**Wenzl Calls For All-Out Voting In Security Unit**

ALBANY — "Be sure to vote" are the words Theodore C. Wenzl, president of the Civil Service Employees Asm., sent to the nearly 6,500 members in the Security Services bargaining unit.

Wenzl issued the call as ballots to determine what union employees were being received in the mail by the workers. Came a bargaining agent for CSEA, which had won bargaining unit. CSEA in Support Of Transit Bond.

ALBANY — The Civil Service Employees Asm. last week, on the eve of the vote its 200,000 members and their problems and particularly as they sue is not approved. "This, coupled with the very real possibility of reduction in State aid to localities, which are made up of CSEA members in each State unit, were CSEA collective negotiating a proposal to the Board Interface Unit; John R. Couvdy, Administrative Unit; Bernard J. Ryan, Professional-Scientific-Technical Unit, and Joseph P. Reddy, Operational Unit.

The following are the State-employed members of the CSEA negotiating team:

**Money Pouring In For Attica Fund**

(From Leader Correspondent) Wenzl issued the call as bargaining agent for CSEA, which had won settlement and ratified its agreement. CSEA did the work in negotiation ballots, copies of the contract and Council 82 jumped on the bandwagon.

"While CSEA conducted ratification ballots, copies of the contracts and written explanations to its members, Council 82 conducted poorly planned ratification meetings, with few details of the proposed contract, which resulted in confusion and anger on the part of many Security Unit employees.

"The employees in this Unit have had their taste of AFS and now they are facing a long and difficult road ahead and will be called on to make personal sacrifices. They will be away from their families; they will be encountering numerous frustrations both at the bargaining table and at their regular jobs. "These employees will be working toward one goal—improving the work conditions of their colleagues. They deserve the confidence and trust of all State employees."

To coordinate the four teams, which are made up of CSEA members in each State unit, were CSEA collective negotiating a proposal to the Board Interface Unit; John R. Couvdy, Administrative Unit; Bernard J. Ryan, Professional-Scientific-Technical Unit, and Joseph P. Reddy, Operational Unit.

The following are the State-employed members of the CSEA negotiating team:

**Social Services Commissioner Agrees With Erie CSEA Plan To Preserve Jobs And Salaries**

(From Leader Correspondent) BUFFALO — Erie County Commissioner of Social Services George C. Sipprell has agreed to a State-mandated separation of services movement that means no loss of jobs for workers represented by the Civil Service Employees Asm.

Sipprell, approached by a committee of the 900-member Erie County CSEA Social Services section, said he approved of a CSEA plan to realign all jobs as required by the State while keeping present personnel in the same titles with the same pay.

Although the final say in the matter reverts to the Erie County Legislature, Sipprell gave CSEA representatives his word that he favored the CSEA plan for keeping all present titles and personnel.

Sipprell was soundly out on his ideas and possible recommendations by a 12-member committee, headed by Charles Guarino, state president, and aided by Robert M. Miller, CSEA field representative.

The committee reviews applications for employment and considers contracts for terms (Continued on Page 16)

**CSEA in Support Of Transit Bond**

ALBANY — The Civil Service Employees Asm. last week, on the eve of the vote in the first round of bargaining talks that will culminate in new work contracts for State employees, taking effect next April 1.

CSEA teams — representing State employees in Institutional, Administrative, Professional-Scientific-Technical and Operation Services bargaining units — bargained in Albany last week and finalized demands culled from CSEA surveys of the more than 120,000 State employees represented in the four CSEA units.

CSEA president Theodore C. Wenzl had high praise for those members who will serve on the bargaining team. "These employees are facing a long and difficult road ahead and will be called on to make personal sacrifices. They will be away from their families; they will be encountering numerous frustrations both at the bargaining table and at their regular jobs. "These employees will be working toward one goal — improving the work conditions of their colleagues. They deserve the confidence and trust of all State employees."

To coordinate the four teams, which are made up of CSEA members in each State unit, were CSEA collective negotiating a proposal to the Board Interface Unit; John R. Couvdy, Administrative Unit; Bernard J. Ryan, Professional-Scientific-Technical Unit, and Joseph P. Reddy, Operational Unit.

The following are the State-employed members of the CSEA negotiating team:

**Operational Services Negotiating Team**

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The committee reviews applications for employment and considers contracts for terms

**Southold School Pact Accepted**

SOUTHOLD — In a first contract negotiated by the new Civil Service Employees Asm. unit among non-teaching employees of the Southold School District, employees will be given a 10 percent across-the-board pay boost among nine key points.

The agreement also includes security after 12 months, five percent of the new Civil Service Employees Asm. unit among non-teaching employees of the Southold School District, employees will be given a 10 percent across-the-board pay boost among nine key points.

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On their part, guidelines are so fuzzy that the make up the rules of the game. President made public the Phase almost on a case-to-case basis.

