to work inside the unit.

Binghamton chapter representative Eleanor Korash said the problem was first brought to the attention of SUNY-Binghamton officials in March 1969, and grievance procedures were begun in December 1970 after officials had failed to take appropriate action to rectify the situation.

According to the employees, the opening into which the men were forced to enter the converter is only 12½ by 18 inches, creating an unsafe hazard in itself.

Specifics

The opening of the contions involves the method by which water is removed from the generator, which in turn, produces dangerous conditions of neglect.

When ashes accumulate around the water tube, a high point, heating plant employees, small enough to fit through the tiny entrance, are required to go into the converter area by way of a plank, crawling inside on their abdomen's and, while standing on this plank, clean the area with the muzzles and brooms. During this process, the brooms' action, coupled with the air movement, blows the fly ash free and onto the men working in the confinement of the area. The ash allegedly gets into the eyes of the workers despite the wearing of goggles and makeshift face masks and the corneal nature of the ash destroys clothing and irritates naked flesh.

Initial Grievance

During the initial grievance, CSEA representatives alleged that:
- The employees were working in the heating plant generators under extreme pressure.
- The men were forced to work under intense heat conditions.
- Safety goggles and face masks were grossly inadequate for the task.
- Equipment used in the cleaning process was of poor quality and necessitated the job.
- Entrance into the cleaning area was unsafe.
- Some men required to work in the area were not in the proper condition because of their age, their health or other extenuating circumstances.
- The men were required to replace their own clothing damaged because of their being forced to clean the area.

Chapter president Stanley Vaney and chapter representative Mrs. Korash arranged a meeting with SUNY-Binghamton officials in January 1971, and resolved the situation to some extent when agreement was reached on the first three points.

Despite the concern expressed by University officials over several of the points of contention, University officials, however, refused to reimburse the employees for their damaged clothing, contending that the point could not be negotiated at the local level.

When, in 1970, the men were forced to work in an area 12½ by 18 inches, creating an unsafe hazard in itself, the question of the University's obligation to the employees was raised. It was brought to the attention of SUNY-Binghamton officials in March 1969, and the University's officials agreed to take this case to court which came up with a verdict that the conditions were bad, but the tests need not be administered.

Vigilance Pledged

The CSEA chapter is vowing to watch "like a hawk" to prevent a repetition of similar circumstances in the future.

Other requests being pressed by the committee are the bid for more points for seniority and for the right to test certain employees which would be job-related.

A proposed change calls for more material on present job knowledge rather than skills needed for the promotional title.

Syracuse — Members of the Civil Service Employees Assn. residing or working in Seneca, Cayuga or Onondaga counties can take advantage of a 24-hour telephone service being sponsored by the Syracuse chapter, CSEA.

Members needing immediate assistance can call one of the telephone numbers in order to contact a field representative.

The numbers are:

- 24-hour Free Phone Service In Effect
  - Syracuse County: 766-8906
  - Seneca County: 333-9378
  - Cayuga County: 699-3851
  - Oneida County: 332-3219

The area code for all numbers is 315 and all calls to these numbers are toll free. Richard Gaylor, chapter president, noted.

Adamski Sends Condolences To Attica Victims' Families

BUFFALO — John Adamski, president of the Western Conference of the Civil Service Employees Assn., has reacted with sorrow and consolation to the tragic violence that resulted in the death of 10 employees at Attica Correctional Facility.

Adamski issued the following statement on behalf of the Conference:

"As president of the Western Conference of the Civil Service Employees Assn., and on behalf of all our members, I extend our deepest sympathy to the families who have suffered so gravely and to the loss of their loved ones at Attica Correctional Facility.

"Words cannot truly express the feelings we have within us, the sorrows and frustrations. We stand ready to do of assistance to any of the aggrieved in their time of sorrow."

Three Titles Under Fire

CSEA Exams Panel Blasts 'Terrible Test Conditions'

Syracuse — The office of the Public Employment Relations Board has been notified of a major complaint by the Civil Service Employees Assn. against the State Civil Service Department.

Three State civil service titles were the object of attack recently in the report delivered by the work performance ratings and examinations committee. The report was made before the 61st annual meeting of the Civil Service Employees Assn., held at the Waldorf-Astoria Hotel.

CSEA representatives alleged that the examination for the recent operation.

