CSEA Makes 11 Demands Of Correctional Services Dept.

ALBANY—Seeking to dig below the surface into the root causes of the uprising at Attica Prison and to change the basic conditions facing employees and inmates at State correctional facilities, the Correctional Services Employees Association (CSEA) is scheduled to meet with the Department of Correctional Services (DCS) to discuss the NACC's recently implemented dress code.

The problems go deeper than the dress code, CSEA President Theodore C. Wenzl told the Department of Correctional Services last week. "We're talking about a fundamental problem of how to handle the inmate-prisoner relationship."

CSEA represents the civilian employees at State prisons—four months earlier this week at CSEA headquarters here to formulate CSEA chapter presidents from the State's correctional institutions.

CSEA, which represents the correction officers, after they were won by Council 82, AFSCME, four months. He asked Council to institute to the same title within the Department of Correctional Services.

"Although a few concessions were won by Council 82, AFSCME, AFL-CIO, their legal union representative, said their legal union representative.

"If this trend is continued, it will lead to a total breakdown of the system. We are not going to fight for their rights."

CSEA Successful For Correction Officers As Council 82 Refuses Aid

AUBURN—The Civil Service Employees Assn., has won grievances initiated by two correction officers at the Auburn Correctional Facility after the officers' requests for help were turned down by Council 82, AFSCME, AFL-CIO, instead of releasing them from their legal union representative.

Roger Kane, CSEA President for the area, said both grievances concerned seniority for the correction officers. In one case, a correction officer quit his job and was reinstated to the same title within four months. He asked Council 82 to help him get back the seniority he had before.

"We were told, as long as the officer had been held as a correction officer, Council 82 refused to help him regain the seniority he had before the transfer," Kane said.

"The Supreme Court ruled in favor of the officer, and the award was made to him." Kane added.

CSEA Protests NACC Dress Code

ALBANY—At Leader press time, the Office of Emergency Preparedness, had failed to provide emergency employment for thousands of unemployed workers. Eligible States and local jurisdictions for the financial assistance.

"We are talking about a fundamental problem of how to handle the inmate-prisoner relationship," Wenzl said. "We're talking about a fundamental problem of how to handle the inmate-prisoner relationship."
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CIVIL SERVICE LEADER, Thursday, October 12, 1972

Service Aide Traineeships
Show Widespread Appeal;
Few Requirements Involved

Service worker vacancies that pay in the general area of $110 weekly have become one of the increasingly popular
categories of hiring under the recently reopened U.S. Trainee
Program.

The spotlight here is on meeting basic physical, age and
educational requirements. The minimum-aid candidates do not
need produce prior experience. And no minimum level
of education is called for, either.

Training is supplied following appointment. This is true, also,
for all the worker trainees. Clinical and office worker
traineeships, for instance, also waive schooling and job
history requirements. The clerical positions customarily pay $85, plus the usual fringe package.

Promotion opportunities are regular, according to the U.S.
Civil Service Commission. That is strongly suggested to
an apprencticed person to immediately obtain the pertinent announcements. Notice No. 1-66.

The worke of choice has been occupationaly many; from
clerical to elevator operator jobs. Food service workers and
keeping aide are among the most prevalent, as are custodian
cleaning workers, general shopkeeping and grounds
maintenance workers. For a full listing of opportunities,
seek out the announcements.

Among other helpful hints listed are that certain positions
can be filled only by federal workers. Thus, you may
demand that applicants be able to type or operate office machines.
Veterans will be considered for all the positions.

Civil Service is available to all federal workers and within
one to three years of graduation; CS-2 Custodian, School District:
CS-3 Typist—clerk all
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examinations must obtain
announcements and applications
at the Civil Service Commission,
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Assembly Committee Heears Wenzl Blast State's Layoff Procedures
Outline More Equitable Program

(Continued from Page 1)

Assembly Committee Heears Wenzl Blast State's Layoff Procedures
Outline More Equitable Program

ALBANY — Theodore C. Wenzl, president of the Civil Service Employees Assn., was one of the principal speakers at a hearing on current layoff procedures conducted by the State Assembly Committee on Governmental Employees.

S. William Rosenberg, leader of the committee, said the purpose of the hearing was to hear the reactions of the board of the Civil Service Employees Assn., which represents employees of the state government.

The text of Wenzl’s statement follows.

One of the most devastating setbacks any union in the public or private sector must cope with is the layoff of personnel which that union represents. Unlike other terms and conditions of employment, which require the bilateral agreement of the employer and the certified representatives, layoff procedures, that is, they are controlled exclusively by the employer. Because of this one-sided aspect of the police, police work force reductions, it behooves any union, and especially one that represents public employees, to assure themselves that the layoff procedure which is used by the employer is fair and equitable.

The massive layoffs which occurred in New York State last week at all hearing on current layoff procedures were conducted by the State Assembly Committee on Governmental Employees.

Wenzl said that the committee intends to take all steps to exercise that right.

"We have also reported our concern to Governer Rockefeller," Wenzl said, "pointing out the positions on issues of importance to the employees and taxpayers.

The new chairman is Jack Nemerson, Maurice Gilbert, and Arthur Bolon, representative to the Board of Directors.