Departing Public Employees

Such public employee representatives have no greater role than to observe the action from the sidelines, coupled apparently with the requirement that they applaud even when palpable errors are made. Public employees are deprived of their constituencies that are accepted as normal for employees in the private sector. Just last week, the United States Supreme Court upheld Federal and state statutes that deny public employees the right to strike. In another case, the Court refused even to listen to arguments that the Taylor Law provision permitting the state and local governments to collect two days pay for each day of a strike is unconstitutional because employees are denied a hearing. Nothing more can be expected of a government in the private industry and business.

It is not yet too late for the President to appoint public employee representatives to the Pay Board, to deal with the special problems of public employees. Emphasis demands that this be done, and the sooner the better.

**Nassau Cty. Announces 10 Titles Soon To Close**

Nov. 3 has been designated as cutoff point for a group of 10 open-competitive titles being offered by Nassau County. As a follow-up, contestants will be faced with a Dec. 4 written exam.

SUPPORT FOR FIREFIGHTER WIDOWS

Support For Firefighter Widows

RECENTLY the officers and men of the Fire Department honored a group of widows at a ceremony and luncheon commemorating the deaths of firefighters who died in the line of duty. The ceremony was held on the site of the fire at Broadway and 22nd St. that claimed the lives of 12 brave men five years ago.

A GOOD MANY citizens and political dignitaries were present at the ceremonies, and I wonder how many of them wondered just how these widows are making it through life with their husbands.

THEY ARE all such graceful women. They seem to have the same high sense of duty that their dead husbands had. They accept the small stipend that the City gives for the support of their families without complaint. They don't organize protests or demonstrate.

BUT THE UFAA is serving notice that attention must be paid to these brave women from now on. The half-pension each widow receives is based on her husband's earnings at the time of his death, and inflation has dealt his widow a terrible blow. The dollar he earned five years ago is worth 60 cents today ... and half of that is only 30 cents.

THERE ARE other features of the widow's pension that are objectionable. The widow loses the pension if she remarries, she does not have a choice of medical plan coverage and she must pay for extended coverage options.

THE WIDOW of a firefighter or fire officer who did not die in the performance of duty, or who died following retirement, finds herself without protection and in a worse financial pension than the line-of-duty death widow. She finds that the pension plan her husband contributed to for so many years leaves her with nothing. She has no medical coverage and must now face the possibility of going on welfare rolls.

SURELY THE people of this City, if they knew the facts, would support a better pension system than the one we have now for the widows.

The UFAA is currently asking the City to restructure widows' pensions to provide for cost-of-living increased maintenance of full pay for a line-of-duty fire widow until the time her husband would have completed 20 years of service, and thereafter three-quarters pay; and the City to pick up the cost of extended health care benefits that the widow now pays for themselves.

THERE IS a lot of talk about reform of this system or that one. Some of these proposed reforms are worthwhile and others are just somebody's latest brainstorm. But none of our deep thinkers ever give a thought to some of the people in this City: the firefighter's widow and her children.
Supreme Court Upholds: CSEA's Right To Exclusive Checkoff Of Dues Payment

WASHINGTON — A two-year-old attempt by Council 50, APSCME, AFT-CIO, to deprive the Civil Service Employees Assn. of its right to exclusive payroll dues deduction checkoff privileges in the four State bargaining units represented by CSEA, has died on the steps of the United States Supreme Court, CSEA revealed last week.

The Supreme Court refused to review the dispute, which in effect dismissed the case. Council 50's suit had been ruled against by the State Supreme Court, and later by the State Appellate Division. The State Supreme Court of Appeals then dismissed Council 50's petition for a rehearing and denied review to the nation's highest court.

Council 50, finally appealed to the U.S. Supreme Court, which gave the "no review decision" on Oct. 27. The Supreme Court agreed with the Court of Appeals in stating that there was no constitutional issue involved. Council 50 had lost the right to check off dues when CSEA won the exclusive right to bargain for employees in four State bargaining units after an election in 1969. CSEA then negotiated the checkoff also. Counsel 50 had contended that it should have the same privilege of dues checkoff.

The same court division will apply to a second dues checkoff on the petition involving the 3,200-odd employees of the New York State Thruway Authority, whom CSEA holds exclusive dues checkoff also.

CSEA president Theodore C. Wendl hailed the Supreme Court's action as a victory for CSEA, saying: "This action proves beyond a doubt that when a union is duly and legally elected and certified to represent a group of State employees, it has the right to negotiate exclusive dues deduction checkoff privileges. We are grateful that the matter has finally been set to rest."

1972 Negotiations Open

(Continued from Page 1)

Local Government Probation Dept. Study Committee Plans Questionnaire On "Problems"

ALBANY — Plans for a questionnaire to be sent to all local government probation officers represented by the Civil Service Employees Assn. are set by CSEA's ad hoc committee to study probation departments of Local Governments, at its first meeting in Albany recently.