In particular, the issue of the November 1970 tests for stenographer and senior stenographer was detailed. At that time, the so-called "terrible test conditions" were said to exist. A committee effort to obtain new tests proved futile.

"What is evident is that the Department of Civil Service has been aware of these conditions but did nothing to correct them. They agreed to take steps to rectify the situation in the future, but agreed only to retest in Rochester and Mineola in spite of the serious complaints in these centers.

"As a result," maintained the committee, "we asked CSEA to take this case to court which came up with a verdict that the conditions were bad, but the tests need not be administered.

Vigilance Pledged

The panel is vowing to watch "like a hawk" to prevent a repetition of similar circumstances in the future.

Another recent battle mentioned in the committee report centered on the associate accounting exam. The Department had struck out several answers on the basis of their premature release to certain employees.

"Again, the court was sympathetic," said the committee, "but refused either to include the questions or to retest.

Other committees actions dealt

Mediators Named In Pact Disputes

ALBANY — Mediators have been named by the Public Employment Relations Board to resolve two differences between the State Civil Service Employees Assn. and the State Civil Service Department.

Frank A. McCoyan will mediate the complaint filed by the Union of the Village of Irvington, Westchester County, and the Irvington unit of the Westchester chapter of CSEA.

Paul Curry will mediate the dispute between the Yates County Board of Supervisors and the Yates County CSA chapter.

Directors Elected In 2 Departments

ALBANY — Jane Reese and James Welch have been elected to serve as chairmen of the International Executive Board of the Civil Service Employees Assn. from the Social Services and Correctional Departments, respectively.

The elections for the two departments were held recently as part of the annual training sessions which were transferred from the Social Services Dept. to the Division for Youth in the Executive Dept., received ballots listing the candidates as either 1972 candidates or, in the main with the move to eliminate orals and to reduce the number of written exams, to permit candidates to check their own answers against the approved ones.

According to Samuel Grosfeld, committee chairman, the Department is reviewing the old system of review will be tried out in one department this Fall, he said, "to point out the various shortcomings and deficiencies so, at least, these can be alleviated."

Other requests being pressed by the committee is the bid for more points for seniority and for the right to test certain employees which would be job-related.

A proposed change calls for more material on present job knowledge rather than skills needed for the promotional title.

Serving on the committee, along with Grosfield, are Alan Brer, Daniel Conaway, Jacob Laut, and Frank Sanders, representing various areas of the State.
The effects of the closing of State Mental Hygiene Dept. facilities around the State are being felt by patients, employees and the general public, a survey by Leader correspondents has determined.

The effects are being felt in other institutions which have been geared up to accept the transfers from the closing hospitals.

As in any hard-fought battle such as that now being waged around the closing of the Sampson State School for the Mentally Retarded, there are minor skirmishes and major battles over the location of the newest in the battlefronts, likely to result in casualties both of a physical nature and from a legal or moral standpoint.

Such was the case this past weekend, when employees and private citizens stepped up their efforts to prevent the residents of Sampson from being sent to the Seneca School for the Mentally Retarded, who had toured several of the facilities in their desire to be of help.

The chronology began on the previous Friday, when a citizens group of concerned parents of Sampson children, headed by the Rev. Allen Gillett of Watkins Glen, held a news conference to announce the findings of their two-day investigation reports that were issued by group members, many of them knowledgeable in the field of mental hygiene, who toured several of the institutions designated by the state as possible new homes for the residents.

The friends of Sampson and the same group led efforts to hold a news conference on the corner of State and Washington avenues available and were informed that the assembly was pressed to return to the court and that the meeting was adjourned until the following day.

In the reports, the witnesses cited severe cases of overcrowding, understaffing and inadequate safety equipment in every instance be far worse off at another institution.

The reporting committee of planning strategy, some 100 friends of Sampson sympathetic to the residents of Sampson to physically block the transfer of residents to a vehicle, and guard State troops followed the trip to the Summertime State School near Upper Lake.

The friends of Sampson learned that the transfer was not entirely successful.

Patient Walked Away

Mary turkey, a former resident, declared, "I have yet to determine who has boarded the bus and they decided I don't want to go there. The resident," he said, "arranged his removal and moved to the next stop on the bus, and simply got off."

