Directors Vote Full Support To Dandreano's Charges Of Intimidation By Thruway

ALBANY—the Board of Directors of the Civil Service Employees Assn. last week gave quick and unanimous approval to a motion authorizing Thruway CSEA chapter presidents to "take any action they feel is necessary" to fight the inadveration charges recently brought against Vito Dandreano, Thruway representative on the Board. The Board condemned the action of the Thruway Authority which lodged the disciplinary charges against Dandreano earlier this month. Dandreano, the Authority alleged, refused to stop talking to the employees and leave the premises of the Nyack maintenance barn during the recent representation election campaign against the United Thruway Union.

The Board resolution, introduced by first-vice-president Thomas McDonough, charged the Authority with "harassment and intimidation."

The Thruway chapter presidents, met in Albany prior to the Board meeting and vowed to "fight with every available weapon at their disposal" to have the charges against Dandreano dismissed.

In addition to filing an improper labor practice charge, and a contract grievance, CSEA has also called for an immediate meeting with R. Barbara Bixby, chairman of the Authority. "It's a clear-cut case of intimidation and harassment and a threat to unionism and job security," said Theodore C. Wenzl, CSEA president. "We must fight this action which poses a threat to the future of every employee we represent."

CSEA Wants Hearing On Management Status For Recreation Aide

ALBANY—An employee of the State Office of Parks and Recreation, who was tentatively designated to be in the supposed management/confidential unit and, in the State's view ineligible for representation by the Civil Service Employees Assn., is being defended by CSEA in a case that has taken a bizarre turn following the designation.

The employee, a principal stenographer, GH-15, was told recently that her job was tentatively designated to be in the management/confidential unit. Previously her position was officially designated by the Public Employment Relations Board to be in the Administrative Services unit, which is represented by CSEA.

The employee asked CSEA for defense, claiming that her title should not be designated "management-confidential." CSEA then submitted a grievance in her behalf, protesting the designation.

Burch said, "The employee's grievance was returned to CSEA with a statement alleging that her position was not to be designated management-confidential."

The employee thinks he will be, should definitive determination of what points on work contracts are still unanswered at this point, so it is best to go ahead with our negotiations." The spokesman also pointed out that any State employee who has been designated "management," or "confidential," or who thinks he will be, should definitely not drop his CSEA membership or CSEA insurance. "No employee can force you to drop your membership now," he said, "because the Taylor Law amendment which calls for this is not yet self-effectuating. Keep your membership," he advised.

CSEA has already initiated lawsuits seeking to have declared unconstitutional the recently-imposed Taylor Law amendments excluding these employees from membership in labor unions and limiting the use of accrued leave in overtime in determining the final average salary for retirement purposes.

"All CSEA units and chapters which are presently negotiating, and are at some stage of impasse procedures, should continue to seek a settlement," a spokesman said.

"When the agreements are reached and ratified by our members, it will then be up to the parties involved to determine what points on work contracts are still unanswered at this point, so it is best to go ahead with our negotiations."
DON'T REPEAT THIS!

(Created from Page 1)

Level. This is the week in which either the United States Senate or the House of Representatives must vote on Resolutions pending to reject an alternative proposal offered in House or Senate. Nixon to defer pay increases for Federal employees scheduled to take effect on January 1, 1972 until July 1, 1972.

The basic resolution was introduced in the House by a group of Congressmen that included New York State Thadeus J. Dubuis of Buffalo, chairman of the House Government Operations Office and Civil Service, John Murphy of Staten Island, James M. Hanley of Queens, and Frank Bracoo of Brooklyn. By its terms, the resolution provides simply that "the House of Representatives disapprove the alternative plan, dated August 1, 1971, for the adjustment of basic employee wages under statutory pay systems, recommended and submitted by the President to Congress under Section 5305 of Title 5, United States Code."

An identical resolution has been introduced in the Senate by Frank R. Moss, a member of the Senate Committee on Finance. In introducing his resolution, Senator Moss said: "Last week President Nixon declared that the wage-price freeze would terminate in mid-November. This announcement restored the last possible justification for retention of the Administration's earlier decision to postpone civil service increases scheduled to take effect on January 1972."

The significance of the point made by Senator Moss was underscored when the Senate postponed until November 19, pay increases for State in the military, and other segments of our economy." The pay Increases scheduled for January are based entirely upon the past behavior of officials at other govern-

Hiring Going Into High Gear
For Fed. Office Asst. Title

The Federal title of office assistant continues to be the prime clerical post of recruitment. Its generalized requirements are viewed as a key attraction.