The committee, temporarily chaired by Patrick Barbieri, a probation officer from Westchester County, has been set up by CSEA to study the effects of the recent removal of probation officers from the Civil Service Revision, and to control by local county governments.

The questionnaire seeks information for probation officers on their load cases, rate of turnover, their attitudes about their removal from the Judicial Conference, the problems they foresee, and the role they would like CSEA to play in their employment. Most probation officers throughout the State are members of CSEA.

Nola Carlson, CSEA collective negotiating specialist, has been named to coordinate the community program. In Delmar, N.Y., CSEA director of local government affairs, spoke on the effects of the change on their status. Joseph Lazansky, chairman of the County Executive Committee, said the ad hoc committee would report back to the county group.

Members of the committee are Barbieri, James Brade, Erie County; Peter Greco, Jefferson County; and Joseph Rooney, Monroe County. A permanent chairman will be elected at the next meeting.

New State Lawyers

ALBANY — Governor Rockefeller has named two young lawyers to his legal staff to replace those who have recently resigned. Harry M. Yudelson, 28, of New York City, is a new assistant counsel at $11,750. Richard D. Parsons, 29, of Delmar, is a new confidential legal assistant at $11,000 per year.

CSEA Forces White Plains To Provide Parking Spaces For City Library Employees

WHITE PLAINS — A breach of contract grievance against the City of White Plains, brought to the final arbitration stage by the Civil Service Employees Assn., on behalf of employees of the City library, has been won by CSEA, resulting in additional parking spaces for the library and the City.

The only parking space previously available to library employees was in a blind alley adjacent to the library.

According to a CSEA spokesman, at the time the premises were constructed between the library and the City of White Plains, the library was better negotiated, the employee complained of the inadequacy of the space and the City of White Plains was asked to negotiate for additional space as a part of the official contract.

Arbitrator Upholds Pact

The grievance was then brought to the United Street Authority to arbitrate the complaint as an outside third party. The arbitrator directed the City to make extra parking spaces available for library personnel who have to use their cars during the day.

Joseph O'Connor, CSEA field representative, and Michael DelVecchio, CSEA White Plains chapter representative, together with Stanley Boszkoj, chairman of the CSEA grievance committee in the White Plains unit, originally initiated the grievance as a breach of the work contract.

Counsel for the union was Stanley Mullinan.

Appointed

Edward C. Senese, state of New York, attorney and adjunct associate professor of law at Fordham University, has been named to the State Law Revision Commission at an annual salary of $13,000 for a term beginning Dec. 1. He succeeds William H. Mullinan of Bronxville, who had resigned.

PROBATION COMMITTEE

The Civil Service Employees Assn.'s special Ad Hoc Committee to study probation departments of Local Governments met in Albany recently for the first time. They will study the problems and professional officers throughout the State who have recently been removed from the Judicial Conference to the jurisdiction of the unions in which they work. Left to right are Pat Barbieri, probation officer from Westchester County; CSEA collective negotiating specialist Patrick J. Monaco; Joseph Lazansky, chairman of the CSEA Executive Committee; Peter Greco, probation officer, Jefferson County; James Brade, probation officer, Erie County; and Nola Carlson, CSEA collective negotiating specialist who is coordinator of the committee. Missing from photo is committee member Joseph Rooney, Monroe County.

FAMILY MEMORIAL FUND

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For a Dental Plan that really makes sense...

Swing to the Blues

BLUE SHIELD®

Catapult Into Career Job As A Federal Tech Aide; GS-2 Entry Set At $4,621

The launchpad for technical aide jobs is being readied at this very moment, reports the U.S. Civil Service Commission.

For example, GS-2 entrants will receive $4,621 from the outset. Their GS-3 counterparts will meanwhile receive $4,312 in pay on appointment.

There's neither written nor oral exam laying in wait. The criteria, said a USCSC spokesman, rest entirely with "the quality and quantity of your education and/or experience," such as that applicable to meteorological aide, one of the many technical aide titles.

In the allied field of medical and paramedical work, you can anticipate openings for laboratory aide, radiological aide, medical machine assistant, and dental and dental lab aide titles. For a fuller description of possibilities, obtain Bulletin No. NY-62.

The GS-3 designation calls for having a diploma or equivalency, with six months of appropriate experience as a substitute. GS-2 candidates are asked for a year of schooling beyond high school level; the alternate is a year's worth of experience appropriate to the post.

Background Asked

Examples of appropriate experience are: basic knowledge of laboratory, hospital, medical, dental or clinical routines that have "provided you familiarity with the general field in which you desire employment." Unpaid work will be credited, as will education in the military.