Suspecting attendants, apparently believing the man not completely of sound mind, had followed him up and finally succeeded in returning the transfers at least until Thursday.

The identity of the individual who directly ordered the suspension is not immediately determined.

Friends of Sampson, concerned about the court injunction, said: "We are still not sure, but they have the best of their time since the budget was cut.

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"We are still not sure, but they have the best of their time since the budget was cut."

The friends of Sampson organizers were later advised that the State had obtained a court injunction prohibiting the interference by the group with the transfer of Sampson residents. The group mothers bore the name of Rev. Snow and John and Mary Doe.

Unfettered, but determined to obey the court injunction, some 50 members of the ad hoc group returned to the Sampson grounds on Tuesday to demonstrate their opposition to the transfer of 23 more Sampson residents. In this case came the Syracuse State School.

Grady, among those participating in the Tuesday protest, said: "We are determined to keep Sampson from being turned over to the Syracuse State School."

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What Do You Want? Big Talk or Results

THUS failures over the years of the American Federation of State, County and Municipal Employees Union to effectively bargain for employees in New York State outside of New York City—where they have always been challenged—has come back to haunt its leadership.

AFSCME has been stymied in elections in recent weeks by the Civil Service Employees Assn. in Syracuse and on the New York State Thruway, and couldn't generate enough interest among other employees to even put up token opposition to CSEA in the four Statewide bargaining units represented by CSEA at the present time.

Meanwhile, CSEA has presented the State's Public Employees Board with sufficient evidence to show that a representation election is necessary in the Security Unit. The AFSCME won rights to represent these 7,000 State employees last time out, but has yet to provide anything but a "me-too" attitude on benefits won legitimately at the bargaining table by CSEA experts.

Despite fiery statements by the AFSCME leadership before the last election on what employees were going to get; their constant rumblings that CSEA was no good; about their "highly qualified collective bargaining specialists," AFSCME has proved nothing except to let the employees they were supposed to represent down—and down hard.

When the chips were down on the austerity budget and the lay-offs, it was CSEA that led the way back.

We are sure that the employees who were stuck with the ineffectual leadership provided by AFSCME during their first opportunity to prove themselves on the State scene will remember this when voting for collective bargaining representative next month.
Holt Engine, Filing
Suffolk's Civil Service Dept. has announced the cancellation of both the open-competitive and promotional exams for assistant engineer. The cancellation will remain until further notice.

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- It's better...Automatically.

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Things are seldom what they seem.

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So which would you rather have—a sedan that looks like a big bully but really is a 16-suitcase weakling? Or a little fella who's really a 16-suitcase giant?
By MARVIN BAXLEY

NEW HYDE PARK — Appearing at the September meeting of the Metropolitan Conference here, Statewide Civil Service Employees Assn. president Theodore C. Wenzl called on top State officials to seek more advice from “the man on the job.”

Referring to judgements made at Attica State Prison, Wenzl said, “I think it is about time that some top officials seek the advice of people who have been around more and who know more about the business than they do.”

Conference president Randolph V. Jacobs had set the tone for the meeting by calling for a moment of silence for the guards and the inmates who were killed in the Attica tragedy.

He then laid a major part of the blame for the Attica affair at the doorstep of Governor Rockefeller for having permitted cutbacks in funds. These cutbacks, said Jacobs, hampered improvements in the lot of the employees and in improvements needed in the penal institution. The funds, he said, if they had been available, could have prevented the inmate uprising.

Jacobs also called for CSEA members to close ranks and to work for the benefit of all members. He then introduced those delegates from the New York City area who had been elected to the Statewide Board of Directors: Solomon Bendel, Ronnie Smith, Vincent Rubano, Jack Weisz and Michael Sewek.

In other business, the Conference, after hearing reports from its treasurer, Michael Sewek, and from Philip Wexler, chairman of the committee to investigate a dues increase, and Anthony Fontaino, chairman of the auditing committee, voted to raise the

(Continued on Page 14)
Wenzl Praises
Highway Engrs.

ALBANY — Highway and transportation engineers from New York State were singled out for praise last week by Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn., in connection with National Highway Week, Sept. 13 through 19.

Wenzl, himself educated as an engineer, and an honorary member of the New York State Association of Transportation Engineers, said, "The people who help design and build our highways should be appreciated by the public at this time, because they are the people who have helped to open the way of progress to all the citizens of our country. I am very proud to be a member of the Transportation Engineers Assn., and on behalf of CSEA I extend to all highway and transportation engineers the appreciation of other workers for their fine efforts."

