CSEA Wins

MAJOR GAINS IN CORRECTION

Council 82's 'Gains Shown As 'Phony'

ALBANY—In what was described as an "extremely productive session," the Civil Service Employees Assn. last week won several major concessions with regard to improving security and working conditions for civilian employees in the institutions operated by the State Department of Correctional Services.

Agreement on issues of vital concern to the employees and CSEA, their bargaining representative, was reached during a three-hour meeting of CSEA representatives and Commissioner Russell G. Oswald and his top aides.

CSEA had submitted a list of demands to the Commissioner in the aftermath of the Attica rebellion. As a result, the Correctional Services Dept. agreed to:

- Discuss bilaterally with employees and CSEA all new programs being developed for employees through the use of State and Federal funds.
- Allow CSEA field representatives, with prior approval, access to institutions to acquaint them with the physical layouts and to get information from employees inside the institution about working conditions and other job-related issues.
- Instruct the superintendents

(Continued on Page 3)

Furloughed Aides Being Rehired

ALBANY—The Civil Service Employees Assn. has announced that it has received a progress report on the re-employment of permanent non-competitive, exempt and labor class employees who were laid off during the recent budget crisis.

The memorandum, from the special State layoff committee appointed by Governor Rockefeller, says that 105 civilian employees were also at the meeting.

Representatives of the Civil Service Employees Assn. met with State Correctional Services Commissioner Russell G. Oswald to discuss security and working conditions affecting the civilian employees CSEA represents.

Aides, who were laid off during the recent budget crisis, include:

- Thomas J. Linden, collective negotiating specialist assigned to the Security Unit and Correctional Services Department
- James Featherstonehaugh, CSEA counsel
- Thomas McDonough, first vice-president of CSEA
- John M. Carey, associate program specialist
- Thomas M. Cogle, assistant director of research
- Jack Weiss, departmental representative on CSEA's Board of Directors
- John Vandecar, department employee relations representative
- Walter Dunbar, executive deputy commissioner
- Commissioner Oswald and Lansing Mosher, State Office of Employee Relations
- Deputy Commissioner Wim Van Ekeren

The memorandum, from the special State layoff committee appointed by Governor Rockefeller, says that 105 civilian employees were also at the meeting.

(Continued on Page 3)
Suffolk To Shut Down Open-Continuous Posts

The Suffolk County Civil Service Dept. has informed the leader that ten of the titles included in its continuous recruitment series will be closed down. This will occur on Oct. 20 through Dec. 31. The affected titles are: clerk; typist;stenographer; account clerk; engineering aide; environmental health technician; junior auditor-accounts; planning aide; public typist; stenographer; accountant. The State Innumerable times in behalf of the Transportation Bond proposition. Last week the Governor trekked to Washington, to meet with the State Congressional delegation to inspire them to greater efforts to round up public support for the proposition. According to the Governor, approval of the bond issue will create thousands of jobs throughout the State, it will reduce fares and unemployment rolls, and inject a new and urgent vitality into a sagging State economy. Approval of the bond proposition would also make possible the construction of a new Long Island Railroad terminal at Port Jefferson, to improve the service of the New York City transit system, on the Long Island Railroad and on other public transportation facilities throughout the State.

Face Heavy Deficit

If the transportation bond issue is defeated, the State budget for the current fiscal year will be cut to a less expensive shape than it is at the moment. The Governor estimates a short fall in revenues that will postpone the budget in the red to the tune of $450 million. In addition the present budget appropriation of $300 million for highway purposes on the assumption that the bond was approved and supplemented. Approval would mean a budget deficit of $700 million, and possibly as much as one billion according to other estimates. The deficit in the current budget, coupled with the need to prepare a new budget for the fiscal year beginning April 1, 1971, will put the Legislature under pressures that will be far more intense than they were last year. But Governor Rockefeller is well aware of the State Legislature's need of funds to support and to make more sacrifices on the altar of fiscal necessity. The importance of the transportation bond issue to the Administration is clearly indicated by the fact that after the last election Rockefeller is campaigning for its approval almost as vigorously as he campaigned for his re-election. He has criticized the State Immeasurable times in behalf of the Transportation Bond proposition. Last week the Governor trekked to Washington, to meet with the State Congressional delegation to inspire them to greater efforts to round up public support for the proposition.
Long Island D.O.T. Chapter Wins Fight Against 24-Hr. Day

BABYLON.—The Civil Service Employees Assn. negotiators in the Downstate Dist. 10 area of the Department of Transportation have secured a cancellation of proposed round-the-clock shift work in one snow storm.

Dist. 10 CSEA President Joseph Gambino secured an agreement to limit the duties to a daytime basis in a bargaining season with Regional Steward Anning and representatives of the Commissioner at the DOT headquarters building here.

Gambino said that there will be no shift assignments in the Nassau-New York City-Westchester counties area. In Suffolk County, there will be two daytime shifts.

The settlement averted a potential showdown similar to one last January when the round-the-clock system was narrowly escaped.

Efforts towards a settlement had been thwarted, according to Tomaras, when City negotiators presented a series of demands in mid-summer which had not been previously discussed by either party.

Tomasars said the matter was then placed on hold, and City's efforts towards a settlement were blocked when the City Council refused to approve the pact.

The new contract, provides for a 6.6 percent pay hike. The raise, however, will not cover the period of President Nixon's 90-day wage-price freeze.

The contract will cover a period of some 65 days until Dec. 31 of this year.

Social Services Dept. employees have been working without a contract since January.

Negotiations towards a new 1972 contract are expected to get under way shortly.

Grasslands Hosp. Mass To Hear MD Discuss Hospital Ship Tour

HAMBURG.—The 310th Annual Mass of the St. John and St. Camillus Guild of Grasslands Hospital will be celebrated in the Interfaith Chapel of the hospital on Sunday, Oct. 21.

The Rev. V. Kelley, OPM, Cap., moderator of the Guild, will be the celebrant at the 9:30 a.m. Mass. The principal speaker will be Albert Lowenstein, M.D., associate director of surgery at Grasslands, who will talk on his experience on the hospital ship HOPES while it was at sea.

Sifts Waterloo Woes

Donald E. Sifts, who has taken on the fact-finder role in the Waterloo School District dispute, the Public Employment Relations Board has announced. The Civil Service Employees Assn. view will be presented by CSEA representative Leo Frank.

Lake Shore School District Unit Ratifies 2-Year Pay Benefits Pact

SYRACUSE — After 17 years as director of the area office of the Department of Social Services in Syracuse, C. Walter Driscoll is retiring. He is ending a career of 37 years in social work, having worked for both the Federal Government and the Onondaga County Department of Public Welfare for the past 28 years.

After leaving governmental service in 1941, Driscoll served in the military and naval warfare services of the American Red Cross during most of the years of World War II. He returned to Syracuse in 1945 to accept a position with the Council of Social Agencies of Syracuse and Onondaga County, where he was employed for ten years. At the time of his entry into State service in 1954, he was executive director of that agency.

Driscoll will be honored at a testimonial dinner Oct. 29 at the Syracuse Country Club.

Returning Aides

(Continued from Page 1)

CIVIL SERVICE LEADER, Thursday, October 19, 1971


Annual Mass of the St. John and St. Camillus Guild of Grasslands Hospital will be celebrated in the Interfaith Chapel of the hospital on Sunday, Oct. 21.