Appointments will be made in the five boroughs of New York City and its nearby counties. Among the major facilities:

- National Park Service (Fire Island National Seashore), New York City; Veterans Hospital, Bronx, and the VA Hospitals at Castle Point, Montrose, Manhattan and Northport.

In making application, interested persons must send SP 171, completed, to the New York Area Office, U.S. Civil Service Commission, 26 Federal Plaza, New York 10007. The form and pertinent bulletins are available by calling or writing the Federal Job Information Center at the same address. The phone to call: (212) 264-9422. Applicants are also able to pick up entry forms in the main post offices of all counties in the New York City metropolitan area.

A New Look Comes To 49 Thomas St.

A dazzling color scheme of bright blue and orange, the official City colors, sets the pace at the newly reopened 49 Thomas St. application office of the Department of Personnel.

The application desk is now situated at the far wall from the door, and two female personnel clerks are now there to serve the public, replacing the solitary clerk under the old setup. Lines seem to move more swiftly, too.

Cellophane-covered bulletin boards display the latest exam announcements, for which applications are on hand. In addition, detailed physical requirements as published in The City Record, are posted in plain view.

When You Need To Know.

1010 WINS W

All News. All The Time.

WHOLESALE DISTRIBUTOR WANTED

NO SELLING . . . KEEP YOUR PRESENT JOB!

Simply service company established, all cash accounts in this area. We are in need of one or more coin operated vending route. The product is happy to be sold in airports, hospitals, schools, churches, industrial plants, convenience stores, commercial areas, etc.

Salary is $650 per month. Expenses are low; repairs and merchandise will be furnished. The location can grow to $2,000 monthly. We want to make this an enjoyable field, including phone number and Area Code. All inquiries strictly confidential.

CONSOLIDATED CHEMICAL CORPORATION

3815 Montrose Blvd., Suite 120

Houston, Texas 77006
Attention
all New York State employees-
Blue Cross Statewide
insurance plan\textsuperscript{*} covers
Rehabilitation
Medicine at Brunswick
Hospital Center

in beautiful new buildings with expert resident staffs

Physical Disabilities
An individual treatment program is carefully established by our Physiatrists (physician specialists) in physical medicine. It is implemented by a team of rehabilitation professionals including nurses, physical, occupational, recreational and speech therapists, psychologists and social service counselors.

The Hydrotherapy Department includes a therapeutic swimming pool, Hubbard tanks, and whirlpools; the Physiotherapy Department administers electro-thermo treatments and massage in private treatment areas and therapeutic exercise in a professionally equipped gymnasium. The patient who is chronically ill can also receive special care in this facility.

Joseph J. Panzarella, Jr., M.D.
Medical Director

Mental Health
Most effective is the teamwork approach of psychiatrists, nurses, psychologists, social workers, occupational and recreational therapists. All modalities of psychiatric treatment are available—individual and group psychotherapy, hypnotherapy, electroshock, new multi-vitamin and supplemental drug therapy. Bright cheerful colors and spacious socialization areas immediately key this modern therapeutic approach to the care of the mentally and emotionally ill, the drug and alcohol addicted and those in need of custodial care.

Philip Golberg, M.D.
Medical Director

\textsuperscript{*} Most major medical insurance plans, the Blue Cross Statewide Plan for employees of New York State, local subdivisions of New York State and appropriate participating agencies and Medicare are applicable at these Divisions of this fully accredited Hospital Center.

A color brochure will be sent upon request or call 516-264-5000 Extension 227 for Physical Rehabilitation Extension 286 for Mental Health.

Brunswick Hospital Center
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Letters To The Editor

Comptroller's Office Says Benefits Are Based On Current Law

Editor, The Leader:

The column of Richard Gaba in your issue of October 26, entitled "Restricting Retirement Benefits," has accused Comptroller Levitt of "jumping the gun" with regard to a bill which passed the Assembly on April 1, 1972. Under this new law, unused vacation will be excluded from the salary base for computing retirement benefits. However, under present law (Section 41-j, El & Ed Law), leave is lost but not vacation pay is excluded.

As for Comptroller Levitt being frightened by the Taylor Law, this is an absurd accusation to apply to a civil servant officer who for nearly 20 years has tenaciously protected the Retirement System for everybody.

Every member who desires to be assured that he will get every cent due him on the basis of the law, he will not be deprived by reason of a law not yet effective.

Mr. Gaba should be among the first to applaud the Comptroller Levitt for his long and successful struggle to increase the disability and death benefit negotiated by any separate unit of government must be approved by the Legislature and the Comptroller before it becomes effective.

We congratulate the Westchester chapter for pressing the point: "civil service jobs for civil service employees."

A Sound Proposal

WESTCHESTER County has received a substantial sum of Federal funds for the hiring of unemployed persons in both the County and in some of its political subdivisions.