Paul Comer, a RITESM officer and active member of the RITESM, told The Leader that "CSEA's cooperation with and friendship with transportation engineers in New York State has been appreciated by all of the engineers, and I hope that this cooperation will endure through all our future endeavors."

Officers of the Mental Hygiene Employees Assn. here Doris Bliss Pierpont, chairman during the annual Fall meeting which took place recently at the Waldorf-Astoria Hotel in New York City. Mrs. Pierpont is retiring from State service and has resigned as an officer in MHEA.

On Management-Confidential Unit—
Taylor Law Has Inconsistencies
Cipolla Advises MHEA Delegates

An inconsistency in the Taylor Law which concerns membership participation in unions of their choice was discussed at the annual meeting of the Mental Hygiene Employees Assn. at the Waldorf-Astoria Hotel recently.

Sam Cipolla, MHEA consultant pointed out that while a new group of employees—management and confidential—would be denied the right to participate in union activities under revisions of the law which were passed during the last session of the State Legislature, another section prohibits such action. The section prohibiting such action would be lost to the State in the future. Officials of MHEA were urged to attend workshops and other educational conferences in order to keep pace with rapidly changing public employee labor practices.

Complaints were heard from several delegates from institutions in the Rochester area concerning reduced coverage from Blue Cross-Blue Shield because of the closing of the Rochester area plan and the transfer of members to the Albany-based plan. MHEA will ask CSEA to explore the problem in an effort to solve any inequities that are found.

The MHEA officials took issue with the theory that Mental Hygiene employees should act with one voice during voting on important issues. Cipolla noted that a position should be taken prior to the voice that should be taken prior to important votes, but that the position should be tentative one, subject to further information brought out in discussion.

Cipolla was supported in his contention that additional services are to be needed shortly for CSEA members. "I know that the idea of additional dues is not very popular," he said, "but we have to be realistic. We will need additional funds. We will have to defend ourselves against union raiding. We have to expand, not only in Mental Hygiene but also in other State Departments as well as local government jurisdictions and school districts.

In other business, the recommendation of treasurer Doris Bliss Pierpont was accepted. Mrs. Pierpont had been active in MHEA since she entered Department employment, Frances Hills, MHEA president, has appointed Edna Percy to fill the position until the next election scheduled for July, 1972.

CSEA Crushes AFSCME Plan

CSEA, which threatened a strike in order to force the State to relieve laid-off employees last Spring, said it had received assurances from Abe Lavine, director of employee relations for the State, that preferred lists will be used to staff the Center.

The "OER told me that approximately 800 employees will be hired in 1972-73," said CSEA executive director Joseph D. Lochner, "and that laid-off employees on the preferred lists will be hired."
Spend your health care dollar as carefully as you spend your car dollar.

It's MORE important

Some car buyers make buying a new car a career, hobby, exercise in haggling, let's beat-the-dealer-at-his-own-game game and spend weeks doing it. Yet, the same person will sign up for health insurance without giving the options and choices a second thought.

Doesn't make sense does it?

When you choose THE STATEWIDE PLAN, you don't have to spend time comparing and reading — but we'd certainly be glad to have you do so, so that you know you've made the wise choice. At Blue Cross and Blue Shield, we've been improving the STATEWIDE PLAN for many many years. It's tailored to the needs of public employees. Its cost is reasonable, but its benefits are realistic benefits — there when you need them most.

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METROPOLITAN LIFE

An equal opportunity employer
Mail Applicants—Early Filing Proviso
Those who choose to mail in their completed applications for various City titles had better observe the early filing rule—or risk possible voiding of the entry. The Department of Personnel says that such mailed applications must be postmarked one week in advance of the filing date. For further information, phone the agency at 505-8700.