Newly elected members of the State Board of Directors include John B. Cross, of Hadley, and John J. Rooney, of Westbury.

A motion was passed unanimously that the new board be directed to contact all candidates for political office in the upcoming election on their intentions to poll the employees and taxpayers.

Overall handling of CSEA’s position on the Emergency Employment Act is under the direction of Arthur Bolton, representative of the Social Committee.

"I have also reported our concern to the State’s representatives," Wenzl said, "pointing out that we have communicated with the social committee, revealing that there will be many prices, including a basket of workers.

Appointed

Richard H. Holben, of Staten Island, has been appointed a member of the State Board of Directors and Appeals at an annual salary of $31,330. His term runs to January 1972.

Assembly Committee Heears Wenzl Blast State’s Layoff Procedures
Outline More Equitable Program

CSEA Forces Eden Schools To Cancel Contract Providing Outside Custodial Services

(From Leader Correspondent)

EDEN — The Civil Service Employees Assn. unit at the Eden Central School system has forced the Board of Education to cancel a proposed outside services contract that meant the loss of half the unit’s 80 jobs.

The money for the contract for outside custodial services from a Buffalo company had been approved by the Board’s budget while the unit was in negotiations.

"When the unit learned of the public appropria- tions, members met and agreed to accept less in salary increases if the Board gave up the contract," said a CSEA official.

"We feel it is imperative to contact all can-
didates for political office in the upcoming election on their inten-
sions to poll the employees and taxpayers.

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Creedmoor Chapter Honors Sullivans

Mr. and Mrs. Thomas Sullivan were honored Sept. 30 by the Creedmoor State Hospital in Queens Village, at a testimonial dinner given upon their retirement from the hospital staff.

Sullivan, retiring after 51 years in State service, was motor vehicle foreman at the hospital. His wife, Wanda, retiring after 35 years, served as operating room nurse, head nurse of Building 40, and at the time of her retirement was working in the hospital’s patient rehabilitation program. Many of her former patients are now employed as nurses in various hospitals in the New York Area.

Mrs. Terry Dawson, president of the chapter of the Civil Service Employees Assn., extended best wishes to Mr. and Mrs. Sullivan, and reminded them that retirement did not mean they had to leave CHSEA.

The Board of Visitors has awarded certificates to the Sullivan in appreciation for their many years of outstanding service. Letters of congratulations were also received from Governor Rockefeller and Commissioner Alan Miller.

Participating in the Creedmoor State Hospital testimonial dinner were, left to right: John F. Magoooughan, business officer; Philip Weimer, institution food administrator; Henry Kufahl, president of the Board of Visitors; Terry Dawson, president of the Creedmoor chapter, and the honored couple, Thomas Sullivan, motor equipment maintenance foreman, and Mrs. Wanda Sullivan, supervising nurse.

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- FURS - A prominent fur manufacturer and supplier to major department stores is now contracted to offer their products at discounts exclusive to United Buying Service. Fur available include Mink, Beaver, Leopard, Minkrat, Broadtail, Alaskan Seal, Persian Lamb and a variety of Fox Furs.
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The Transit Beat

By JOHN MAYE
President, Transit Police
Petroleum’s Benevolent Assn.

(The views expressed in this column are those of the writer and do not necessarily constitute the views of this newspaper.)

Re-Ordering Our Sympathies

MID-DAY . . . and the elderly slowly shuffle from the security of their homes into the sunlit streets to grasp the last rays of warmth before the Winter months sweep in and force them to alternate until the City thaws out again.

THESE are our elder citizens who have contributed so much to the building and fabric of our City — many of them residents from the day of their birth — now realizing that time has taken its toll and that the Winter snow has now become an enemy.

BY FAR THIS is not only the enemy and unprotected face in this tremendous city of eight million people. Age, illness and disease are expected acts of nature to which we can offer sympathy and perhaps a helping hand or even financial help. Nothing has been discovered to combat nature or its awesome terrors and extremes.

THERE ARE, however, other enemies not only for the aging but for all decent and upstanding people throughout our City. Enemies that have necessarily caused society to devise methods of combat — methods which some say are not the best, but until something better comes along, the only tried and true proven methods.

THAT ENEMY is the person who takes advantage of the young, the middle-aged and the elderly, robbing them of their most precious possession of life itself — with drugs, mugging, robberies, thefts and homicides daily increasing. It then becomes the job of the long arm of the law to reach out and pluck from the garden of humanity that which is bent on destroying all of the best around it. When the facts are sustained, society is better off without these culprits — to be removed to a place of confinement and hopefully to be nurtured back to a lawful place in the sun.

INEVITABLY, MAN is his own worst enemy. It is when with all the prevention and safeguards possible to protect the innocent from the ravages of the guilty.

WHAT THE CITY needs is more police officers, more courses and more detention facilities, until such time comes when a better method is brought about and a lasting cure is found.

IF THIS ARTICLE seems harsh, one has never had the misfortune to come face to face with a criminal intent on destruction, or interviewed a victim of a crime.

LET OUT sympathies rest with the oppressed and the victims of crime and oppression.

"AN ENGROSSING AND EXCITING ADVENTURE STORY!"