Various metropolitan post offices—13 in all—have advertised as supplementary job information centers to the one at 26 Federal Plaza, Manhattan. Applications are being accepted. As far as the President is concerned, the public service is a competitive one. The President and his aides are convinced that the best candidates are the ones who have received the greatest sacrifices. The Federal policies are likely to harden the attitude of State and local officials in dealing with their employees. The history of Federal em-

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Flexible Hour Schedule
Expanded To Education Dept.'s Albany Offices

ALBANY — The State Education Dept. has announced the adoption of a flexible work hours system for most of its 3,200 employees here. The system, to go into effect in January, will enable some employees to arrive as early as 7:30 a.m. and leave from 8:30 a.m. to 5 p.m., without changing the Department's public hours.

Flexible Hour System

The department has become increasingly aware of employee dissatisfaction with its present work schedule. The new system, which will be implemented as early as next month, will allow employees to choose their own start and end times, provided that they complete at least eight hours of work each day.

Sperry emphasized that employees should be responsible for their own time schedules and that they should take into consideration the needs of their colleagues and the demands of their work.

Demand Hearings

CSEA Alerts The Public That: 'Mental Hospitals Deteriorating' Deterioration of patient care in Mental Hygiene Department institutions was charged by officials of the Civil Service Employees Assn. at a press conference in New York City on Tuesday.

CSEA Statewide president Theodore C. Wendl and representatives of all Mental Hygiene hospitals in the Metropolitan Region, said in a report that the adoption of a flexible work hours system for most of its 2,400 employees here. The system, to go into effect in January, will enable some employees to arrive as early as 7:30 a.m. and leave from 8:30 a.m. to 5 p.m., without changing the Department's public hours.

A similar plan was first put into effect in the Department of Motor Vehicles several months ago. Employees would choose to start work at 7:30 a.m. or 9 a.m., and leave from 4:30 p.m. or 5:30 p.m. It was said that there would be no change in the Department's public hours.

There were few complaints from the employees and they were generally satisfied with the new system. The only problem was the lack of adequate facilities for the workers in the early morning hours.

In explaining reasons for the switch, Sperry said: "The Department has listened carefully to the requests of our employees and has decided to adopt a more flexible schedule that will allow them to work whenever they choose, as long as they complete their tasks.

Sperry emphasized that an employee would not be able to vary their work schedule from day to day, but must decide what schedule they want and then adhere to it. The employee would also be required to make advance arrangements with their superiors to ensure adequate coverage in all units of the Department during the official work day.

Sperry also emphasized that supervisors would have the right to require employees to report to work at the same time every day. The employee would be required to come in at least 15 minutes earlier than their normal start time to complete any necessary preparation.

Sperry said that the new system is designed to make the Department a more attractive place for employees to work. The employees would be able to arrive earlier in the morning and leave earlier in the evening, which would give them more time to spend with their families.

CSEA collective bargaining committee member John J. Naughter Jr. said that the new system is a significant step in the Department's efforts to improve employee relations.

"The new system is a positive step in the Department's efforts to improve employee relations," Naughter said. "It is a step in the right direction and we hope that it will lead to continued improvements in the Department's work environment.

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Here are a few questions that should be answered in comparing programs:

- Are paid-in-full service benefits provided? GHDI provides paid-in-full service benefits regardless of your member's income through over 5,000 Participating dentists.

- Are there waiting periods before benefits apply? GHDI has no waiting periods for any condition at any time.

- Are certain "pre-existing" conditions excluded from coverage completely? GHDI covers pre-existing conditions.

- Are there annual and/or lifetime dollar maximums? GHDI plans have no yearly or lifetime dollar maximums.

- Are commissions payable to salesmen or brokers? GHDI pays no sales or brokerage commissions to anyone at any time.

These are only some of the items to compare. When choosing your dental plan, ponder the pitfalls. To get all the facts you need to make the best decision for dental benefits for your members—mail coupon below TODAY!
U.S. Will Hire 400 Engineers As Trainees

The Federal Government is making plans to hire up to 400 young engineers for a year-long internship program recently announced by the White House.

The internships, in Federally-funded labs throughout the country, are designed to expose the trainees to both problems and the capabilities of government research and development.

Trainees will be granted $7,000 for the year by the government, and the participating laboratories are required to match this amount in either cash or research support. Applications should be filed directly at the Federally-financed labs.

The program is aimed at unemployed scientists and engineers under 30 with advanced degrees. The National Science Foundation, which is administering the internships, has reported a 3.3 percent unemployment rate for this group.

Never a Show Like It Before!

Antiques - Art - Demonstration of 10 Crafts
Free Map of New England to All Visitors

SUNDAY ARTS AND ANTIQUES

FLEA MARKET

Great Neck
nr. RR. Sta., Middletown
Sept. 26
Oct. 3

Great Neck Roads
Woolwood
Fire Towns Shopping Center
Qct. 10

Rockaway Blvd.