The Rev. V. Kelley, OPM, Cap., moderator of the Guild, will be the celebrant at the 9:30 a.m. Mass. The principal speaker will be Albert Lowenstein, M.D., associate director of surgery at Grasslands, who will talk on his experience on the hospital ship HOPES while it was at sea.

Sifts Waterloo Woes

Donald E. Sifts, who has taken on the fact-finder role in the Waterloo School District dispute, the Public Employment Relations Board has announced. The Civil Service Employees Assn. view will be presented by CSEA representative Leo Frank.

Lake Shore School District Unit Ratifies 2-Year Pay Benefits Pact

SYRACUSE — After 17 years as director of the area office of the Department of Social Services in Syracuse, C. Walter Driscoll is retiring. He is ending a career of 37 years in social work, having worked for both the Federal Government and the Onondaga County Department of Public Welfare for the past 28 years.

After leaving governmental service in 1941, Driscoll served in the military and naval warfare services of the American Red Cross during most of the years of World War II. He returned to Syracuse in 1945 to accept a position with the Council of Social Agencies of Syracuse and Onondaga County, where he was employed for ten years. At the time of his entry into State service in 1954, he was executive director of that agency.

Driscoll will be honored at a testimonial dinner Oct. 29 at the Syracuse Country Club.

Returning Aides

(Continued from Page 1)

CIVIL SERVICE LEADER, Thursday, October 19, 1971


Annual Mass of the St. John and St. Camillus Guild of Grasslands Hospital will be celebrated in the Interfaith Chapel of the hospital on Sunday, Oct. 21.

The Rev. V. Kelley, OPM, Cap., moderator of the Guild, will be the celebrant at the 9:30 a.m. Mass. The principal speaker will be Albert Lowenstein, M.D., associate director of surgery at Grasslands, who will talk on his experience on the hospital ship HOPES while it was at sea.

Sifts Waterloo Woes

Donald E. Sifts, who has taken on the fact-finder role in the Waterloo School District dispute, the Public Employment Relations Board has announced. The Civil Service Employees Assn. view will be presented by CSEA representative Leo Frank.

Lake Shore School District Unit Ratifies 2-Year Pay Benefits Pact

SYRACUSE — After 17 years as director of the area office of the Department of Social Services in Syracuse, C. Walter Driscoll is retiring. He is ending a career of 37 years in social work, having worked for both the Federal Government and the Onondaga County Department of Public Welfare for the past 28 years.

After leaving governmental service in 1941, Driscoll served in the military and naval warfare services of the American Red Cross during most of the years of World War II. He returned to Syracuse in 1945 to accept a position with the Council of Social Agencies of Syracuse and Onondaga County, where he was employed for ten years. At the time of his entry into State service in 1954, he was executive director of that agency.

Driscoll will be honored at a testimonial dinner Oct. 29 at the Syracuse Country Club.

Returning Aides

(Continued from Page 1)

CIVIL SERVICE LEADER, Thursday, October 19, 1971


Annual Mass of the St. John and St. Camillus Guild of Grasslands Hospital will be celebrated in the Interfaith Chapel of the hospital on Sunday, Oct. 21.

The Rev. V. Kelley, OPM, Cap., moderator of the Guild, will be the celebrant at the 9:30 a.m. Mass. The principal speaker will be Albert Lowenstein, M.D., associate director of surgery at Grasslands, who will talk on his experience on the hospital ship HOPES while it was at sea.

Sifts Waterloo Woes

Donald E. Sifts, who has taken on the fact-finder role in the Waterloo School District dispute, the Public Employment Relations Board has announced. The Civil Service Employees Assn. view will be presented by CSEA representative Leo Frank.

Lake Shore School District Unit Ratifies 2-Year Pay Benefits Pact

SYRACUSE — After 17 years as director of the area office of the Department of Social Services in Syracuse, C. Walter Driscoll is retiring. He is ending a career of 37 years in social work, having worked for both the Federal Government and the Onondaga County Department of Public Welfare for the past 28 years.

After leaving governmental service in 1941, Driscoll served in the military and naval warfare services of the American Red Cross during most of the years of World War II. He returned to Syracuse in 1945 to accept a position with the Council of Social Agencies of Syracuse and Onondaga County, where he was employed for ten years. At the time of his entry into State service in 1954, he was executive director of that agency.

Driscoll will be honored at a testimonial dinner Oct. 29 at the Syracuse Country Club.

Returning Aides

(Continued from Page 1)
Has your family protection kept pace with today's inflation!

**NOW!**

Additional Life Insurance

At Remarkably Low Cost Available To CSEA Members!

Supplements present group plan.

Up to $40,000 available.

Optional coverage for family.

Today's rapidly rising prices have made many a man's life insurance portfolio inadequate.

**What about yours?**

If your wife and children were suddenly deprived of your income, getting along on your present insurance in the face of today's or tomorrow's costs would probably be a tremendous hardship, if not impossible.

**What You Can Do**

With this in mind, The Civil Service Employees Assn. has arranged to make available to you additional coverage at remarkable low rates. In many instances premiums will be below what you'd have to pay if you arranged for the insurance on your own. The table at right gives you the story at a glance. And low cost is only one advantage. There are many other wonderful features, which make this plan, we sincerely believe, one of the finest ever offered to any group.

**Other Important Features**

Eligible members may apply for $5,000 to $40,000 in multiples of $5,000. However, the amount, when combined with the Association's Group Life Insurance Plan, may not exceed three times salary.

**Optional Coverage For Your Dependents**

If you are insured under this program you may also apply for coverage for your spouse and each unmarried child (including legally adopted children and step-children) who has not reached his 18th birthday.

---

### LOOK AT THESE LOW PREMIUM RATES PER $5,000 OF TERM INSURANCE

<table>
<thead>
<tr>
<th>Age Bracket</th>
<th>Semi-Monthly</th>
<th>Bi-Weekly</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 30</td>
<td>$ .55</td>
<td>$ .39</td>
</tr>
<tr>
<td>30-34</td>
<td>.65</td>
<td>.40</td>
</tr>
<tr>
<td>35-39</td>
<td>.70</td>
<td>.45</td>
</tr>
<tr>
<td>40-44</td>
<td>.80</td>
<td>.50</td>
</tr>
<tr>
<td>45-49</td>
<td>.85</td>
<td>.55</td>
</tr>
<tr>
<td>50-54</td>
<td>.90</td>
<td>.60</td>
</tr>
<tr>
<td>55-59</td>
<td>.95</td>
<td>.65</td>
</tr>
<tr>
<td>60-64</td>
<td>1.00</td>
<td>.70</td>
</tr>
<tr>
<td>65-69</td>
<td>1.05</td>
<td>.75</td>
</tr>
</tbody>
</table>

*Premiums increase as insured attains a new age bracket.