Ann Guarino, N.Y. Daily News

THE RED TENT

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Forget everything you’ve ever heard about heroes.
Now there is
"THE RED TENT"
Map Nov. Exam To Be Transport Fin. Director

The State Department of Civil Service will hold an exam during November for director of transportation finance with the Department of Transportation. A vacancy exists in Albany.

The salary range for this position is $25,221 to $38,500. Applications will be accepted until Oct. 26.

To qualify for this examination a candidate must:

1. Be a graduate of a regionally accredited college or university with a degree in a field closely related to financial management, and
2. Have five years’ experience in an accounting or financial management position which involved the development or operation of automated accounting and control systems, and
3. Have five years’ managerial experience in a large organization in one or more of the following areas: budgeting, auditing, financial or managerial reporting.

Candidates meeting these requirements will be evaluated on the basis of their training and experience. Application and further information may be obtained by writing to the State Department of Civil Service, R-1114, State Office Building Campus, Albany 12236.

BOARD MEMBERS — Two newly elected members of the executive board of the Uniformed Fire Officers Association are Captain Frank A. Lomuscio, left, of Hollios, and Lt. Joseph G. Phelan, Jr., of Franklin Square, right. There are nine members on the UFOA’s executive board.

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Some Sound Suggestions

CONTINUING on his theme that the Civil Service Merit System is the best available pool of manpower to support the various governmental units of the Nation, New York City Council President Sanford D. Garelik has called for political action against those politicians who would subvert the system.

He also called for (1) an investigation of all public corporations which are allowed to hire from outside civil service, and (2) legislation to force hiring of those on civil service preferred lists by those corporations on a priority basis.

A product itself of the civil service merit system before he entered political life, Garelik has started a one-man attack on detractors of the system.

Such recent statements by high figures in City government as "...Anyone they (the Governor, the Mayor and the political leaders) recommend gets the courtesy of an appointment," have brought forth response from the civil service community.

Garelik seems to have taken over the leadership of the pro-Merit System faction. And this is good. Civil service needs a figure in public life who understands both sides and who not only speaks out but is listened to.

His proposals to hire first from civil service preferred lists will probably reach deaf ears on the part of the public corporations until the various legislatures mandate them, but it is a step in the right direction.

When the investigations are over and the public hearings held, we feel sure that the necessary legislation will be passed and the tax-paying public will, once more, be guaranteed that ALL public jobs will be held by highly qualified Civil Service Merit System employees and not by political party hangers-on.

Merit System Champion

SPEAKING of the Career Merit System, we note with regret the retirement after 40 years of Frederick Q. Wendl from the New York City Department of Education. Wendl is another product of the system who rose, competitively, through the ranks to a key position on the Emergency Control Board.

This little known bureau is composed of employees who know the inner workings of the various City departments and who have the authority—in cases of emergency such as power failures, strikes affecting public safety or natural disaster—to call upon the resources of all City departments.

Wendl's former product of the Police Department's civilian ranks, early realized the need for civil service protection. He was active in forming the Civil Service Forum, which was a champion of the Merit System.

He has also worked untiringly within the New York City Personnel Council, insisting on full utilization of the Merit System.

Although leaving City service, we doubt he will end his efforts in behalf of civil service appointments to all public jobs.

Management/Confidential

(Third of Four-Part Article)

FERB DECISIONS have defined management employees as persons having a "close relationship to executives." FERB has also said, "Essentially, managerial exclusions are designed to protect those whose duties encompass policy development, or the direction of major programs, divisions, bureaus, installations or institutions," or personnel who are utilized by the employer as "indispensable resource personnel" or "the eyes and ears, to so speak, of the employer."

THESE DEFINITIONS of management will only survive under the new law if the employees are deemed individuals "who formulate policy." It should be noted that in the one case where FERB certified "a management unit" containing among principals but not others, the new law will reverse this decision because it was based upon the employer's contention that "it is necessary for it to have access to the principals in the course of negotiations with their bargaining representatives."

THE NEW LAW makes no distinction as to being involved with collective negotiations for one unit but not another. Once involved with any unit, the exclusion is automatic for all units. This is a major change. Those employees who were defined as having "an affinity with management" since the pre-merger period as principals but not others, the new law will be managed as such duties as "the imposition of discipline, effective initiation of disciplinary procedures, or the evaluation of a subordinate's performance." "Middle management" personnel were defined as individuals "responsible for the efficient administration of the business affairs of the employer; they all work closely together to fulfill their common mission; most of them have supervisory responsibilities of 'rank-and-file employees.'"

IT WOULD, therefore, appear that these definitions of management formerly used by FERB are no longer valid, and that the entire activities in a negotiating unit, unless FERB greatly expands the concept of individuals "who formulate policy," so as to include not only what was "executive personnel," but also what was formerly all types of "management personnel" entitled to representation under the Taylor Law.

IT IS UNLIKELY that FERB will find such an exclusion because it has defined as "supervisory functions" such duties as "the imposition of discipline, effective initiation of disciplinary procedures, or the evaluation of a subordinate's performance." "Middle management" personnel were defined as individuals "responsible for the efficient administration of the business affairs of the employer; they all work closely together to fulfill their common mission; most of them have supervisory responsibilities of 'rank-and-file employees.'"