100 WINNIE W
All News. All The Time.
Protecting The Civil Service Merit System

R ESPONSIBLE public officials slowly are gaining public support in their fight against higher taxes through the questionable practice of using consultants in place of career civil servants.

Further, those who would frustrate the civil service system through the guise of public corporations which do not hire civil service employees, are being discovered and investigated.

Assemblyman Andrew Stein of Manhattan started the ball rolling in the State Legislature when he called for full disclosure on consultant contracts.

On the New York City level, and sure to spread to other governmental units in the State, City Council President Sanford Carlsohn—himself a product of the Career Civil Service Merit System—is calling attention to the gradual return to the spoils system through these guises.

Garelik is calling for more testing—not less—with only top management such as commissioners and administrators as the ones legally able to escape the checks and balances which the merit system provides.

The dangers of these invasions into the career service have been voiced quite strongly by the Civil Service Employees Assn.'s watchdog committee on the test procedures and its chairman, Samuel Grossfield of Rochester.

Others are joining the fight. The heads of the unformed police and fire unions in New York City have long been heard by the public. They, too, have been watching for any diminution of requirements for civil service jobs or any potential "back door" by which unqualified people can enter the proud ranks of civil service.

The career merit system of civil service has been in existence for just short of a century. It replaced the political ladder with a career ladder under which the most qualified and dedicated were rewarded with the top jobs.

While it is true that civil service may not be the perfect system, it is thousands of miles ahead of the spoils system where political contributions—financial or otherwise—were the yardstick of fitness for a position and a paycheck.

We urge those in public life who are fighting against these attempts to return to the spoils system to continue their fight and wish them Godspeed. We know that the taxing public, including the civil service taxpayers, will be the winners in the end.

Management—Confidential

NEVERTHELESS, an examination of PERB decisions discloses that on at least one occasion it did certify a "management" unit. On the other hand, employees with an "affinity with management" were not placed in any negotiating unit. Moving down the strata in this pyramid, the decisions disclose more consistent granting of employees' right to be in negotiating units and represented by employee organization.

With regard to confidential employees, the decisions of PERB disclose that it also deferred decision as to whether they could be in a negotiating unit and represented by an employee organization.

Thus, it can be said that the new law makes no substantial change with regard to the inclusion of personnel deemed managerial and confidential in negotiating units. The critical determination, therefore, is not the right of representation under the Taylor Law—a right never enjoyed—but rather the scope of such exclusion.

3. Definition of managerial and confidential employees.

THE THIRD question presented by the new law concerns the definition of managerial and confidential employees. Section 201(7) of the Civil Service Law defines employees as those who (a) "formulate policy" or "may reasonably be required to assist the employer in the (b) "preparation for and conduct of collective negotiations" (c) have a major role in "administration of collectively negotiated agreements" or (d) "have a major role in personnel administration." The legislative intent expressly provided in the new law states it is intended to "reflect the extent to which a public employer has from time to time organized itself for collective negotiations. It is not the intention of the Legislature to destroy existing employer-employee negotiating units composed of principals or other school administrators who do not formulate policy or who do not have a significant role in employee relations. An examination of PERB decisions will disclose the major changes this new law has effectuated.

PERB HAS defined "executives" as persons who have it within their authority to negotiate about the working rules, the provision of facilities, services, equipment, and other aspects of the working environment not involving major expenditures with respect to such items. They are also likely to be the employees with respect to the administration and supervision of working routines and relationships, the handling of grievances, and the administration of discipline. It is most probable that these executive personnel are those who will be covered under the new exclusions as those "who formulate policy." This is particularly true since the statute does not define what type of policy the individuals should be involved in formulating. This interpretation would make a harmonious transition from former PERB decisions to the current law.
New York City employees,

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

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 add Blue Shield and Major Medical to your Blue Cross. 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
City Extends Filing Period For Special Offr. Posts; No Prior Exp. Necessary

Last Friday, Oct. 1, opened up a new cycle of testing for the position of special officers, reports the Department of Personnel. Numerous City agencies are affected.

Among prospective hiring agencies for the $7,000 post: the Health & Hospital Corp., Department of Social Services, Traffic Dept., and Health Services Administration. Various colleges within the City University system are also scheduled to seek out special officers. The responsibilities focus on enforcing rules and regulations.

The big attraction will probably be lack of formal education or experience requirements. However, candidates must meet the minimum ages—between 20 and 40—and measure up to specified height, vision and other physical standards.

Height minimum, for example, is 5'-5". Vision must be 20/40 in either eye, with glasses permitted. Good character—no convictions for a felony—is required also, so that candidates can meet those standards set up for deputization.

Candidates will be subject to a "very rigid physical," asserted Personnel Dept. spokesman. Two subtests will be involved, he declared: one of broadjumping a distance of four feet; the other, of lifting two heavy dumbbells (about 40 lbs.) from the shoulders to arm's length horizontally.