---

### AMOUNT AVAILABLE

| Spouse | $10,000 |

| Child age 6 months or more | $500 |

| Child age 15 days to 6 months | $250 |

### LOW BI-WEEKLY COST FOR SPOUSE

<table>
<thead>
<tr>
<th>Member's Age</th>
<th>Member's Age</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 30</td>
<td>$ .56</td>
</tr>
<tr>
<td>30-34</td>
<td>.65</td>
</tr>
<tr>
<td>35-39</td>
<td>.70</td>
</tr>
<tr>
<td>40-44</td>
<td>.80</td>
</tr>
<tr>
<td>45-49</td>
<td>.85</td>
</tr>
<tr>
<td>50-54</td>
<td>.90</td>
</tr>
<tr>
<td>55-59</td>
<td>.95</td>
</tr>
<tr>
<td>60-64</td>
<td>1.00</td>
</tr>
<tr>
<td>65-69</td>
<td>1.05</td>
</tr>
</tbody>
</table>

*Premiums increase as the insured attains a new age bracket.

**In addition, you get WAIVER OF PREMIUM in certain cases involving total disability, plus broad conversion privileges and liberal renewal agreements.**

**Ratings Guaranteed by MONY**

The entire plan is underwritten by MONY (Mutual Of New York), one of the oldest and strongest insurance companies in the world. MONY guarantees the premiums for each age bracket. They cannot be increased as long as your policy remains in force. In fact, dividends, as declared, may further reduce your cost.

**Who May Apply**

Members of the Association who are under age 70 and regularly and actively at full-time work for at least 30 hours per week, and insured by the CSEA Group Life Plan, may apply.

**Special Liberal Rules During Enrollment Period**

There are extra advantages for applying during the Enrollment Period. That's why we urge you to send for the pamphlet giving complete details now. Just use coupon below.

---

Even if you are undecided, we urge you to send coupon now for full details. You have nothing to lose but an 8c stamp.

---

**TER BUSH & POWELL, INC.**

**Insurance**

**Representatives For CSEA**

**SCHENECTADY NEW YORK BUFFALO SYRACUSE**
TAYLOR LAW CHANGES — Frank Imholz, left, president of the Suffolk County chapter of the Civil Service Employees Assn. and chairman of CSEA’s special committee to study revisions to the Taylor Law, discusses the proposed changes to the law approved by CSEA delegates last month with Assemblyman Robert Wirtz of Suffolk County. Imholz is seeking Wirtz’ support of the measures which will be sponsored by CSEA in this year’s session of the State Legislature.

The DELEHANTY INSTITUTE
57 years of education to more than a half million students

NEW FALL OFFERING OF COURSES
MAINTENANCE MAN
Examination to be held December 18, 1971
Salary $192 wks. start
minimum 3 years maintenance experience required
CLASSES MEET THURSDAY AT 7 P.M.

Administrative Associate
Examination to be held April 1972
CLASSES BEGIN MONDAY, NOVEMBER 1, 1971
AT 6 P.M.
126 E. 13th Street, N.Y., N.Y.

SENIOR CLERK
Examination scheduled for June 1972
CLASSES NOW FORMING

The DELEHANTY INSTITUTE
For information on all courses
CALL (212) 963-5600
Manhattan: 115 E. 15th Street
Jamaica: 89-25 Merrick Blvd.
Office Open Daily 9 A.M.-5 P.M.

For a Dental Plan that really makes sense...

Swing to the Blues

BLUE SHIELD®

THE STATEWIDE PLAN
BLUE CROSS/BLUE SHIELD

The PEOPLE OF NEW YORK WHO NEVER FINISHED HIGH SCHOOL
are invited to write for Free Brochure. You can really earn your Diploma as fast as you can do the work—all books furnished. Approved for Veterans Training.

AT HOME IN SPARE TIME

AMERICAN SCHOOL, Dept. SAI-82
New York Office: P.O. Box 281, Pelham, N.Y. 10803
Send me your free High School Brochure.

Name __________________________ Age __________________
Address __________________________ Apt. __________________
City __________________________ State __________________
Zip __________________

CIVIL SERVICE LEADER, Tuesday, October 20, 1971
What Do You Want?

DESPITE the fanfare attached to announcements by Council 82, American Federation of State, County and Municipal Employees, that it had made significant advances for employees in the Correction Department, it has been developed from a conference between the Civil Service Employees Association and the Department that these gains were gains that were in the works long before the Attica.

These benefits will filter down to the uniformed employees. Just another case of responsible unionism by officials of the union and not by government.

For Civilian Aides

The only way a potential candidate for these positions can understand the job requirements is to read the written civil service job description or specification. The new law and prior PERB decisions would require an examination announcement that details the legal requirements for the position as well as the duties and test content.

The few pennies it costs to provide this service certainly buys a bigger value in good will.

Responsibility Wins

WHEN the State Department of Transportation attempted to violate its contract with the Civil Service Employees in District 10 on Long Island by ordering 24-hour tours of duty, CSEA acted immediately.

Less than one week later, the Department met with CSEA officials and a more sensible system of road patrol was inaugurated.

The local chapter went to the public with the story that the residents would be in trouble if a snow storm developed and an adequate number of employees were not available.

They met with the Department and continued their fight against the additional tours of duty. After a day-long session, CSEA leaders walked back to their people with victory in their hands.

Just another case of responsible unionism by officials who live up to their responsibility to their members.

A Foolish Experiment

THE CUTBACKS in City spending have progressed to an almost ridiculous level whereby applicants for New York City civil service tests cannot obtain a copy of the examination announcement unless they pay a fee. This is a departure from the legal requirements for the position as well as the duties and test content.

The only way a potential candidate for these positions can get the complete information is by visiting the City Personnel Department's application section in downtown Manhattan and copy the information from the bulletin board.

This inflicts a hardship on those people considering civil service position and who are presently working. Even if they had time to visit the applications center, it would be almost an impossibility to copy all the pertinent information required on the test. It also has the effect that candidates do not visit the Department or even know that it exists.

We urge the City to end this penny wise-pound foolish system and return to the system whereby applicants could receive the announcements either in person or by writing and enclosing a self-addressed, stamped envelope.

The few pennies it costs to provide this service certainly buys a bigger value in good will.

Praises Support For Merit System Return

SOLOMON BENDET, Publisher:

It’s a pleasure to note that a public official had the nerve to decry the rape of the civil service merit system by those who prefer to return to the apotic system of government.

Your remarks about the attitude of City Council President Sanford Goralek and refreshing indication that the employee’s union is not a fiscal mess because of overspending in helping the injured in the works. It is time for those who have long been loyal in the merit system.

Then, too, the practice of hiring aides to our state and local legislative administrators that which they want to correct. To them it is enough efficiency experts and, as Mr. Goralek and Mr. Moses have said, more government.

These political hangovers have done nothing to alleviate the suffering and helpless in our mental hospitals. They are certainly not going to go into a burning building to save a life or extinguish the flames.

I could go on and on and tell just what these political hacks be not doing to go. But why? Mr. Goralek said it straightforwardly from the floor of the Assembly, the job that civil service career employees have been doing and are continuing to do.

Let the public hear his words and advice.

When government is returned to the people and is run by career civil service employees who have been neglected. Then begins the job that civil service career employees have been doing and are continuing to do.

Let the public hear his words and advice.

Let the public hear his words and advice.

SOLOMON BENDET, Publisher:

THE "REASONABLY REQUIRED" test does not apply to confidential employees, and, therefore, it places no limitation on the employer's use of employees as confidential. Nevertheless, the CSEA in its classification of positions and job descriptions, would clearly place such a limitation on the indiscriminate use of employees in confidential capacities.