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FERB ALSO excluded certain personnel on the grounds of confidentiality. "The criteria used by this Board in such exclusions were to exclude those staff positions intimately related to public employment labor relations, such as the investigation function and personal function of each agency, and in addition, those individuals positions who, in the course of their performance of their duties, be regularly exposed to confidential information pertaining to labor-management relations in governmental employment. These employees would clearly now be excluded as being managerial and no longer on the basis of being confidential employees."

THE NEW LAW defines confidential employees as "persons who assist and act in a confidential capacity to managerial employees" as now defined. Decisions under the prior law did not distinguish between persons having "access to information regarding labor relations policy and management policy concerning personnel, in a confidential capacity" Employees whom the employer used as "indispensable resource personnel" with regard to "personnel matters" were also deemed confidential.

NEVERTHELESS, the new law does conform to the most recent FERB decisions which states, "The term confidential employees means only those employees who assist and act in a confidential capacity to persons who formulate, determine, and effectuate management policies in the field as a whole."
Urgent Need For Common Sense

WHEN THE PRESIDENT of the United States invoked the Wage-Price Freeze, not all wished to accept it, but all awaited with guarded optimism for the second shoe to fall.

WHAT HAPPENS after the 90-day period? The word "productivity" was little touched upon on Aug. 15, but with each passing day it becomes increasingly the battle-cry of management. The possibility of getting more work with fewer workers brightens the day of every employer.

ALTHOUGH I believe a man deserves an honest day's work for an honest day's pay (and in that sense I would oppose to feather-bedding), still the worker who gives 20 or 30 years of his life building fortunes for others deserves to look toward the future with dignity, pride and a buck in his pocket. So until that day when labor can cure the inadequacies of all, there can only be guarded concern for the future. As for the New York City Fire Dept., as a factor.

NOW THE CITY tells us its position in all negotiations henceforth will be based on productivity and dollars, enough to satisfy the City's needs and the Federal Government's guidelines, which will be the final deciding factor.

DO HOW YOU get more productivity out of men whose work has increased 300 percent over 15 years, or how do you get blood out of a stone?

AT THE SAME time, however, we are told nobody really expects increased productivity out of the already overworked firefighter — or even an increase in efficiency, for even polishing a diamond becomes non-productive after a time.

BUT (the City's wishful thinking continues), if the firefighter could just think of something so that when they ask other departments for greater productivity, it would not look as if the firefighter is getting special treatment.

FROM A MANAGEMENT position, this request might make sense but as a firefighter I suggest that somebody in City Hall should direct his chauffeur-driven Cadillac to Harlem, Bedford-Stuyvesant and the South Bronx.

TAKE A LOOK at the more than 6,000 abandoned buildings, the stark reminders of records of an all-time high in fires and deaths by fire, false alarms and emergencies.

THEN GREESE UP all those dials and ask that question of a Rand computer — because somebody is going to have to face up to it before the public takes the initiative.

THERE IS a desperate need for additional firefighters... there is a desperate need for greater fire protection... and there is a desperate need for common sense when you deal with the lives of men, women and children.

Garelik Urges Political Action Against Civil Service Detractors; Seeks Public Corporation Study

BY STEPHANIE DOBA

New York City Council President Sanford Garelik last week called on civil service employees to "vote out of office those seeking to destroy the civil service system."

Further, Garelik is asking the City Council to institute a study of all jobs in public corporations in New York City.

Results of this study will make up a recommendation to the State Legislature and the City Civil Service Commission in an effort to bring all the top management under the Civil Service Merit System.

Among the possibilities here are the Off Track Betting Corp., and Health and Hospital Corp., and the Manhattan and Bronx Surface Transit Operating Authority.

Garelik continued his attack on City administrators who favor the hiring of consultants and other non-civil service personnel. He charged that this deprived qualified civil service employees of their incentive to work for higher positions. "If you're going to deny them the better jobs, you start to attack the whole system."

Speaking from his office in City Hall, Garelik urged civil service employees to "wake up to what's happening and to apply to their own Civil Service Organizations... I've been asleep at the switch on the issue of Opening the Door for Appointments... It's up to the good labor... not the bad administrator..." To the workers who give 20 or 30 years to the City fire service system and its employees.

"The civil service system is responsive to good management," Garelik continued. "It doesn't work if the fault's at the management."

"There is a desperate need for common sense when you read the lists of traditional City departments. He denied that the public corporations, such as the Health and Hospital Corp., insured greater efficiency in City management. "The advantages they set out to achieve in reorganization could be achieved by good management in the first place. Really, it's up to the good administrator..." He criticized some City "managers" as being guilty of unjust criticism of the civil service system and its employees.

"Corporations and consultants are responsible to the voters and..." Garelik stated. He also stressed that the current movement away from hiring exclusively civil service personnel is opening the door for appointments to be made on a political rather than a merit basis.