The written test portion is also comprehensive, he noted. Questions will be concerned with job situations, clerical aptitude, vocabulary, reading comprehension, interpersonal relations and report writing.

Tests will be administered on a frequent basis, with the written and physical exams pending for the same day, candidates were informed. Applications are available on a daily basis between 8 a.m. and 5 p.m., at the Department's application section. Go to 19 Thomas St. near Canal St., in Manhattan, for further details.

Correspondence Route it Rightly

Requests desiring to contact the Civil Service Employees Assn. can write CSA Headquarters, 220 5th Ave., 32nd Fl., New York, 10010. Those who want to get in touch with the Association's NYC office should contact them at 11 Park Row in Manhattan.

Correspondence that relates directly to news or editorial of The Leader can go to: Civil Service Leader, Editorial Office, 11 Warren St., New York 10007.

Subscription renewals should be marked on the envelope's face.

Open Enrollment, Transfer Period Concludes Oct. 15

City personnel director Harry L. Bronstein announced the closing dates for the annual health insurance open enrollment and transfer period for active employees.

This is the period during which active City employees who have health insurance coverage with the City group will be allowed to enroll in the plan of their choice or to change plans. Board of Education employees who wish to enroll or change may do so up until Oct. 15.

All other City employees may do so through Oct. 16. Material describing the benefits available under each of the plans can be obtained from your agency Personnel and Payroll Officers.

All three plans have the same basic Blue Cross hospitalization and basic medical coverage for employees and their eligible dependents at no cost. Those who have additional hospital and medical coverage may elect it at a moderate premium paid by the employee.

The additional cost for extended medical benefits depend on the choice of medical plan and the number of dependents covered. Active employees who have basic coverage may add extra benefits to their plan during the transfer period.

As The Leader was going to press, it was learned that the City Civil Service Commission ruled that the title of special Cadets Officers be amended to allow women to file as well as men. Filing will now be reopened through Oct. 26. For further information, call the Personnel Dept. at 566-3700.

As with the current5, 000 engineers over the past years. Those men were serving in the City that are being performed today at a higher cost by consultant firms.

Civil service is not the perfect system. But nothing to date has been devised that has even come close to the degree of perfection that we find in our merit system.

Choice In Top Commands

Garelik noted that the career system should go right to the top. "Every commissioner should have, as advisors, men and women who have traveled the merit system road. They know the department better than anyone coming into City service from outside industry."

Garelik, however, conceded that some relaxation is needed to allow administering a choice in the top command. "But," he said, "this should be patterned after that of the Police and Fire Departments."

In the Police Department, from which Garelik retired, there are three promotion steps to pass before non-competitive promotions made in the lower grades—lieutenant and captain. Positions of leadership in the force are filled by captains, "detailed" to the higher ranks: deputy inspector, inspector.

(Continued on Page 15)

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Choice In Top Commands

Garelik noted that the career system should go right to the top. "Every commissioner should have, as advisors, men and women who have traveled the merit system road. They know the department better than anyone coming into City service from outside industry."

Garelik, however, conceded that some relaxation is needed to allow administering a choice in the top command. "But," he said, "this should be patterned after that of the Police and Fire Departments."

In the Police Department, from which Garelik retired, there are three promotion steps to pass before non-competitive promotions made in the lower grades—lieutenant and captain. Positions of leadership in the force are filled by captains, "detailed" to the higher ranks: deputy inspector, inspector.

(Continued on Page 15)
Capital District Conference Honors Its Own

(From Leader Correspondent)

A meeting attended by some 150 representatives of 37 member chapters, the Capital District Conference this week elected a new slate of delegates to the Conference Board of Directors.

Starting new terms are Alphonse Briere, Division of Employment; Howard Cropsey, Albany County; Joseph E. McDermott, Transportation-Albany; Harold J. Ryan, Jr., Audit & Control; Ernest Stroebel, Labs & Research, and John Vallee, Rensselaer County. They, together with the Conference officers, compose the Board.

CSEA president Theodore Wenzl discussed some of the problems facing the new administration and promised speedy action on committee appointments during his brief address. Other CSEA officers in attendance included first vice-president Joseph McDermott, second vice-president A. Victor Costa, and secretary Dorothy MacTavish.

Conference president Ernest K. Wagner announced that the start of the new Fall flu shot program was set for Oct. 4 and announced the program for the Conference Workshop the weekend of Oct. 8, 9 and 10.

The Workshop will be conducted at the Queensberry Hotel in Glens Falls and will open with a buffet supper Friday evening. Saturday morning will be devoted to a study of election procedures, while the Saturday afternoon program will be a roundtable discussion of negotiation techniques.