Working these employees out of their titles would be in violation of the CSEA, and, therefore, an employer could not claim, under the Taylor Law, that these employees were confidential, when in fact they were not permitted to work these employees out of their titles.
Does the fact that we're guaranteed twice as long, mean we're twice as good?

We can't prove it, but one thing's sure: We're twice as confident.
When you buy a new car from Volkswagen, you get a new car warranty for 24 months or 24,000 miles, whichever comes first.*
When you buy a new car from any other known company in the world (unless you're interested in a Rolls Royce), you receive a warranty for only 12 months or 12,000 miles.**

You see, we're the only ones who've stuck with one car model for 24 years. (A gutsy decision when you think we only sold 2 in 1949.)

But thanks to that one decision, we've had a chance to make over 2,200 improvements. (29 improvements on our 1972 model alone.)
And once a VW leaves the factory, we still don't stop caring.

For only an authorized VW dealer offers VW Diagnosis. A series of 4 free checkups with special diagnostic equipment so advanced, it can tell you'll have a car problem before it becomes a big problem.
And if the problem is found (and covered) during the warranty period, we'll solve it for you free of charge.

Even when it comes time to sell, we still won't let you down.
For over the years, two cars have consistently retained more of their original value than others: An old Volkswagen. And an old Cadillac.
Finally, consider price:
We're not the lowest-priced economy car you can buy. But once you thoroughly check into what you get, for what you pay, you'll find very few car companies who, in reality, end up with their prices lower.
And none who start out with their standards higher.

* If an owner maintains and services his vehicle in accordance with the Volkswagen maintenance schedule, any factory part found to be defective in material or workmanship within 24 months or 24,000 miles, whichever comes first, will be repaired or replaced by any U.S. or Canadian Volkswagen Dealer. And this will be done free of charge.

Look at the new Volkswagens at your local authorized VW dealer in New York, New Jersey and Connecticut.
Binghamton chapter first vice-president Eleanor Korchak reports on matters at SUNY-Binghamton as CSEA officials and guests look on. Left to right are: Charles Ecker, Gino Canale, Mrs. Korchak, Stanley Yaney and Aaron Wagoner.

It's Just Another Year For Them
As Binghamton Hospital Chapter Celebrates First Anniversary

(Bingamton) — Members of the Binghamton State Hospital chapter of the CSEA met recently to discuss labor-management issues and celebrate the first anniversary of the chapter's formation.

During the general business session, chapter spokesman chairman and representative Dave Furrell advised those present that, after four years, the chapter had outgrown its original goals and was now ready to take on new challenges.

Furrell said the designated member would prepare a general summary of the meetings which would be typed and posted in the group's labor-management meetings.

Furrell and the designated member would prepare a general summary of the meetings which would be typed and posted.

President Weingartner addresses the membership.

CSEA regional field services supervisor Frank Martello and CHl representative Van Hohndorf addressed the membership.

In his remarks, Martello brought the membership up to date on CSBA's proposals which will be taken to contract negotiation sessions soon.

CSEA, he said, is seeking to have the Taylor law amended to permit an agency shop. This would permit the CSEA to levy "service charges," equal to the rate paid by dues-paying members.

Sullivan Sheriff hopefuls polled on C.S. Status

Monticello — Candidates for the position of Sullivan County sheriff have been questioned on their stand regarding C.S. status.

In a letter sent to candidates for sheriff, CSEA chapter president Jack Janssen stated the chapter's position on public employee job security and wage and tax problems affecting workers in Sullivan County as mandated.

Schedule Retirement
Fete For Rossiters

(From Leader Correspondent)

ROCHESTER—William J. Rossiter, president of the Civil Service Employees Assn., chapter at Rochester State Hospital for eight years and the CSEA's Western Conference for two years, will be honored Nov. 5 at a retirement dinner.

His wife, Betty, who also has been active in the CSEA, will be honored, too. She and her husband both are retiring from hospital service.

The Rossiters, a husband and wife team, have been with the hospital service devoted to caring for the mentally ill, will be honored, as the Maydale-Party House starting at 7:30 p.m. Reservations may be made by calling George Curi at (175) 4230.

Rossiter, a supervising nurse at the hospital since 1961, and Mrs. Rossiter, a psychiatric aide there since 1960, have seen many changes in the treatment and care of the mentally ill since they began working.

Started in '50's

Rossiter, who began State service in 1951, was a psychiatric attendant in 1953 and graduated from the Rochester State Hospital School of Nursing in 1944, is an instructor at the hospital's School of Nursing until her marriage to Rossiter in June 1943. She had a staff nurse and head nurse at both Brook-lyn and Rochester State Hospital.

Mrs. Rossiter also holds a bachelor of science degree in nursing with distinction from the University of Rochester.

Rossiter served on CSEA's Board of Directors for 3 years—and fourth vice-president for two years and as Mental Hygiene representative for years. He also was author of a weekly column, "Mental Hygiene Memo," which appeared for several years.

He now serves as the nurse representative on the CSEA executive committee.

In addition, Rossiter served as State president of the Mental Hygiene Employees Assn.

There were two sons who also work at Rochester State Hospital. Michael, a graduate of the State University College at Brockport, works in the Recreational Therapy Dept. The Rossiters have one grandson.

The new retirees plan to work on hobbies they had not had time for, travel and become more involved in community activities.

Plattsburgh SUNY
Chapter Holds Outing

PLATTSBURGH—The State University College at Plattsburgh chapter of the Civil Service Employees Assn., recently sponsored a Saturday excursion to the Valley Mission and Lake Champlain.

The outing, enhanced by the location in the Adirondack region of New York State, as well as by a sunny April day, was well received and enjoyed by the chapter members.

The outing included a visit to the Valley Mission, a children's home, and a tour of Lake Champlain.

The outing was a great success, and the chapter members were all smiles as they returned to Plattsburgh.

WILLIAM ROSSITER

Plattsburgh

Secretary

Central Conference president Charles Ecker of the Syracuse State School looks on with interest.

Weingartner address the membership.
Mental Hygiene Representatives Formulate Demands

Some 200 Civil Service Employee Asm. delegates from Mental Hygiene Department institutions in New York State met recently at the Hotel Syracuse Northway House in Liverpool to discuss suggestions to be included in the forthcoming departmental contract talks. Staff experts from the CSEA headquarters in Albany were on hand to collate the material, which will be published shortly. The three-day meeting concluded with a banquet during which Professor Irving Markowitz, a labor relations specialist, was principal speaker. Shown above are the four representatives on the CSEA Board of Directors: Ann Bessette of the Southern and Capital District Conferences; William McGowan of the Central and Western Conferences; Betty Duffy of the Long Island Conference and Ronnie Smith of the Metropolitan Conference.

Bernard Ryan, CSEA collective negotiating specialist, explains a complicated proposal to delegates.

Delegates listen to the counsel of John Conoby, collective negotiating specialist, seated in front, who is assigned to departmental negotiations in the Clerical-Administrative Bargaining Unit in all State Departments.

Another group of delegates discuss some of the proposals which they want included in their contract demands. Much of the discussion was devoted to the inclusion of contract protections against any further job freeze and a guaranteed post-staffing in the department.