Seventy-one jobs may be filled with this money in the hard-core unemployment area.

These jobs are in the public sector and, rightly, belong within the civil service career system.

While no one can fault the intent of this program, it nevertheless is a raid on the traditional career service.

We think that the request of the Westchester chapter, Civil Service Employees Assn., to use these funds first for re-employment of furloughed State, County and local government employees has a great deal of merit.

The Comptroller does not use any method for reducing members' benefits, as charged. Mr. Gaba should know that any new benefits negotiated by any separate unit of government must be approved by the Legislature and the Comptroller before it becomes effective.

We congratulate the Westchester chapter for pressing the point: "civil service jobs for civil service employees."

A Merit Appointment

The City Civil Service Commission has appointed Thomas Curley, a career civil service employee, to the highly sensitive post of chief of its investigation division.

The son of a hero police superior officer, Curley has moved up the ladder of competitive service through the examination and merit promotional system through the years and has headed many successful programs of the Commission, including the Employee Suggestion Program.

The Commission and its chairman, Harry Bronstein, are to be congratulated in making this promotion of a career employee to a appointive position.

Of course, Bronstein is a product of the same merit system.

Counsel Kidney Unit

Three members of the State Advisory Council for the New York State Kidney Disease Institute have been reappointed by Governor Rockefeller, subject to Senate confirmation, for new terms ending Aug. 31, 1974.

Those renamed to the 10-member advisory board, members of which serve without salary, are: Stuart Bondurant, M.D., of Louisville; Pasquale A. Greco, M.D., of Buffalo and Mildred D. Spencer of Buffalo.

Select DaBrescia

Arthur W. DaBrescia of Hancock has been appointed by Governor Rockefeller as a member of the Council of the State University Agricultural and Technical College at Albany.

IF YOU AGREE

If you agree with the above columns, let us know. Please sign your name and let us know your address.

FROM THE FINEST

Public Confidence In Police

LAST WEEK Mayor Lindsay wrote a letter to me, subsequently released to the press, which concluded with the following words: "Our continued commitment to rebuild public confidence in the Police Department and the integrity of law enforcement process." I earnestly hope that you will join me and Commissioner Murphy in that effort."

WE ARE HAPPY to welcome the participation of Mayor Lindsay and Commissioner Murphy in what we consider to be an activity of vital importance to the community, but the fact is that the PBA has been engaged, almost single-handedly, in just such an effort since the beginning of my administration. From our experience, we have identified several areas that are basic to any campaign designed to build public confidence in the Police Department and the integrity of law enforcement process. I hope Mayor Lindsay will give them serious consideration in formulating his plans.

1. THE COURTS.

OUTMOTHED COURT systems result in complainants' being made to waste whole days in repeated visits to court while endless adjournments and other delays push hearings further and further off. As a consequence, many complainants who cannot afford all that time give up and refuse to press charges, and criminals go free without a trial. In addition, light sentences and suspended sentences return convicts to the streets so that before the arresting officer has completed his paperwork—where they and their admirers proceed, with some cause, to mock the Police Department and our law enforcement process. Surely any campaign to rebuild public confidence in those processes must begin with changes to earn public confidence, and not with public relations gimmickry designed to cover up the status quo.

2. SELECTIVE LAW ENFORCEMENT.

PUBLIC CYNICISM about the law enforcement process must continue to exist as long as that process is applied selectively for political purposes and parochial advantages. To reassure the law enforcement Mayor Lindsay must therefore resolve that the police will henceforth be permitted to enforce the laws of the community firmly, vigorously and impartially in every neighborhood and with respect to every person, and that the police will never be asked, overtly or otherwise, to turn their backs on violations of law for the sake of political maneuvering, social engineering or for any other purpose.

3. SUPPORTING LEGAL PROCESS.

IF MAYOR Lindsay wants to build public confidence in the integrity of our law enforcement process, he must begin by demonstrating his own confidence in that process. By creating the Knapp Commission and vesting it with extraordinary powers, the Mayor succeeded in undermining the entire system of district attorneys, grand juries and trial juries, and substituting show trials for due process of law. How much harm was done to public confidence in the law enforcement process by trying the alleged wrongdoers uncovered by the Knapp Commission in the newspapers and on television, instead of in a properly constituted court of law?

4. SUPPORTING THE POLICE.

FINALLY, PUBLIC confidence in the Police Department and the integrity of our law enforcement process can only be sustained by continuing support and encouragement of police activities by community leaders, from the Mayor on down. They must render praise for heroism, support for integrity and, most important, loyalty for service; this means backing the police all the way when they perform the functions they are sworn to perform, and giving irresponsible criticism of the police with the contempt it deserves.

IF THE MAYOR attends to these basic needs, he will lay the kind of firm foundation without which his project can never succeed.
Civil Service Television

Television programs of interest to civil service employees are broadcast daily over WNYC-TV. Channel 5.