These six Conference delegates were elected to the Capital District executive board to serve, along with the regular Conference officers, as the interim governing body of the Conference. Seated, from left, are Alphonse Briere of the Division of Employment and John Vallee of Rensselaer County; standing are: Joseph McDermott of the Department of Transportation-Albany, Harold Ryan of the Department of Audit and Control; Howard Cropsey of Albany County and Ernest Stroebel of the Department of Health, Labs and Research.

Another favorite son of the Capital District, Statewide president Theodore C. Wendt, left, appears with current Conference president Ernest Wagner.

Among the delegates who crowded DuSane's Restaurant were these members of the Department of Education at an up-front table. Seated clockwise from left are: Nick Fiscarelli, Alice Drebilch (partially shown), Mary Hart, John Acker and former chapter president Lloyd Campbell.

Statewide second vice-president and former Capital District Conference president A. Victor Costa, far left, delivers a report to Conference delegates, as other leaders at head table listen. From left, they are Jack Dougherty, Conference vice-president; Ernest Wagner, Conference president; Marian Farrelly, Conference secretary, and Thomas McDonough, Statewide first vice-president and former Conference first vice-president.

Candidates For Bldg. Custodian Face A November Filing Period; Provide Subject Matter Preview

Advance planning for the Dec. 11 building custodian test can begin at once, as The Leader has learned that filing period for this post begins in little less than a month—on Nov. 3.

The title, which pays $8,500 upon entrance, is open only to those who have graduated from elementary school and have four years of cleaning and maintenance experience, or the equivalent in education and experience. In any event, declares the Department of Personnel, "one year must have been in a supervisory capacity."

In general, good moral character and the ability to get along with others must be demonstrated. A satisfactory work record must also be indicated in filling out your Experience A Form, to be filed along with the application.

Typical tasks lay stress on supervision of custodial employees performing duties such as sweeping, dusting, mopping, polishing, waxing and disposing of refuse. Cleanliness and storage of tools provides another part of overall responsibilities.

Candidates can begin immediately to brush up for the written test's variety of subject matter.

In that test, the bulletin lists areas to include cleaning and maintenance of buildings and grounds; electrical systems; plumbing systems; building structure; supervision; inspection; public relations and staff development. The written test, weighing 50, will share the spotlight with a practical-oral on the duties of a building custodian, also weighted 50.

Next comes a physical test, consisting of two subtests. One entails lifting a dumbbell at the shoulder to a full-arm vertical position. In the other, entrants will be asked to jump a distance of four feet from a standing position, taking off with both feet simultaneously.

A full list of medical qualifications is presented in the announcement—No. 1067—to be posted during Nov. 3-23 at the City Personnel Dept., 49 Thomas St., New York 10013. Entry forms will of course be on hand at that address, also.

The previous test for the custodian title, according to a City spokesman, was conducted May 24, 1969. Seven eligibles were given eligible status on the list.
*This Week's Key Answers*

Nine sets of final key answers have recently been released by the City Personnel Dept. on those, five were approved without change. The five are:


**EXAM 0516**: Exporting to Oriental School. AL 4-1029. Approved for you and for foreign students. N.Y. State Dept. of Education.


**EXAM 6012**: Promotion to Assistant Engineer. Test Held May 13, 1971. Thirty-six people protested 26 answers.

**EXAM 8043**: Promotion to Assistant Engineer. Special MIL. EXAM NO. 1117. Test Held Oct. 10/21/61.

**EXAM 3004**: Promotion to Assistant Engineer. Special MIL. EXAM NO. 9726. Test Held June 18, 1971.

**EXAM 3011**: Promotion to Supervisor of School Custodians. DEPT. OF EDUCATION and.


**EXAM 6231**: Promotion to Assistant Signal Dispatcher. NYCTA Test held March 10, 1971. Thirty-five people protested 26 answers.


CITY RELEASES 2-PART ROSTER OF JOB EXAMS

Late last week, the City Personnel Dept. released a two-part roster of exams scheduled for the 1971-72 fiscal year.

That listing includes all titles in the open-competitive, promotional and license certification categories. Also noted were the exam number, filing period, and tentative test date.

The Leader publishes the schedule for bureau of examinations “A” this week, to be followed by the bureau “B” schedule the following week. For full details, write or visit the Department of Personnel’s application unit at 49 Thomas St., three blocks north of Chambers St. in Manhattan.

The bureau “A” list of titles and other data follows:

<table>
<thead>
<tr>
<th>Exam</th>
<th>No.</th>
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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 specialists 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.

HEALTH INSURANCE PLAN OF GREATER NEW YORK
625 MADISON AVENUE, NEW YORK, N.Y. 10022

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.
Requests for applications should be made to the County Civil Service Commission in Wampum.

To be Re-AdM.

The Madison Makes Bid for Custodial Help

Madison County residents are alerted that entries for custodian are being taken continuously and examined frequently.