Garelik has also called for responsible people in this public controversy to use the civil service preferred eligible lists in making appointments "wherever possible." These lists—Federal, State, City and local government jurisdictions—contain the names of civil service employees who have lost their jobs in the cost-cutting reduction in force
Black Armbands Worn To Show Concern Over Sampson Shutting

By MARVIN O. BAXLEY

UTICA — Many of the delegates to the Central Conference meeting of the Civil Service Employees Asso. at the Horizon House here Oct. 1-3 wore black armbands in a show of sympathy and solidarity with the workers and "residents" at Sampson State Hospital, which is in the process of being shut down by the State.

In was with this situation in mind that Tanya Cook’s report on the ad hoc political action committee took on particular significance. In her report, she called for continuing the efforts of the committee in supporting those political figures who support civil service and defeating those who live in ivory towers. On a motion by Phil Caruso, Utica chapter president, the Conference agreed to a three-cent assessment per member to go toward political action.

(Continued on Page 10)
Jack Weisz, standing, makes a point about the working conditions facing employees of the Security Unit, during special emergency meeting of Correction chapter presidents of the Civil Service Employees Assn. in Albany. Weisz is representative of the Correction Department on CSEA's Board of Directors. Other chapter presidents listen intently as problems of Security Unit employees are discussed and proposals made to improve conditions.

CSEA Moving Ahead In Security Unit

(Continued from Page 1)

the satisfaction of CSEA, including: (a) an increase in the ratio of civilians and correction officers to inmates, (b) that an appropriate number of new items be created in all facilities, (c) that funding for all rehabilitation programs be drastically increased, (d) that vacancies, both for civilian and for uniformed personnel, be filled immediately.

- That all titles in Correction Services be immediately upgraded in compensation and that titles be changed by adding the qualifying designation "Correction" and that police officer status be given to all civilian employees.

- That all security measures in all facilities be reviewed and changes made immediately, including the following areas: (a) that all facilities be provided with the same type of metal detectors for "frisking" that are to be provided at Auburn, (b) that the feasibility of utilizing closed circuit surveillance devices be investigated, (c) that warning devices in all areas be installed immediately.

- That labor-management meetings be held at all facilities between the superintendent and CSEA representatives in an effort to resolve specific security problems for each correctional facility.

- That academic and vocational courses be implemented immediately for all civilian personnel, especially in the areas of rehabilitation.

- That a new and impartial grievance procedure be immediately established in the Department.

- That CSBA representatives who give prior notice to the superintendents be permitted to examine all working areas in the correctional facilities and to interview employees at random.

Correction Dept. Demands Made

William Dugan, standing, president of the Civil Service Employees Assn. chapter at Attica State Correctional Facility, explains the problems facing both civilian and correctional employees at Attica since the recent prisoner uprising.
**Work For West Point**

The U.S. Military Academy at West Point has job openings for civilian personnel in many fields, from secretarial to medical.

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**TAXMAN BOWS OUT** — New York's Fifth Avenue Hotel hosted the testimonial luncheon held recently to honor retiring State deputy tax commissioner Paul Newman, who completed 35 years of Tax and Finance Dept. service. Paying honors at the event are, left to right: F. Robert Blair, former member of the State Tax Commission; Benjamin B. Bertelstein, regional supervisor; Milton Koons, member of the Commission; George M. Brickaull, former Commission president; Mrs. Helen Newman and Paul Newman; Norman F. Gallman, Commission president; Joseph H. Murphy, former Commission president; John J. Garry, administrative director; Dr. Palest, former Commission member.

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**GOURMET’S GUIDE**

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45 W. 41st ST., NEW YORK, N.Y. 10018

Cocktail Lounge for Pick-Up, Drop-Offs — Lunchroom Dinner.

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Note: The text appears to be a mixture of job listings, educational resources, and advertisements for various courses and services. It seems to be a webpage or a document related to educational and job opportunities at West Point, the Hispanic Society, and the GHI insurance program.
9,000 TA Eligibles Informed: Motorman Test's On The Way

The word has gone out to 9,000 eligibles: file now to become a Transit Authority motorman. Applicants began submitting entries Oct. 4. The end-of-the-line is on the horizon for Oct. 18.

Eligibility here is extended to persons with six months behind them in the titles of conductor, bus operator or towerman. That tenure must have been reached by the Dec. 6 date of examination.

The promotional exam for motorman aims at such areas as judgment and knowledge of operating rules; safety procedures; signals and car equipment.

A grade of 70 percent signals passing. While the written weighs 9,000 TA Eligibles Informed:

Cutoff Around Bend

Law Column

(Continued from Page 6)

(Continued from Page 4)

labour relations," with the exception that confidentiality now extends to those employees who sustain managerial employees who formulate policy, regardless of their relationship to labor relations.

Another major change in the new law is that managerial employees, except for those who formulate policy, must be persons who may "reasonably be required on behalf of the public employer" to act as management.

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.

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

BY BARRY LEE COYNE

A LISTING OF NON-CIVIL SERVICE JOBS AVAILABLE THROUGH THE NEW YORK STATE EMPLOYMENT SERVICE

In Manhattan, employers need Auto Mechanics, experienced on foreign and domestic cars at $30 to $40 per week. Also wanted are Metal Workers to repair auto bodies and fenders, straighten dents, weld and do panel work at $10 to $12 per week. Printers are in need of Offset Press Operators to set up and operate offset press. Must be experienced on black and white, and color. The pay range is $12.50 to $13.50 per week. There are jobs for Jewelers experienced in 14 carat gold jewelry at $3.50 to $4 per hour and Screen Printers are wanted for work on paper and textiles at $2.10 to $3.50 per hour.