Tues., Nov. 2
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.
2:30 p.m. — Return to Nursing — "Patient with Pruritic Dermatitis." Refresher course for nurses.
3:30 p.m. — Around the Clock — "Auto Theft." Police Dept. training series.

Wednesday, Nov. 3
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.
2:30 p.m. — Return to Nursing — "Medication." Refresher course for nurses.
3:30 p.m. — Around the Clock — "Auto Theft." Police Dept. training series.
4:30 p.m. — On the Job — "Plumbing." Fire Dept. training series.

Thursday, Nov. 4
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.
2:30 p.m. — Return to Nursing — "Transvenous Therapy." Refresher course for nurses.
3:30 p.m. — Around the Clock — "Auto Theft." Police Dept. training series.

Friday, Nov. 5
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.
2:30 p.m. — Return to Nursing — "Emergency Therapy." Refresher course for nurses.
3:30 p.m. — Around the Clock — "Auto Theft." Police Dept. training series.
4:30 p.m. — On the Job — "Piloting." Fire Dept. training series.

Saturday, Nov. 6
7:00 p.m. — On the Job — "Radiation Detection." Fire Dept. training series.

Monday, Nov. 8
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.
2:30 p.m. — Return to Nursing — "Pre-operative Care." Refresher course for nurses.
3:30 p.m. — Around the Clock — "Auto Theft." Police Dept. training series.
4:30 p.m. — On the Job — "Radiation Detection." Fire Dept. training series.

That's how many times we inspect a Volkswagen.

These are some of the oaks our little car has to get in our factory.

(If you're wondering, you're right. We inspect it 15 times or so.)

We smash the roof down to a metal lump and throw it out in the scrap pile.

We stop VWs for little things that you may never notice yourself.

The fit of the lining in the roof.

The finish in a doorjamb.

The fit of the lining in the roof.

But you should see the ones that get away.

Dents are easy to hammer out.

So what did we do? We smashed the roof down to a metal lump and threw it out in the scrap pile.

We stop VWs for little things that you may never notice yourself.

The fit of the lining in the roof.

The fit of the lining in the roof.

The fit of the lining in the roof.

And in the final inspection alone, our VW has to go through 342 points without one blackball.

One out of 20 doesn't make it.

But you should see the ones that get away.
Delegates Hit Problem Areas

Newark State Hosts Western Conference

By Marvin Baxley

NEWARK, N.Y.—In between business sessions, if you listened carefully, it was common to hear a few bars of “I never promised you a rose garden,” as leaders of the Western Conference of the Civil Service Employees Association gathered Oct. 23 at the Old World Inn here, directly across from the multi-acre National Rose Garden, a tourist attraction an estimated 30 miles east of Rochester.

While the fog and rain deterred delegates from sight-seeing, the words of the popular song from last winter took on added meaning as Conference president John Adamski called the meeting to order and delegates lashed out at some of the trouble spots effecting CSEA members.

Margaret Anastasia, president of the Albion chapter, told the delegates that the Albion Correctional Facility is scheduled to be reopened as a rehabilitation facility. In the meantime, the Albion women, who carry a lot of seniority, Miss Anastasia said, are being “forgotten by the Civil Service Commission as far as job placement is concerned.”

She said some of the people are being harassed by the employment office about why they are not working. “Even though we tell them we are looking for State jobs, we still get pressured.” She went on to say that it is important to have CSC clarify the situation, and asked the Conference to remember the plight of the Albion members.

Another problem was brought out by Carmen Parruggia, president of the State School at Industry chapter, speaking on the effects of the job freeze in the...

(Continued on Page 16)
To All Members Of The Security Unit:

As a member of the Long Island State Parkway Police, who by decree of questionable reasoning by PERB, was assigned to the Security Unit, I joyfully welcome the end of a long period of frustration caused by the ineptness of AFSCME as a representative of the Security Unit.

I recall, two years ago, the narrow margin of victory of AFSCME in the representation election which was achieved by the painting of rosey pictures and big, false promises which never did materialize for Security Unit members.

This, however, has proved typical of the type of representation whose leadership does not have the background and know-how to deal with civil service problems and has not tried to become informed in these problems, but prefers to misrepresent, not represent, or just ignore commitments made to a disgruntled membership.

History of this two-year period records:
• Failure of AFSCME to negotiate a contract;
• Failure to act during the layoff period last Spring;
• Failure to properly organize members of the Security Unit;
• Failure to negotiate reallocations;
• Failure to get the right to carry arms for safety officers;
• Failure to represent officers at Oswego in their contractual dispute over arms;
• Failure to represent officers in their uniform disputes, and, in short,
• Complete failure.