Applicants for these jobs need a year of building cleaning or maintenance background or the equivalent. They will be subject to a written exam involving building operations and simple maintenance. Salaries vary by school district.

For Custodial help.

For Custodial help.

For Custodial help.

City Releases Roster Of Job Exams Scheduled For Upcoming Year

(Continued from Page 11)

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City Releases Roster Of Job Exams Scheduled For Upcoming Year

(Continued from Page 10)

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Specialized 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.
REAL ESTATE VALUES

CITY TEST SCHEDULE

(S continued from Page 13)

CITY TEST SCHEDULE

(S continued from Page 13)

Suffolk In Hunt For Office Help

Noting that nonresidents are acceptable entrants for clerical-jobs jobs, the Suffolk County Civil Service Dept. has stated that experience is not among the qualifications needed. A diploma is optional as well. Pay begins at $300 biweekly, with hiring contingent on a two-exam; a written test and a performance test.

The first consists of questions on reading, vocabulary, arithmetic, and office practices. The second accentuates typing skills, asking a minimal speed of 40 wpm. Written exams usually are held alternate Mondays.

Those hired will have duties of doing routine clerical work, operating office machines and typing various items, including

CJerk-MSA—50 cert, Oc. Sept 20 1972
Mckaua-BHS—2 owt, 2 apt in

M> 9508

CITY TEST SCHEDULE

(S continued from Page 13)

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USED TV'S LIKE NEW

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1616 Broadway Corp. 104 S. 866-2127

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GROUND FLOOR opportunity for an ag-

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table. Investment secondary consider-

ation. Must be of good character. Must

have a vehicle. Money is available. In-

quire of the County's Civil Service.

MATURETITY CARE

Q. What does an OBSTEM-

TRICIAN charge for

his services?

A. We don't know exactly because fees vary con-

siderably but it can be expensive.

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

Most 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.R.P. places no limitation on maternity care provided during pregnancy, delivery and following delivery.

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

FREE WORLD CI


time permits.

Additional information about

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quire of the County's Civil Service.

CABRINA HOMES

$54,990

Priced for small family or legal 3 family home. Brand new, 2 beds,

2 bafs, 2 garages. Open 7 days.

CABRINA HEIGHTS

$55,990

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Niagara Solons Delay Creation Of New Jobs After Downgrading 36

(From Leader Correspondent)

LOOKPORT — The Niagara County Legislature has delayed a decision on creating three child welfare jobs that angered a Family Court judge and the Niagara County chapter of the Civil Service Employees Assn.

The Legislature put off a ruling on the three jobs after abolishing the Niagara Falls Service Dept. and creating 36 others of lower classification and pay in an efficiency move.

But CSEA officials advised the Legislature the necessary manpower procedures after the Legislature assured the CSEA chapter that no jobs or money would be lost in the move.

The decision of the CSEA, ruled that employees would continue in their present jobs at the same pay rates and still be eligible for future pay raises under present conditions.

In the reclassifications, 21 welfare unit assistants; 10 public welfare caseworker positions and a public assistant savesupervisor job were abolished.

Created were slots for 21 social welfare examiner with pay ranges from $6,134 to $7,284; 14 public welfare unit assistant jobs, 14 public welfare unit assistant jobs, and the three child welfare positions.

The story began when the Legislature claimed thatpay for existing social welfare positions was long overdue from several SUNY employees.

When the employee grievances were presented to the CSEA chapter at the University the bill was backed by a union official.

Following a study of the situation and the employees' past records, the CSEA chapter, as senior research on the CSEA grievance committee that amnesty would be granted "with respect to the payment of fines incurred on or before Aug. 31, 1976, provided, however, that such employee, if convicted of a violation of the agreement, pay all unpaid fines incurred on or before Aug. 31, 1976, through the date of this order to the college in accordance with existing procedures."

Kenneth Wolfen, chairman of the CSEA grievance committee, said that the employees involved were notified of the exam results but ignored the appeal, since it will mean a savings of a considerable amount.

Other members of the grievance committee were George Mosley, co-chairman; Grace Smith, administrative services unit representative; and John Burke, operations unit services representative, and John Maged, administrative unit services representative.

Upstate Medical Charged With 'Planned Firing'

SYRACUSE—Decision has been reserved in the case of the Civil Service Employees Assn. versus Upstate Medical Center, involving the firing of an employee who was the CSEA grievance representative in the Center's medical records department.

CSEA contends that the work- er, Boiek, a Buffalo native, was let go because of his activities as union representative, explaining that he had warnings to "a plan to get rid of Boiek."

The Medical Center administration had said that Boiek must resign or have his position eliminated, or risk "a plan to get rid of Boiek."