There are openings for Tool & Die Makers experienced in making tools, fixtures and molds. The pay range is $3.50 to $5 per hour. Silk Screen Printers are wanted for work on paper and textiles at $94 per week.

There are various openings for Tool & Die Makers experienced in making tools, fixtures and molds. The pay range is $12.50 to $13.50 per week.

There are jobs for Jewels experienced in 14 carat gold jewelry at $3.50 to $4 per hour and Stone Setters able to set colored stones on 14 carat gold jewelry by hand and press method. Apply at the Manhattan Industrial Office, 256 West 54th St., Manhattan.

Young men aged 18 through 23 if you are interested in learning a trade—here is your chance to become a Sheet Metal Worker. A new apprenticeship training program is being set up to teach you how to fabricate, assemble and direct sheet metal products and equipment used in ventilation and air conditioning. This four-year apprenticeship course is open to high school graduates or those with an equivalency diploma. Applicants must pass a physical examination to show ability to perform the work. Application must be filed no later than Oct. 15, 1971.

The starting pay for the first six months of the apprenticeship course is $2.92 per hour. Apply at the Manhattan Industrial Office, 256 West 54th St., Manhattan; Brooklyn Industrial Office, 366 Schermerhorn St., Brooklyn; and the Queens Industrial Office, 42-15 Crescent St., Woodside, city.

There are openings in the Apparel Industries Office in Manhattan. Sewing Machine Operators to work on single or multi-needle apparel machines. Any experience on garments, leather goods or shoes acceptable. The pay range is from $7.00 to $11.00 a week. Piece work and some week work. Also needed are Sample Switchers to work with designers or patternmakers in the production of the original garment. Any experience acceptable. The pay rate is $7.50 to $14.00 a week.

The Suffolk County Civil Service Dept. has announced the removal of the data processing equipment, operator trainee exam from its continuous recruitment schedule.

The current small demand for trainees, in combination with an excess of eligible candidates, has necessitated the cancellation of testing for this position after Sept. 2. Both the Riverhead and East Northport test centers are affected. There will be no test resumption until further notice from the department.

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The main reason our Blue Cross and Blue Shield Plans are the largest providers of health care benefits in the world is the fact that our subscribers believe in us. They believe in us because we think of each subscriber as an individual. He is a very important person.

We add more and more new subscribers every day, every month, every year. We have subscribers — both individuals and corporate giants — who have been with us for more than 35 years. Since our beginning.

Surely, it's safe to say that people do not continue to buy from, and do business with, those who do not deliver what they say they will deliver.

The Blues deliver.

Blue Cross and Blue Shield deliver more payments for benefits at a lower cost than anyone else. The Blues deliver these payments more effectively and more efficiently than anyone else.

Since so many millions of people in New York State know that the Blues deliver better than anyone else, doesn't it seem logical that we could develop and produce a dental care program better than anyone else?

It is logical. We can. And we did.

For a dental coverage plan that really makes sense, swing to the Blues.

The main reason our Blue Cross and Blue Shield Plans are the largest providers of health care benefits in the world is the fact that our subscribers believe in us. They believe in us because we think of each subscriber as an individual. He is a very important person.

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BUY U.S. BONDS

The Statewide Plan

BLUE CROSS/BLUE SHIELD

BUY U.S. BONDS


Nursing Aide Incentives
Include Local Pay Bonus; Mention Night Differential

Suburban Metropolitan area counties are also entitled to the area pay differential for nurse assistants, according to the U.S. Civil Service Commission.

Supplementing the five New York City boroughs are the

Counties of Nassau, Suffolk, Westchester and Rockland.

The differential, a Commission

has set, is based on the

NA positions in the GS-2 and

3 groupings, as explained

below.

Three base wages, often

supplemented by night pay,

will mean $5,202 for area nursing

assistants, $6,000 for those

within GS-2. Starting pay of

$7,700 at GS-3 will go to area

nurse assistants, others receive

$7,600.

No differential will affect eith-

er GS-5 or 6 applicants, however,

who are set to earn $5,202 and

$6,008 respectively.

Night Incentive
Night work generally brings

a bonus pay up. Usual assignments

run from 1:30 a.m. to 9:30 a.m.

for a normal 8 hour shift.

Inexperienced candidates may

be appointed to the GS-2 level,

where the differential will be

given a variety of patient-

related areas.

The Commission, however,

need to have six months of re-

lated work history. In non-pro-

fessional, clerical, laboratory or

pharmacy assistance.

Persons considering GS-4 ap-

ointments will need an addi-

tion of one year's experience,

two more years 'under profes-

sional nursing supervision.

and a counting for half that
time is also required, either in psy-

chiatry, medical-surgical, ob-

stetrics or surgical.

Substitution of relevant training.

above nursing school studies will

receive credit.

Exams Screened
A written exam, lasting near-

by two hours, will be given to

nursing assistant applicants.

To pass, 70 percent is required. As

in a written exam, the follow-

ing test topics: 

- Interview, understanding, patience and emotional stability are the major characteristics sought from those interviewed.