Professor Irving Markowitz, a LeMoyne University labor relations specialist, outlines the fact-finding process to dinner guests.

CSEA collective negotiating specialist Robert Guild, who coordinated the three-day session, fields a question during the session.

Joseph Reedy, another collective bargaining specialist, provided the stimulation at one of the sessions, which assisted the delegates in completing their demands to be included in the contract talks.

Steve Crandall, delegate from Pilgrim State Hospital, brings out a point for consideration.
CSEA Has Several Openings On Its Staff Of Field Reps.

The Civil Service Employees Assn. has announced several openings throughout New York State for field representatives and field service assistants with the CSEA. The closing date for application for these positions is Oct. 29.

A CSEA field representative administers the Association program through servicing the chapters and Association members. He visits chapters and regional conferences, collaborating with chapter and conference organizations in planning programs and services. He may be required to represent members before administrative officers in State or local government in employment problems or to negotiate terms of employment and draft work contracts. He is expected to develop membership promotion in the CSEA through public relations work with existing chapters, or through the organization of new chapters where desirable. He deals with people on many levels, from interviewing prospective chapter members to addressing conference meetings.

The minimum requirements for the position of field representative include a high school diploma or equivalency certificate, plus three years of business or investigative experience involving extensive public contact, or a college degree. Candidates must have a New York State drivers license and a car for business use.

Field representatives, salaried at $11,963 to start, differ from field service assistants, who receive $9,564 to start, in that they cover the larger chapters of the CSEA and handle more complex programs and responsibilities. Experience requirements for each post are slightly different.

A CSEA field service assistant performs roughly the same duties as a field representative, but on a smaller scale. Working under direct supervision of a regional field supervisor or a designated field representative, he services the Association members and the smaller Association chapters within a given Regional Conference area.

Candidates for field service assistant must present a high school diploma or equivalency certificate, plus two years of business or investigative experience involving extensive public contact, or a college degree.

Candidates for these positions must have an aptitude for, and hopefully enjoy, meeting and dealing extensively with people. They must be able to absorb knowledge of laws, rules and regulations governing public employees and be able to communicate this knowledge clearly and accurately to Association members.

Application forms and more detailed job and qualification descriptions are available from Patrick G. Rogerson, Director of Field Services, CSEA, 33 E 6th St., Albany, New York.
Civil Service Law & You

(Continued from Page 6)

The Police Commissioner, Report on ongoing Police Dept. activities.

Thursday, Oct. 22

12:00 Noon—The Police Commissioner, Report on ongoing Police Dept. activities.

1:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.

2:00 p.m.—Around the Clock—"Reorganization of the Detective Bureau." Police Dept. training series.

3:00 p.m.—Return to Nursing—"Comprehensive Nursing Care." Refresher course for nurses.

4:00 p.m.—On the Job—"Auto Theft." Police Dept. training series.

5:00 p.m.—On the Job—"Auto Theft." Police Dept. training series.

6:00 p.m.—Return to Nursing—"Comprehensive Nursing Care." Refresher course for nurses.

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

... and audience about preceding issues of the day.

Monday, Oct. 25

12:00 Noon—The Police Commissioner, Report on ongoing Police Dept. activities.

1:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.

2:00 p.m.—Around the Clock—"Reorganization of the Detective Bureau." Police Dept. training series.

6:00 p.m.—On the Job—"Auto Theft." Police Dept. training series.

7:00 p.m.—On the Job—"Auto Theft." Police Dept. training series.

7:30 p.m.—Return to Nursing—"Comprehensive Nursing Care." Refresher course for nurses.

8:00 p.m.—On the Job—Fire Dept. training series.

... and audience about preceding issues of the day.

Tuesday, Oct. 26

12:00 Noon—The Police Commissioner, Report on ongoing Police Dept. activities.

1:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.

2:00 p.m.—Around the Clock—"Reorganization of the Detective Bureau." Police Dept. training series.

5:00 p.m.—Return to Nursing—"Comprehensive Nursing Care." Refresher course for nurses.

6:00 p.m.—On the Job—"Auto Theft." Police Dept. training series.

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

Civil Service Television

Television programs of interest to civil service employees are broadcast daily over WNYC-TV, Channel 21. This week's programs are listed below. For more details, phone the station at 586-3125.

Tuesday, Oct. 19

12:00 Noon—The Police Commissioner, Report on ongoing Police Dept. activities.

12:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.

3:30 p.m.—Around the Clock—"Reorganization of the Detective Bureau." P.D. training series.

5:30 p.m.—Return to Nursing—"Chambers Rule of the Nurse." Refresher course for nurses.

6:00 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.

9:00 p.m.—The Police Commissioner, Report on ongoing Police Dept. activities.

Wednesday, Oct. 20

12:00 Noon—The Police Commissioner, Report on ongoing Police Dept. activities.

12:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.

1:30 p.m.—Around the Clock—"Reorganization of the Detective Bureau." Police Dept. training series.

2:00 p.m.—Return to Nursing—"Comprehensive Nursing Care." Refresher course for nurses.

3:00 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.

9:00 p.m.—The Police Commissioner, Report on ongoing Police Dept. activities.

Friday, Oct. 22

12:00 Noon—The Police Commissioner, Report on ongoing Police Dept. activities.

1:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.

2:00 p.m.—Around the Clock—"Reorganization of the Detective Bureau." Police Dept. training series.

6:00 p.m.—On the Job—"Auto Theft." Police Dept. training series.

7:00 p.m.—On the Job—"Auto Theft." Police Dept. training series.

9:00 p.m.—The Police Commissioner, Report on ongoing Police Dept. activities.

Saturday, Oct. 23

12:00 Noon—The Police Commissioner, Report on ongoing Police Dept. activities.

1:30 p.m.—Around the Clock—"Auto Theft." Police Dept. training series.

2:00 p.m.—Around the Clock—"Reorganization of the Detective Bureau." Police Dept. training series.

6:00 p.m.—On the Job—"Auto Theft." Police Dept. training series.

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

Sunday, Oct. 24

10:30 a.m.—Mayor Lindsay: Discussion with guests, newsmen

Pennsylvania’s flaming fall foliage

When you own a vacation retreat at Lake in the Clouds, you enjoy Nature in all her glory, including the fantastic change of colors. For the planned philosophy behind this 600 acre woodland paradise is to provide the amenities for leisure time recreation and sports in harmony with the intrinsic natural charm and rustic beauty. Homesites are limited in number to prevent overgrowth and large in size to afford maximum appreciation of this prime property.

On site are two natural, spring-fed lakes with sandy beaches for swimming, fishing and boating, a lovely picnic pavilion, an athletic field and a community center. Within a 10-mile radius are excellent shopping, golfing, skiing, dining and summering theatre. Come now and enjoy the foliage show. At the same time you can see our excellent selection of lake-front, lake-view and panoramic view sites, a wide choice of home plans, and wonderful values.

For Lake in the Clouds brochure and driving directions from where you live mail coupon or phone 201-692-1770 Mon., Thurs. 717-676-3344 Sat., Sun.

We don’t just cover stories.
We uncover them.

HIP MATERNITY CARE

O. What does an OBSTETRICIAN charge for his services?
A. We don’t know exactly because fees vary considerably but it can be expensive.