A formal hearing was held recently by the State Public Employment Relations Board at the Syracuse Office Building, but the decision was reserved by the board.

Commenting on the pending decision, a spokesman for CSEA said, "No matter what the judgment, we do know at this point possible means to get 'Sam' Boiek reinstated."

As witnesses for Boiek at Ma- sta's behalf at the hearing were Paul Burgese, William O'Neill, John Currin and James Schilbke from Upstate Medical Center.

Defending Boiek for CSEA was Ann Storey, a Buffalo field representative, and Regional Attorney Bart Borre.

Eligibles on State and County Lists

Eligibles on State and County Lists

State Alerts Eligibles:
Mark Oct 18 On Calendar For Promotion Test Cutoff

Put a big circle around the date of Oct. 18, advises the State's Civil Service Dept., if you want to be considered for promotion on the agenda.

That date has been chosen as cutoff point for some 24 State titles. Exams take the spotlight Nov. 20. Many of the openings to be filled fall within the Agriculture and Markets, Executive, and Labor Dept. Awaiting action will also the Transportation Dept. also have their list of vacancies, which could result in appointments in Conservation, the latter being the newest of the constellation of new jobs.

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

Detailed information about the 24 promotional posts can be gotten from two sources—either at the agency's personnel office or, alternately, through the State Civil Service Dept.

Legislature ruled that the pay rates under present conditions for the created jobs only will be kept in the same department.

Court Judge William Kellick was angered by the three proposed child welfare positions.

Anniesty From SUNY On Parking Regulation Penalties

ALBANY — A third-stage appeal brought by the Civil Service Employees Assn. on behalf of 39 employees of the State University of New York at Albany has resulted in amnesty from payment for parking fines for those employees.

The Legislature put off a ruling on the possibility to get 'Sam' Boiek rehired.

The Medical Center administration had said that Boiek must resign or have his position eliminated, or risk "a plan to get rid of Boiek."

As witnesses for Boiek at Ma- sta's behalf at the hearing were Paul Burgese, William O'Neill, John Currin and James Schilbke from Upstate Medical Center.

Defending Boiek for CSEA was Ann Storey, a Buffalo field representative, and Regional Attorney Bart Borre.
Garelik Condemns Civil Service Career Merit System Attacker

(Continued from Page 8) tor, deputy chief inspector, assistant chief inspector and chief inspector, as well as other specialized titles.

In the Fire Department, there are six promotional steps to pass before exempt promotions: lieutenant, captain, battalion chief and deputy chief. Applicants to deputy assistant chief and assistant chief of department are made as details from deputy chief. However, unlike the Police Department, the highest job in the uniformed force—chief of department—is filled as a result of a promotional examination open to deputy chiefs.

Garelik said he would like to investigate the possibility of bringing the Police Department's deputy inspectors and inspectors into the group of titles for which promotional examinations are given.

Grains Too Subjective

"I don't mean oral examinations either. They are too subjective on the part of the person administering the test," he added.

The Lindsay Administration policy of placing deputy inspectors as commanders of precincts has also been discussed by Garelik, who served as chief inspector prior to his running for the Council presidency.

"This practice fuels waters down the title of police captain and costs the city more money." Garelik repeated a quote from Robert Moses, the controversial but effective City planner which summed up his own feelings, "They're a bunch of language merchants.

"They find out what works and they mark the requirements. They are not being used because of a job freeze, but the freeze should affect consultants first. We are losing valuable men and women who are whithering away on civil service lists. If we hired them instead of consultants, we would be saving the taxpayers millions of dollars annually.

"When we stop these hiring practices, then we will stop penalizing the dedicated people who carry out the day-to-day operations of government." Garelik concluded by striking out at the new "nice jobs" being offered only to minority group members who reside in certain areas. "What this amounts to is favoritism within the minority group."

No matter how they cut it, those two corporations are government-operated and their employees should be from civil service lists.

Garelik also pointed out that "in some cases, the tax-

Applicants Mobilizing For Two Transit Titles

Oct. 6 is the start and Oct. 19 the terminal point for two Transit Authority titles, both promotional. The job openings are for bus maintenance, Group A, and ventilation and drainage maintenance. Both posts provide hourly wages of $38.175-5.30. Bus maintenance personnel must have been maintenance's helper, Group B, which is also the title of eligibility for drainage maintenance. However, candidates for the former must have served in the TA's Bus Maintenance Dep't. for the latter, in the Maintenance of Way Dep't. Six months of Laura a title.

The bus positions will be decided on the basis of a Dec. 14 practical. Those tested will be asked to demonstrate "knowledge of tools and materials, repair philosophy, safety precautions, and manual skill in the production of a sample sheet metal body requiring accuracy of layout." Drainage maintenance: competitors will face their practical on Dec. 9. Bade knowhow here is "of ventilation and drainage equipment, of tools and instru-
ments involved in the repair of the equipment, and of related electrical and mechanical equipment." For either title, 70 is the passing grade. A qualifying medical test, with field standards, will also be administered to all candidates. Those standards are posted at the City Personnel Dep't. Thomas St., Manhattan. Applications may be obtained and filed as that site as well.