- Inability, the applicant will

take and record temperatures, pulse, and respiration.

and apply simple dressings and give

It is a block north of City Hall,

and blocks west of Broadway.

Applications: Filing Period —

Applications issued and receiv-

ed Monday through Friday

from 9 a.m. to 5 p.m., and

Saturday from 9 a.m. to 12 noon.

Application blanks are obtain-

able free either by mail.

or by his representa-

tive at the Application

Section of the Personnel

Department at 49 Thomas

Street, New York, N.Y.

Phone 366-4702.

Mail orders requests for

application blanks may include a stamped,

self-addressed business-size

envelope and must be received by the

Personnel Department at least five days before the closing
date for the filing of applica-

tions.

Completed application forms

which are filed by mail must be

sent to the Personnel Depart-

ment at 49 Thomas Street

New York, N.Y. 10013.

The Application Section of the

Personnel Department is near the Chambers Street stop of

the main subway line or go through it: these are

the IND 7th Avenue Line and

the IND 8th Avenue Line.

The Lexington Avenue line

stop is City Hall.

Both areas have near Chambers

Street, a short walk from the

Personnel Department.

STATE — Department of Civil

Service has regional offices at:

1320 Ave. of American, N.Y.

phone 766-3811; The

State Office Bldg., 2222

Suffolk St., Buffalo 14202; State

Office Bldg., 302 W. 31st St.,

Midtown Tower, Rochester

14601 (Wednesdays only). Not

open Saturdays.

After 5:30 p.m., telephone: (212)

145-2811, give the job title in the

which you are interested, plus

your name and address.

Candidates may obtain appli-

cations only in person at the

office of the New York City

Employment Service.

FEDERAL—New York Region.

U.S. Civil Service Commission.

Federal Plaza, 31st and La-

nings Ave., New York, N.Y.

10007.

Take the IND Lexington

Avenue line to W. 31st St. and walk

two blocks north to Chambers

St. or City Hall.

Monday through Friday: 8:30 a.m. to 4:30 p.m.

offices stay open Saturdays, 9

a.m. to 1 p.m. The telephone is

(212) 364-9421.

Applications are also obtain-

able at main post offices except

the New York, N.Y., 10003.

Boards of examiners offering the

tests also may be applied to for

Information regarding applica-

tion forms. No return enve-

lopes are required with mailed

requests for application forms.

FINANCING

We must process $500,000.00 in lease transfers within the coming 30 days in the New York Region. The form of lease transfers from $500.00 to $5,000.00 is acceptable.

For information contact National Business Sales, Inc., 227 N. Main St., Spencerport, N.Y. 14559. Phone Area Code 716-424-7165.

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For Public Jobs

The following directions tell how to apply for public jobs and how to reach destinations in New York City on the transit system.

NEW YORK CITY — The Ap-

plicants go to the Regional Office

of the New York City Department of

Personnel at 49 Thomas Street, New York, N.Y. 10013. It is a block north of City Hall, and blocks west of Broadway.

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Saturday from 9 a.m. to 12 noon.

Application blanks are obtain-

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any person or by his representa-

tive at the Application Section

of the Personnel Department at

49 Thomas Street, New York,

N.Y. 10012. Telephone 366-4702.

Mail orders requests for

application blanks may include a stamped,

self-addressed business-size

envelope and must be received by the

Personnel Department no later than the last day of filing or as stated otherwise in the examination notice.

The Application Section of the Personnel Department is near the Chambers Street stop of

the main subway line or go through it: these are

the IND 7th Avenue Line and

the IND 8th Avenue Line.

The Lexington Avenue line

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Check out our new book, "The Essential Guide to Home Improvement"! It's packed with tips and tricks to help you save money and time while completing your home projects. Available now in both print and digital formats. Get your copy today!
Long Islanders Facing Trouble in Snowstorms, Gambino Says, Noting Heavy Reduction in Staff

Richard Pospisil readies grease fittings on the snow blower. This is the only truck of its kind operated by the Department of Transportation on Long Island.

It takes a strong man to move 2,194 cubic yards of snow. That's a rough estimate of the white stuff shoved aside by each man on the Long Island Expressway-Seaford to Oyster Bay Expressway maintenance crew in a one-foot snowfall last year.

This Winter, apparently, they'll have to do even better, because the crew has lost four of its 29-man complement during the State's hiring freeze.

Another crew operating out of the State Department of Transportation Syosset yard is down to 20 men from a peak of 30 last Winter, and other crews throughout the State have been weakened by attrition.

"These men can move it," said Joseph Gambino, the wire-tough president of the District 10, Department of Transportation chapter of the Civil Service Employees Assn.

"But Lord help us if there's a real big storm, because all the crews are understaffed and the truth is that the equipment isn't up to snuff. Work has been building up through neglect.

"All Summer, the orders were to do the most important emergencies. We've been going from one emergency job to the next with no time to really get ready for the Winter." Meanwhiile, Gambino said that grievances are sapping morale.

"There's a lot of out-of-title work: laborers are doing heavy equipment operator work, and they get nothing for it. "The State ordered round-the-clock shifts, even though the truth is we haven't enough men to operate the equipment we have."