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

Most other health insurance programs place strict limitations on maternity care. This often comes as a surprise to families who forget to read their health insurance policies.

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

One of the many reasons for joining H.I.P.
The Job Market

A Woodworking Foreman who has good experience is wanted for a job paying $175 a week. There is also an opening for a Production Manager Supervisor to do on-the-job supervision of five people. Must be able to set up operation, planning, scheduling, and inventory control.

Clerical entries are pouring into Suffolk County in view of the announcement that out-of-county applicants will be considered for the $201 bi-weekly title. Clerk-typists need neither experience nor a diploma to qualify.

Clerical assistants need neither experience nor a diploma to qualify. Typists will first have to pass a written test consisting of reading, vocabulary, arithmetic and office practice questions, conducted on the first and third Monday of each month. A performance test is then in the office, requiring the speed of 40 wpm.

There are still in demand. They must have a chauffeur's license and a year of driving experience. The salary is $1,000 a week. There are also jobs for experienced Spray Painters at $37.50 an hour at the $4.50 an hour. Waterproofers who will work in private homes, have own tools and a chauffeur's license can make $50 a day. Apply at the Queens Industrial Office, 42-15 Crescent St., Long Island City.

Farm Workers are needed in upstate New York and Long Island to harvest onions, potatoes and other vegetables. There are some jobs available in harvesting nursery crops. No experience is needed but it is necessary to speak English. Few government inspected housing is available. Those who apply for jobs should be able to do heavy physical work. The pay range is from $1.70 to $1.80 an hour. Apply at the New York City Farm Office, 247 West 54th St., New York City.

Manicurists with a New York State license who accept a New York City job need not have a manicurist's license in the State. Also needed are Hairdressers and Beauticians for some jobs. Those with experience. Must have a State cosmetologist's license. Jobs are full-time.

25% Off Sale

Sterling Patterns by Reed & Barton

Now until October 30—you can save 25% of open stock prices on these six great sterling patterns by Reed & Barton. This exceptional offer includes all pieces made in these patterns. An opportunity for you to fill in your service, or begin your service in these tremendous savings.

Capital Conference News Letter

BY JEAN GRAY

After a weekend convention in New York City, the Capital District Conference social activities-publicity committee has set up a tentative schedule of events for the Fall season.

A Brotherhood Winery Tour, Washingtonville, N.Y., has been planned for Oct. 25. The price for bus transportation and tour, with several extra meals added as a surprise, will be $9 per person.

On Nov. 1, we have an evening at the Saratoga Raceway, with a special Capital District Conference Race. The price for buffet and entry to the Clubhouse is $3; and dinner, admission, and transportation is only $15. A word of warning to the gals who are parade addicts—that's a "no-no" at the Raceway Club House.

The Conference has chartered six buses to take the members to New York City on Nov. 20. We leave from the campus at 8 a.m. and return New York at 8 p.m. The price is $75, and for this as well as the other activities, families and friends of members are invited. Spaces are available, so if you are interested in early Christmas shopping, enjoying fine restaurants, or some sensational dining, be sure to make these trips.

All three of the above events are handled by the very energetic activities chairman, Dorothy Honeywell. If you are interested in taking part in any of the above, call Dorothy at 457-6646. Don't forget checks should be made payable to the Capital District Conference, CSEA.

The Conference fall shot program is in full swing, and the latest details indicate that the program should be very successful. Members should contact their chapter president if they want to take advantage of this program.

The combined committees handling this program, consisting of the Brotherhood Winery Tour, the Brotherhood of Workers and the Brotherhood of Local Government Employees, have made plans for a successful fall season.
Power Authority Promotions Noted

Scott B. Lilly has been promoted from associate general counsel to acting general counsel of the State Power Authority at an annual salary of $41,000. He succeeds Thomas H. Moore, who has retired.

The Power Authority has named Albany attorney John R. Davidson associate general counsel at $40,000 to succeed Lilly. Power Authority headquarters are in New York City.

Beers, Thorn Retire

Tarrytown—More than 50 years of service is represented by two 30-year State officials who have retired. Both members of the Civil Service Employees Asso, they are John L. Beers, deputy executive director, and Donald P. Thor, supervisor of administrative services and toll operations of the East Hudson Parkway Authority.

DINNER GUESTS — Irving Flaumenbaum, president of the Nassau chapter, Civil Service Employees Asso, left, greets guests at his chapter's annual dance recently. Center is George Koch, president of the Long Island Conference, CSEA, and right is Randolph V. Jacobs, president of the CSEA's Metropolitan Conference. Other guests at the dinner included candidates for public office on Long Island.

COMMITTEE — Members of the dinner committee of the Nassau chapter, Civil Service Employees Asso, were, seated, from left: Eleanor Koch, chairlady, Blanche Rusth, Molly Faulk and Beatrice Jeannson. Standing same order, are: Anne Rehak, Thomas Stapleton, David Guberman, Ralph Natale, Mary Cafagaleta and Anthony Gianetti.

DONGAN GUILD SETS COMMUNION BREAKFAST

Members of the Dongan Guild of New York State employees will hold their annual Corporate Communion Mass and Breakfast on Sunday, Oct. 31.

The breakfast will be held at the New York Hilton Hotel, 33 St. and Sixth Ave, immediately following the 9 a.m. Mass at St. Patrick's Cathedral.

Toasts will be made, according to Catherine Habib. Guild president, will be Lt. Gov. Malcolm Wilson. Peter Hopkins, of the State Division of Housing, is general chairman.

REAL ESTATE VALUES

CABRILLO $28,900

Colonial, fully detached home of 2,010 sq. ft. consisting of living room, dining room, 3 extra proportional bed rooms, full basement, 2 bathrooms, fireplace, garage. Ask for Mr. Roger Bowman; payment for CGH of FHA Insured.

CAMBRIAN HEIGHTS $25,900

RANCH CAPE

This detached home is built by 300 sq. ft., has 2 rooms, sitting room, bathroom, garage, oil heat, all electric, new, next to vacant lot. Insured. Ask for Mr. Roger Wigglesworth; payment for CGH of FHA Insured.

CABRILLO HTS $21,900

CORNER BRICK

Exclusive location beautiful home, near schools, shopping centers, 61/2 rooms, 4 extra large bedrooms, finished basement, beautiful, charming, 2 bathrooms, oil heat and a lot of living space, and all this for $21,900. Ask for Mr. Roger Wigglesworth; payment for CGH of FHA Insured.

BUTTERLY & GREEN

166-25 Hillside Ave. Jamaica, N. Y. 11436

For Sale — Albany, N. Y. Area

CHUCKADYLAND SUBURB OF DURHAM

BUNGALOW HOME

BEAUTIFULLY DECORATED

2 bed rooms, fireplace, dining & kitchen area. 2nd floor bedroom. Beautifully located. 3 1/2 bath rooms. Property to be sold as a unit. Ask for Mr. Roger Wigglesworth; payment for CGH of FHA Insured.

For Sale — Albany, N. Y. Area

EASTemat home in COLONIE

3 bed rooms, 2 bath rooms, family room, kitchen, living room, dining room, front porches, full basement, 2 cars garage. Ask for Mr. Roger Wigglesworth; payment for CGH of FHA Insured.