Appoint Livadas To Succeed Meagher

Jerry V. Livadas, of Rochester, has been appointed as a deputy chief of the Rochester, Syracuse and Utica, at an $18,638 salary.

Tip Of The Cup

Nine candidates were recently summoned to the practical test, on the road to the job of captain-engineers.

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to your job
to your next raise
and similar matters!

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The price is $6.00. That brings you 52 issues of the Civil Service Leader, filled with the government job news you want.

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CIVIL SERVICE LEADER
Banking Dept. Negotiators Agree On Departmental Pact

ALBANY — The Civil Service Employees Assn. announced last week that agreement has been reached between its Banking Dept. negotiating team and department officials concerning working conditions and benefits for department employees.

Reading the list of provisions to encompass all department employees organization activity leave; placements and location of exclusive office boards; access by CSEA representatives to employees on a prompt basis; elimination of a Lindsey Board for tution program, and cleanup time for individuals and for print shop employees. The following items were included either in the employee handbook or established as departmental policy, as the result of the same CSEA-department negotiations:

• Promising of payments for overtime; a set schedule of work hours by NYC office employees; new rules governing employment of temporary help; review of clerical duties, review of performance rating system for bank examiners; a joint labor-management committee to deal with employee problems; and recognition for the Bank examiners Association as a professional association.

CSEA team members included Voter Fied, the employee representative on the Department of General Services in CSEA's Board of Directors; Otto Chvatal, Joyce Woods; Robert B. Maloney; Fred Owens, and Vic Bartlett. The team was assisted in their work by the negotiating specialists Paul T. Burch.

Fredonia SUNY Chapter Installs New Officers, Honors 10 Retired Aides

(Find and Lead Correspondent) FREDONIA — Retirees and long-standing members of the State University College at Fredonia chapter of the Civil Service Employees Assn. were honored at the recent installation banquet of the chapter in the Fredonia Holiday Inn.

Viola M. Hultin was mistress of ceremonies. Dr. William Stanley, a professor of biology, led the list of retired with special recognition.

Others in the over 50-year group were Dr. Roland Burton, 50 years; and Charles VanZant, 52 years.

A total of seven retirees with over 15 years of service to Fredonia, were honored.

Others included Charles Frye, 41 years; Jom D. Hug, 44 years; Mrs. Josee Pretorius, 22 years; and Lawrence Schenckman, one year.

The following officers were installed:

President, Roy C. Bouth, 55 years; Mrs. Sara Stewart, 58 years; Mrs. Alice Fisch, 60 years; Mrs. Beth Cord and Florence Bothwell, 57 years; Josephine Worthington, recording secretary; Miss Melody Schultz, corresponding secretary; Mrs. Veseca Schaefer, and delegates, Mrs. Marion Anderson and Joseph W. Wisniewski.

Suffolk

Fact-Finder Urges 6.5 Pct. Pay Boost For BOCES Aides

(In the Leader Correspondent) ST. LAWRENCE County, new fact-finder in its study to determine the proper compensation for BOCES aides, recommended a one-and-one-half percent pay raise to be recommended by a State fact-finder in its study to determine the proper compensation for BOCES aides.

The recommendation of the State fact-finder to the Employment Department, which is expected to submit a report on the current compensation of BOCES aides.

The State Department of Labor, which is expected to submit a report on the current compensation of BOCES aides, is expected to make its recommendation to the Employment Department.

The fact-finder, in a 12-page report, recommends a one-and-one-half percent pay raise to be recommended by the State fact-finder in its study to determine the proper compensation for BOCES aides.

The report is expected to be submitted to the Employment Department, which is expected to make its recommendation to the Employment Department.

POUGHEEPSIE — The Civil Service Employees Assn. has reached an agreement on behalf of City employees in its negotiations with the City of Poughkeepsie, Emanuel Vitali, CSEA collective negotiating specialist, working with the Poughkeepsie negotiating team in the City's negotiations.

The negotiations were held in the City's office in the City of Newburgh, and the City of Newburgh has reached an agreement on behalf of City employees in its negotiations with the City of Poughkeepsie, Emanuel Vitali, CSEA collective negotiating specialist, working with the Poughkeepsie negotiating team in the City's negotiations.

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In order to reach an acceptable basis for the determination of the differences, the City of Newburgh went to the negotiation table and presented a proposal for a one-and-one-half percent pay raise.

The proposal was accepted by the Civil Service Employees Assn., and the negotiations were concluded.

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