Chief Marine Engineer
Nov. 20 Test Stated
For $15,477 Positions
Gliding toward the deadline finish-line are candidates for chief marine engineer, diesel, who have their eyes set on a written exam planned for Nov. 20.
The $15,477 post, which is open to incumbent first assistant marine engineers, falls within the Environmental Protection Administration. Those hired will supervise and direct the engine crew in the maintenance and repair of the main propulsion equipment. Supervision of fuel use and storage is also among usual duties.
A chief engineer's license issued by the Coast Guard is prerequisite to appointment, as is scoring at least 70 percent on the written. Questions will deal with propulsion equipment, auxiliaries, theories, principles and operating techniques related to diesel propulsion as well as repair methodology. Bulletin No. 1741 enumerates this in detail.

H.I.P. is the ONLY plan that provides unlimited medical, surgical, specialist, maternal, 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.

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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.

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.
An EXCLUSIVE Insurance Plan Sponsored And Endorsed For Members
Of The New York City Civil Service Retired Employees Association

Now when you are hospitalized you can have an extra $500 a month in cash!

Yes — you'll get $500 a month over and above any other insurance you might have. The money will be paid directly to you — not to a hospital — not to a doctor — but to you. And you can do anything you want with it: Pay hospital bills, Doctor bills, Household expenses. It's your money — to use as you please. There are no strings attached to it.

A great way to help beat rising medical costs!
As you probably know full well, hospital and medical costs are higher than ever. And still rising. So, when you're hospitalized, you'll want all the money help you can get.
Any insurance you already have will help. So will Medicare. And now this insurance can be a third source of money.

It's all tax-free cash, too!
When you are hospitalized by sickness or injuries, you will receive cash payments at the rate of $500 a month. You'll continue to get them as long as you are hospitalized — up to a maximum of 12 months for one period of sickness or injury. Thus, you can receive as much as $6,000 for one hospitalization!

All this in addition to any other insurance or benefits you have. And this money is not taxable, either!

Nursing Home Stays are Covered, Too
After you are hospitalized for a while (at least 3 days), you may want to change to a convalescent nursing home. You can, if you do so within 14 days. And you'll receive cash payments at the rate of $250 a month for a maximum of 6 months for one period of sickness or injury. This money is tax-free, too! And again, it's paid directly to you — to use any way you want.

Recurrent Confinements are Covered!
You can collect more than once. If you are hospitalized again after a 6 months interim, the cash payments begin all over. And if you are hospitalized in less time for a new illness or injury, you also start collecting tax-free payments again.

A Lot of Other Pluses
No medical exam required to qualify.
No age restriction.
Coverage applies everywhere in the world.
It pays regardless of how much other insurance you have.
No waiting periods. Payments begin from the first day of hospitalization.
You can include your spouse in the plan, if you wish. The same benefits and amounts apply to him or her.
The plan is underwritten by a leader in health insurance — The Travelers Insurance Company of Hartford, Connecticut.

Act Now! Limited Enrollment Period
Inquire today. You can not enroll after December 20, 1971. Use the application form in the brochure that was mailed to you. If you don't have one, mail the coupon below for a copy by return mail. Costs and other details including the few limitations and exclusions are fully explained in it.

Get this valuable protection today. It can mean hundreds, even thousands of dollars for you tomorrow!

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Gentlemen —
Please send me a copy of the N. Y. City Civil Service Retired Employees Association brochure on the hospitalization cash payment plan, together with application. Please rush.

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Get this valuable protection today. It can mean hundreds, even thousands of dollars for you tomorrow!
feet above the roaring water and rock-strewn gorge of Niagara Falls, employees of the Niagara Frontier State Parks Commission are writing assn. book of odd jobs.

feet of the cascading American Falls, occasioned in a six-foot long "man basket" attached to a famed Prospect Point observation area.

expedition over the face of the gorge. Jones and Rich Pawlak, and an engineer, actually handled the chores of probing the rocks.

Sweatman replied when he was asked if he was more interested in learning the scaling process. "No, the thought never entered my mind," Sweatman explained. He explains the operation as a well-coordinated graphic picture of the face of the gorge "for future remedial work."

The most recent inspection, rock loosening and map mission was triggered when a patrolman from the Niagara Frontier State Parks police noticed a change in the rock while on a routine surface inspection tour. For Sweatman, what followed was an experience few men have the opportunity to participate in.

Working with five- and three-foot steel bars, the men pry away the loose rocks from above, to avoid falling stone, spending many hours helping restore beauty and safety to one of nature's most wondrous wonders. "I took my own camera along and got some real pretty pictures from a vantage point I would never have had," recalls Sweatman.