There is a record of inattention to responsibility which could fill this page by going into specific instances in Mental Hygiene institutions, universities, State Campus, Capital, parks and recreation areas and narcotics institutions.

Happily, recognition of this failure to act and represent has been voiced long and loudly by representatives of many units within Security, and it is time now to recall all this lack of service, failure and ineptness over the past two years by AFSCME. “Vote them out.”

Several years back, while refusing to become associated with AFSCME myself, I watched unbelievingly as membership claims in my own 200-member Parkway Police unit approached the 80 percent mark based on promises that were never fulfilled. These promises included pay parity with other jurisdictions, 20-year retirement, a personal injury bill, and too many other idle promises.

Then, as time passed, I witnessed a gradual awakening of my fellow officers and a realization that this misrepresentation by AFSCME was not for them. This was followed by mass withdrawal of payroll dues deduction authorization and a drop in AFSCME membership to a minute fraction of its former membership claims.

I recall a strong letter from Matt McMenamin, a Palisades Interstate Parkway Policeman, who, back in the Spring of 1970, recognized the ineptness of AFSCME and took them to task in a very strong letter printed in June 1970 in The Civil Service Leader along with many others from safety and security officers, narcotics men, rangers, and correction officers. The consensus here was that AFSCME had failed and all urged a return to CSEA representation.

During this period of failure by AFSCME, CSEA has been doing an outstanding job of representation in a highly qualified and professional manner. Now is the time to recognize and correct the error committed two years ago, which enabled an incompetent representative to slip in, take your dues money—double that of CSEA—and prosper while giving nothing in return.

Further proof of these allegations was printed very strongly on the back page of last week’s Leader in the form of a letter by Carl Platten of Binghamton State Hospital denouncing Council 82 and its failure to represent membership, thus causing their membership to resign from AFSCME.

When you read this, your ballots for the representation election should be in your hands. Looking back at the figures from the last election, you will find that many of the Security Unit members failed to vote at all. Of these, many of them spent two years being loudest and foremost with complaints of dissatisfaction with representation. Don’t let this happen again. Please do not fail to exercise your right to vote. Do not be taken in by false promises by AFSCME. Vote now and vote CSEA.

Bring back to Security the opportunity to be heard and represented in the professional, competent manner our members have worked for, earned and so well deserve.

Vote CSEA.

Ptl. George J. Koch
Long Island State Parkway Police

NEED MORE BE SAID?
Covers Eight Categories

Gov't Announces Titles For National Job Scene

The following list of jobs with the Federal government has been recently released, with employment possibilities falling into eight occupational categories. Openings for some of these posts exist all over the nation, as well as in the metropolitan areas.

For further information about locale, eligibility, and application forms, contact the Federal Job Information Center, 26 Federal Plaza, New York, N.Y. 10007. Study the following list before taking follow-up action on the job or jobs of your inclination:

Agricultural

1. Agricultural Commodity Grader (Fresh Fruit and Vegetable Grain and Poultry) GS-5 to 9. No. CH-1-66

2. Agricultural Commodity Grader (Meat) GS-5. — Jobs are in the

Department of Agriculture. (Written test.) No. CH-L-62

Business

3. Accountant, Auditor and Internal Revenue Agent, GS-5 to 12. — Jobs are in the Department of Agriculture. (Written test.) No. WAP-250

4. Computer Programmer, GS-5 to 12; Operator, Technical, GS-5 to 7. No. 629


Engineering and Scientific


7. Health Scientist Administrator and Grants Associate, GS-5 to 15. — Jobs are in the Washington, D.C. area. No. 397

8. Industrial Hygienist, GS-5 to GS-13. — Jobs are principally in the Navy Department. No. 2293

9. Technician in Engineering and Physical Sciences; Technician in Computer, Electronics, Engineering, Geodesy, Industrial Engineering, Physical Science, Surveying, etc. — No. 544

10. Various jobs in Agriculture, Medicine, (38-5 to 81-03-01). — No. 242

General

11. Border Patrol Agent, GS-7. — Jobs are in the Immigration and Naturalization Service. (Written test.) No. WAM-911

12. Junior Federal Assistant, GS-4. — (Written test.) No. 411

13. GS-4 6,202

14. GS-5 7,387

15. GS-6 8,432

16. GS-7 9,493

17. GS-8 10,470

18. GS-9 11,517

19. GS-10 12,515

20. GS-11 13,450

21. GS-12 14,440

22. GS-13 15,440

23. GS-14 16,515

24. GS-15 17,611

25. GS-16 18,715

26. GS-17 19,815

27. GS-18 20,915

28. GS-19 22,015

IHs, ANDS, OR BUTS..., JUST A STRAIGHT, SOLID, UNCONDITIONAL

MUNICIPAL CREDIT UNION

paid 6% on share deposits (savings) for the quarterly period ending Sept. 30, 1971. We anticipate paying 6½%, for the quarter ending Dec. 31, 1971. The member may purchase $5 to $200, and the spouse may purchase $5 to $200, in a separate account.