For Sale — Albany, N. Y. Area

4 bed room home, 2 bath rooms, fireplace, living room, dining room, kitchen, family room, full basement, 2 garages. Ask for Mr. Roger Wigglesworth; payment for CGH of FHA Insured.

For Sale — Albany, N. Y. Area

CHARLIE HOME

BEAUTIFULLY DECORATED

4 bed rooms, 3 bath rooms, fireplace, dining & kitchen area. 2nd floor bedroom. Beautifully located. 3 1/2 bath rooms. Property to be sold as a unit. Ask for Mr. Roger Wigglesworth; payment for CGH of FHA Insured.

For Sale — Albany, N. Y. Area

EASTemat home in COLONIE

3 bed rooms, 2 bath rooms, fireplace, living room, dining room, kitchen, family room, full basement, 2 cars garage. Ask for Mr. Roger Wigglesworth; payment for CGH of FHA Insured.

For Sale — Albany, N. Y. Area

4 bed room home, 2 bath rooms, fireplace, living room, dining room, kitchen, family room, full basement, 2 garages. Ask for Mr. Roger Wigglesworth; payment for CGH of FHA Insured.

For Sale — Albany, N. Y. Area

CHARLIE HOME

BEAUTIFULLY DECORATED

4 bed rooms, 3 bath rooms, fireplace, dining & kitchen area. 2nd floor bedroom. Beautifully located. 3 1/2 bath rooms. Property to be sold as a unit. Ask for Mr. Roger Wigglesworth; payment for CGH of FHA Insured.

For Sale — Albany, N. Y. Area

CHARLIE HOME

BEAUTIFULLY DECORATED

4 bed rooms, 3 bath rooms, fireplace, dining & kitchen area. 2nd floor bedroom. Beautifully located. 3 1/2 bath rooms. Property to be sold as a unit. Ask for Mr. Roger Wigglesworth; payment for CGH of FHA Insured.

For Sale — Albany, N. Y. Area

CHUCKADYLAND SUBURB OF DURHAM

BUNGALOW HOME

BEAUTIFULLY DECORATED

2 bed rooms, fireplace, dining & kitchen area. 2nd floor bedroom. Beautifully located. 3 1/2 bath rooms. Property to be sold as a unit. Ask for Mr. Roger Wigglesworth; payment for CGH of FHA Insured.

For Sale — Albany, N. Y. Area

EASTemat home in COLONIE

3 bed rooms, 2 bath rooms, fireplace, living room, dining room, kitchen, family room, full basement, 2 cars garage. Ask for Mr. Roger Wigglesworth; payment for CGH of FHA Insured.

For Sale — Albany, N. Y. Area

4 bed room home, 2 bath rooms, fireplace, living room, dining room, kitchen, family room, full basement, 2 garages. Ask for Mr. Roger Wigglesworth; payment for CGH of FHA Insured.
CAPITAL DISTRICT HOLDS WORKSHOP

By MARVIN BAXLEY

GLENS FALLS—Members of the Capital District Conference convened at the Queensbury Hotel here Oct. 8-10 for two workshop sessions on chapter elections and negotiations.

The Saturday morning session, chaired by Conference president Ernest K. Wagner, got under way after an announcement that three members of the legal and Headquarters staffs had cancelled out from scheduled appearances as moderators for the meeting.

Wagner then went on to discuss such election regulations as having a general membership meeting at least 30 days before a chapter election (in order to allow for nominations from the floor), and that the nominating committee is empowered to choose two candidates if there are not sufficient number nominated from the floor.

The Conference president continued the morning session with a discussion of the management/confidential turmoil, and read parts of the suit which he and two other CSEA members are bringing to challenge the constitutionality of the State's unilateral action in declaring certain people to be management/confidential, thereby depriving them of their rights to participate in CSEA affairs and to partake of certain fringe benefits accorded to members.

The questions, many of which attained a Yes consensus, were:

- Should we have departmental negotiations in our new contract?
- Should local negotiations (Continued on Page 15)
Asst. Park Foreman Pays $306 Biweekly

Oct. 27 concludes filing for assistant park foreman, a Suffolk County title with wages of $306 biweekly. No residence standards have been posted.

Those filing are asked for three years in directing various park or grounds maintenance activities; one year must be supervisory. High school graduation is needed also.

To obtain Exoex Notice No. 11-280 for further information, write: Suffolk County Civil Service Dept., County Center, Riverhead, N.Y. 11901, or phone (516) 727-4700, ext. 249.

City Approves Six TA Maint. Titles

The City Civil Service Commission has voted to establish six new titles in the Transit Authority's maintenance series.

The resolution, as passed recently, creates the additional positions of senior maintenance helper, telephone maintenance supervisor, paying assistant, and maintenance supervisor. The resolution also reduces the number of junior titles.

Fire Safety Off. Openings Await

Residence is not required by Suffolk County for open-competitive exam No. 11-285 for airport fire safety officer, at a starting biweekly salary of $403. Filing deadline is Oct. 27.

Duties include operation and maintenance of firefighting and crash equipment at an airport. Background must include high school graduation and six years' experience in paid firefighting and/or fire prevention.

Public Service Employees

The Down Button

Exam No. 1069, an open competitive test, found one candidate not qualified. The job was under the heading The Rapid Transit Railroad Service—Group L. These are per diem and per hour positions.

The price is $7.00. That brings you 52 Issues of the Civil Service Employees' newspaper that tells you about what's happening in every department in the store. You're family eats better because you buy better at Albany Public Market!
HEALTH PACT — Present at the signing of the agreement between the Civil Service Employees Assn. and the Health Dept. are, seated, left to right: Aaron Wagner, CSEA research assistant; Bernard Ryan, CSEA collective negotiation specialist; Daniel Klepak, Deputy Health Commissioner for Administration; Ernst Strobel, CSEA team chairman; James Brown, director of employee relations, Health Dept., Geneva; and Jack Gabay, CSEA. Missing from photo is Viola Srensen.

WENZL CRITICIZES LAYOFFS — CSEA president Theodore C. Wencl, left, puts forth his union's viewpoint on the changes that should be made in civil service laws requiring layoff procedures in State service to a public hearing of the Assembly Committee on Governmental Employees chaired by S. William Rosenberg. Wencl spoke at length of the inequities in the present system and called for a major overhaul in the coming session of the State Legislature.

Aaron Wagner of the CSEA research department in Albany, outlines the department's functions for those present.

Gina Canale, dean of continuing education at Broome Community College, makes a point.

HEALTH PACT — Present at the signing of the agreement between the Civil Service Employees Assn. and the Health Dept. are, seated, left to right: Aaron Wagner, CSEA research assistant; Bernard Ryan, CSEA collective negotiation specialist; Daniel Klepak, Deputy Health Commissioner for Administration; Ernst Strobel, CSEA team chairman; James Brown, director of employee relations, Health Dept., Geneva; and Jack Gabay, CSEA. Missing from photo is Viola Srensen.

WENZL CRITICIZES LAYOFFS — CSEA president Theodore C. Wencl, left, puts forth his union's viewpoint on the changes that should be made in civil service laws requiring layoff procedures in State service to a public hearing of the Assembly Committee on Governmental Employees chaired by S. William Rosenberg. Wencl spoke at length of the inequities in the present system and called for a major overhaul in the coming session of the State Legislature.