The expressway section at Syosset watches over 23.3 miles of the jam-packed six-lane Long Island Expressway and 10.6 miles of the six-lane Seaford-to-Oyster Bay Expressway with a crew now down to 25, Gambino said.

The other section headquartered at Syosset covers busy Hempstead Turnpike, Routes 106, 107 and 109, Jericho Turnpike through the eastern half of Nassau County and Hewlett and Newbridge Roads. These are the key arteries in eastern Nassau other than the limited-access highways. That big job is handled by 20 men, a crew reduced by one-third from last Winter.

"If you wait until it starts to call the men, it may be an hour before the trucks are out," Gambino said.

"By that time you'll have the snow packed down by traffic and people up on the guard rails. People expect the pavement bare and they expect to keep moving at 60 MPH. And if they don't keep moving at a good clip, these roads are going to jam up."

"You have to anticipate snow. If you wait until it starts to call the men, it may be an hour before the trucks are out," Gambino said.

"By that time you'll have the snow packed down by traffic and people up on the guard rails. People expect the pavement bare and they expect to keep moving at 60 MPH. And if they don't keep moving at a good clip, these roads are going to jam up."

He added: "Look, the men know it's a tough job and dangerous, too, but that they can handle it if they have the manpower and the equipment. Right now, the best thing we can do is hope that Old Man Winter takes it easy."
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 for this post begins in little less than a month on Nov. 3.

The title, which pays $5,000 upon entry, 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, declare the Department of Personnel, "one year must have been in a supervisory capacity."

In general, food 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 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 polishing of floors, 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.

It is suggested that you prepare a bulletin list 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 test 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, the candidates will be asked to jump a distance of four feet from a standing position, taking off with both feet simultaneously.

A full listing of medical qualifications is presented in the announcement. — No. 1007 — to be posted during Nov. 3-23 at the City Personnel Dept., 90 Thomas St., New York 13. These 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, 1961. Seven eligible were placed on the list, which came out on Nov. 14 of that year.
Wenzl Outlines Reforms In Layoff Procedure

(Continued from Page 3)

are segmented into various that the departments and agencies of the State of New York into smaller groups for the purposes of work force reduction. We find that the States of Connecticut and New Hampshire are taking a similar approach in the current plan. This is to be a non-segmental plan on the part of the State administration. The plan also includes the possibility of making changes in the law which would allow for the permanent status of all temporary employees. This is a new concept which is not anticipated by the Department of Labor. The plan also includes the possibility of making changes in the law which would allow for the permanent status of all temporary employees. This is a new concept which is not anticipated by the Department of Labor.

To illustrate the ludicrous sit-

uation which developed under the current procedures, I would like to quote from a letter to Joseph D. Lechner, executive director of CSEA, from Abe Lavine, Commissioner of Personnel:

"The State is terminating employees on a provision or temporary basis as soon as they can be replaced by permanent employees who are on the preferred list. To terminate them before a replacement is available by the direction of their superior is to deprive them of employment, which I am sure you have no protective favor."

This is a clear indication of how the State administration deals with the permanent employees of the New York State when they are not removed from the payroll before the permanent employees.

It is difficult to quantify this problem. It is likely that it is not as frequent as the number of days lost by the permanent employees. It is likely that it is not as frequent as the number of days lost by the permanent employees.

In Albany, I am notified that she is being removed from the payroll due to budget cuts while she is still holding the same position in the Department of Transportation and is continued on Page 4.}

Central Conference Meets

(Continued from Page 8)

Schools also figured prominently in the debates during the conference on the Conference on Saturday afternoon, Oct. 2.

In his report for the school affairs committee, chairman Thomas Elhage asked that the full-time employees be allowed to be employed on a permanent basis without regard to seniority rights. An illustration of the inequities that result from the lack of protection and security in this area will help amplify my point. An example of this is the position of Education, Department with over 20 years of service in the competitive service who would be laid off while those occupying the titles of associate planner, Grade 25, and planner, Grade 14, of the Office of Planning Services. With an eye toward shortening this new process, the rules and regulations of the Office of Planning Coordination were kept on the payroll. This is a highly unpopular procedure for allowing me to address you.

In closing, let me take this opportunity to thank you for allowing me to address you this afternoon. I hope and believe that our organization in cooperation with the Committee can effectively make the changes in the law governing the layoff procedures so that the rights of all public employees will be adequately protected.

Attica Fund

ATTICA - A report on the Attica Family Memorial Fund, currently totalling $10,000, was received by the Civil Service Employees Association at the annual meeting of the fund. Includes a $1,800 donation from CSEA, the parent organization.


Drexler Designated

Alfred Drexler is the new Public Employment Relations Board of the Binghamton city council, and was appointed by the Binghamton city council.

The Binghamton council, chaired by president Charles E. Brown, has also reappointed the Camp Pharo Foundation, which has the exclusive right to replace a planner at Grade 14 if the position is available to us indicates that this inequity must be corrected at the earliest possible time.

The Conference also went on record in favor of increasing representation on the CSEA board of directors to one representative for each 200 employees, or a total of 2 representatives, one for each of the State of New York is not represented in the State of New York.

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