The three workers inch closer to the face of the gorge in their "man basket" to get a closer look at some of the rock.

CSEA Members Helping Mother Nature

The American Falls, left, and the Canadian Falls, right, provide a historic background as the three workers probe a cliff.

after the first day, when the basket tilted precariously to a 30- to 35-degree angle after catching on a ledge the crane operator couldn't see. Sweatman remembers that on the first day of work, spray from the nearby Falls completely drenched the basket's occupants. He recalls one particular rock "that must have weighed a ton" and had to be pried loose with hydraulic jack.

"It was quite interesting to watch some of the boulders bounce," he says, adding: "We were curious to find out how far and which way they would bounce because there's an area below where the public can walk on a stairway at the base of the Falls."

Once, he remembered, "several large boulders actually crossed the asphalt path where people would have been, had we not shut down the area."

He pooh-poohed the idea of fear. "It's an interesting sensation to be suspended over the gorge and look down and know there's nothing below but a bunch of rocks, but that only lasts for a few minutes and then you realize you have solid footing underneath."

"It's all part of the job," he concluded, casually.
Education Department Contract Signed

ALBANY — The Civil Service Employees Assn., has signed a pact with the State Education Dept., covering many much-needed improvements in benefits and working conditions.

Among the highlights of the agreement are:

- Established procedures for distributing and posting announcements of vacancies in competitive class positions at least 15 calendar days prior to the date they are to be filled. (Applicable to members of the Administrative and Professional, Scientific and Technical Units.)

- Provisions for a Monday through Friday work week except for special exceptions.

- An employee upon 15 days notice may inspect his personal history folder and written responses to anything he deems to be adverse (Admin. and PST).

- Overtime authorized will be paid in cash to employees by the close of the third bi-weekly payroll period following the payroll period during which the overtime is earned.

- Out-of-State work provisions.

- All expense accounts will be processed as quickly as possible.

- The department agrees to re-instate the use of lodging requests for those employees who wish to use them.

- A joint CSEA-Department Labor Management Council will be established.

- All employees with 25 or more years of State service shall be required only to indicate "present (P)" or "absent (A)" on the report of attendance form rather than reporting the precise times of arrival and departure.

- The department will draft a work appraising rating form to be used for employees in the Building and Grounds Maintenance Section (Operational Unit), except for chairwoman. CSEA may review the form.

- Professional employees may receive extra service compensation as consultants if certain criteria are met.

- Permanent employees of the department may be granted leave without pay for a period not exceeding four weeks for teaching.

- CSEA team members were Robert Caruthers, chairman; John A. Conoby, CSEA collective negotiating specialist; Mary Connelly; Walter Maxfield; Kathleen Naumovic; Betty Sinclair; Harry Woodcock; George LaFleur; Boyd Campbell; Daniel Maloney; Salvador Tavormina; Eleanor Chamberlain; Herbert Magram and Alvin Rubin, Education chapter president.

Metro Conf. 

(Continued from Page 5)

dues to 20 cents per member, with a maximum of $200 dues from any one chapter.

William Farrell was congratulated by the Conference on his promotion to regional field supervisor for the Metropolitan area. However, in related action, the delegates voted approval of a motion by Leonard Kaplan, of the State Insurance Fund, to demand that, in the future, CSEA Headquarters consult with the Conference president and all chapter presidents within the area before making major appointments.

The Conference also approved a plan submitted by president Jacobs for a President’s Award, to be presented annually to someone in the public sector who has contributed to efforts to improve working conditions for public employees. The award will be determined by the Conference president and its executive board.

James Featherstonehaugh, of the Association’s legal firm, was guest speaker for the session discussing various ramifications of the Taylor Law.
Trician will provide all necessary maternity services and you never worry about extra charges. Never a Shov Like It Being Pure. Old Dutch stone house.ドラマの体験に参加。2 car garage. Firefighters for your identification and get 10% discount. Call 914-352-8219 - ask for Charlie Smyth.

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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. This often comes as a surprise to families who forget to read their health insurance policies. H.I.P. places no limitation on maternity care provided during pregnancy, delivery and following delivery.

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Antiques Art - Demonstration of 10 Crafts
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Oct. 3

Great Neck Roads
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Civil Service Leader, Teenager, September 28, 1971.
The New Japanese Cars: A Rating

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