Aaron Wagner of the CSEA research department in Albany, outlines the department's functions for those present.

Gina Canale, dean of continuing education at Broome Community College, makes a point.

HEALTH PACT — Present at the signing of the agreement between the Civil Service Employees Assn. and the Health Dept. are, seated, left to right: Aaron Wagner, CSEA research assistant; Bernard Ryan, CSEA collective negotiation specialist; Daniel Klepak, Deputy Health Commissioner for Administration; Ernst Strobel, CSEA team chairman; James Brown, director of employee relations, Health Dept., Geneva; and Jack Gabay, CSEA. Missing from photo is Viola Srensen.

WENZL CRITICIZES LAYOFFS — CSEA president Theodore C. Wencl, left, puts forth his union's viewpoint on the changes that should be made in civil service laws requiring layoff procedures in State service to a public hearing of the Assembly Committee on Governmental Employees chaired by S. William Rosenberg. Wencl spoke at length of the inequities in the present system and called for a major overhaul in the coming session of the State Legislature.

Aaron Wagner of the CSEA research department in Albany, outlines the department's functions for those present.

Gina Canale, dean of continuing education at Broome Community College, makes a point.

HEALTH PACT — Present at the signing of the agreement between the Civil Service Employees Assn. and the Health Dept. are, seated, left to right: Aaron Wagner, CSEA research assistant; Bernard Ryan, CSEA collective negotiation specialist; Daniel Klepak, Deputy Health Commissioner for Administration; Ernst Strobel, CSEA team chairman; James Brown, director of employee relations, Health Dept., Geneva; and Jack Gabay, CSEA. Missing from photo is Viola Srensen.

WENZL CRITICIZES LAYOFFS — CSEA president Theodore C. Wencl, left, puts forth his union's viewpoint on the changes that should be made in civil service laws requiring layoff procedures in State service to a public hearing of the Assembly Committee on Governmental Employees chaired by S. William Rosenberg. Wencl spoke at length of the inequities in the present system and called for a major overhaul in the coming session of the State Legislature.

Aaron Wagner of the CSEA research department in Albany, outlines the department's functions for those present.

Gina Canale, dean of continuing education at Broome Community College, makes a point.

HEALTH PACT — Present at the signing of the agreement between the Civil Service Employees Assn. and the Health Dept. are, seated, left to right: Aaron Wagner, CSEA research assistant; Bernard Ryan, CSEA collective negotiation specialist; Daniel Klepak, Deputy Health Commissioner for Administration; Ernst Strobel, CSEA team chairman; James Brown, director of employee relations, Health Dept., Geneva; and Jack Gabay, CSEA. Missing from photo is Viola Srensen.

WENZL CRITICIZES LAYOFFS — CSEA president Theodore C. Wencl, left, puts forth his union's viewpoint on the changes that should be made in civil service laws requiring layoff procedures in State service to a public hearing of the Assembly Committee on Governmental Employees chaired by S. William Rosenberg. Wencl spoke at length of the inequities in the present system and called for a major overhaul in the coming session of the State Legislature.

Aaron Wagner of the CSEA research department in Albany, outlines the department's functions for those present.

Gina Canale, dean of continuing education at Broome Community College, makes a point.

HEALTH PACT — Present at the signing of the agreement between the Civil Service Employees Assn. and the Health Dept. are, seated, left to right: Aaron Wagner, CSEA research assistant; Bernard Ryan, CSEA collective negotiation specialist; Daniel Klepak, Deputy Health Commissioner for Administration; Ernst Strobel, CSEA team chairman; James Brown, director of employee relations, Health Dept., Geneva; and Jack Gabay, CSEA. Missing from photo is Viola Srensen.

WENZL CRITICIZES LAYOFFS — CSEA president Theodore C. Wencl, left, puts forth his union's viewpoint on the changes that should be made in civil service laws requiring layoff procedures in State service to a public hearing of the Assembly Committee on Governmental Employees chaired by S. William Rosenberg. Wencl spoke at length of the inequities in the present system and called for a major overhaul in the coming session of the State Legislature.

Aaron Wagner of the CSEA research department in Albany, outlines the department's functions for those present.

Gina Canale, dean of continuing education at Broome Community College, makes a point.

HEALTH PACT — Present at the signing of the agreement between the Civil Service Employees Assn. and the Health Dept. are, seated, left to right: Aaron Wagner, CSEA research assistant; Bernard Ryan, CSEA collective negotiation specialist; Daniel Klepak, Deputy Health Commissioner for Administration; Ernst Strobel, CSEA team chairman; James Brown, director of employee relations, Health Dept., Geneva; and Jack Gabay, CSEA. Missing from photo is Viola Srensen.

WENZL CRITICIZES LAYOFFS — CSEA president Theodore C. Wencl, left, puts forth his union's viewpoint on the changes that should be made in civil service laws requiring layoff procedures in State service to a public hearing of the Assembly Committee on Governmental Employees chaired by S. William Rosenberg. Wencl spoke at length of the inequities in the present system and called for a major overhaul in the coming session of the State Legislature.

Aaron Wagner of the CSEA research department in Albany, outlines the department's functions for those present.

Gina Canale, dean of continuing education at Broome Community College, makes a point.

HEALTH PACT — Present at the signing of the agreement between the Civil Service Employees Assn. and the Health Dept. are, seated, left to right: Aaron Wagner, CSEA research assistant; Bernard Ryan, CSEA collective negotiation specialist; Daniel Klepak, Deputy Health Commissioner for Administration; Ernst Strobel, CSEA team chairman; James Brown, director of employee relations, Health Dept., Geneva; and Jack Gabay, CSEA. Missing from photo is Viola Srensen.

WENZL CRITICIZES LAYOFFS — CSEA president Theodore C. Wencl, left, puts forth his union's viewpoint on the changes that should be made in civil service laws requiring layoff procedures in State service to a public hearing of the Assembly Committee on Governmental Employees chaired by S. William Rosenberg. Wencl spoke at length of the inequities in the present system and called for a major overhaul in the coming session of the State Legislature.

Aaron Wagner of the CSEA research department in Albany, outlines the department's functions for those present.

Gina Canale, dean of continuing education at Broome Community College, makes a point.

HEALTH PACT — Present at the signing of the agreement between the Civil Service Employees Assn. and the Health Dept. are, seated, left to right: Aaron Wagner, CSEA research assistant; Bernard Ryan, CSEA collective negotiation specialist; Daniel Klepak, Deputy Health Commissioner for Administration; Ernst Strobel, CSEA team chairman; James Brown, director of employee relations, Health Dept., Geneva; and Jack Gabay, CSEA. Missing from photo is Viola Srensen.

WENZL CRITICIZES LAYOFFS — CSEA president Theodore C. Wencl, left, puts forth his union's viewpoint on the changes that should be made in civil service laws requiring layoff procedures in State service to a public hearing of the Assembly Committee on Governmental Employees chaired by S. William Rosenberg. Wencl spoke at length of the inequities in the present system and called for a major overhaul in the coming session of the State Legislature.

Aaron Wagner of the CSEA research department in Albany, outlines the department's functions for those present.

Gina Canale, dean of continuing education at Broome Community College, makes a point.