Savings insured up to $20,000 by the National Administration National Credit Union Administration An agency of the United States Government

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Savings insured up to $20,000 by the National Administration National Credit Union Administration An agency of the United States Government
Here are a few questions that should be answered in comparing programs:

- Are dental costs controlled? Yes, GHDI Participating Dentists limit their fees to GHDI’s Maximum Permitted Charge Schedule regardless of your member’s income and regardless of the GHDI Program provided.

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

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

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

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

These are only some of the items to compare. When choosing your dental plan, ponder the pitfalls. To get all the facts you need to make the best decision for dental benefits for your members—mail coupon below TODAY!
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58 years of education to more than a half million students
NEW FALL COURSES

POLICE SERGEANT
Exam Now Scheduled for March '72
Enroll now in promotion course featuring new
Cassette method of preparation.
Classes meet in Manhattan, Yonkers, Jamaica, Melville & Staten Island

MANTENANCE MAN
Examination to be held December 18, 1971
Salary $192 wk. start
Minimum 3 years maintenance experience required
CLASSES MEET THURSDAY AT 7 P.M.
At 125 E. 13th Street, N.Y., N.Y.

Senior clerk
Examination scheduled for June 1972
CLASSES NOW FORMING

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

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

Most other health insurance programs place strict limitations on maternity care. 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.

Office workers are needed in Brooklyn especially Stenographers with a minimum of 80 wpm accuracy, and good spelling. Dictation from one or more persons and good typing skills are required for these jobs paying $100 plus a week. Clerk Typists are also needed to do general office work including typing reports, forms and letters. Duties vary depending on the nature of the business. Jobs start at $90 a week and up.

Openings are also available for Full Charge Bookkeepers to be in charge of a full set of books through general ledger. Must prepare monthly balance, trial balance as necessary. May be required to do payroll and supervise one or more assistants.

The salary is $130 plus a week plus week. Assistant Bookkeepers are also wanted at a salary of $100 per week. Apply at the Brooklyn Office Personnel Placement Center, 196 Remsen St., Brooklyn.

The garment industry in Manhattan has many openings for Sewing Machine Operators with any experience on men's, women's or children's garments, leather goods or shoes. The pay range is from $70 to $100 a week. Piece work and some work week.

Cap Machine Operators experienced in chain stitch machine to work on covers. Inns and fronts of hats and caps are wanted at $75 to $100 a week.

There are also jobs for Merrow Machine Operators to work on knitted clothing at $80 to $95 a week and Sample Stitchers are needed to work with a designer or patternmaker at $75 to $100 a week.

Apply at the Manhattan Apparel Industries Office, 226 West 36th St., Manhattan.

Farm Workers are needed in 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 nor is it necessary to speak English. Free government-inspected housing is available. Those who apply for jobs should be able to do heavy physical work. The pay range is from $1.75 to $1.85 an hour.

Applicants interested in this agricultural program should apply at any one of the Industrial Offices of the State Employment Service or Youth Opportunity Centers. The addresses for the Industrial Offices are: Manhattan, to 255 West 54th St.; In Queens, to 42-15 Crescent St., Long Island City, and to 431-22 Steinway St., In Brooklyn, to 208 Schenck Plaza St.; In Queens, to 42-15 Crescent St., Long Island City, and to 250 Schenck Plaza St.; In Brooklyn, to 208 Schenck Plaza St., In the Bronx, to 508 Beach Blvd., and Queens, to 31st Merrick Blvd., Jamaica.

Ocean Terminal
Asks For Typists
The Military Ocean Terminal at Bayonne is recruiting to fill a number of positions as clerks typists, starting at approximately $94 per week, various shifts. U.S. citizenship is requested.

Interested applicants may call (201) 886-6801 for additional information.

They may also apply in person to the Civilian Personnel Office, Building 82, Room 281, Military Ocean Terminal, Bayonne.
Poughkeepsie CSEA Hits Bad Work Conditions

GREIVANCES have been brought against the City of Poughkeepsie for allowing unsanitary and dangerous conditions to exist in the Howard St. facility where 62 employees work.

The conditions shown by the accompanying photographs have existed for some time despite repeated demands by the Civil Service Employees Assn.'s City of Poughkeepsie unit of Dutchess County chapter.

Gerard Reilly, president of the unit, has sent the following letter to the Division of Industrial Hygiene and the State Labor Department in an effort to cause an investigation.

"As president of our local City of Poughkeepsie unit, Civil Service Employees Assn., I, on behalf of the 62 members involved, hereby request your assistance in solving a serious problem that exists in the building where these men work. This is the Department of Public Works, parks and streets division, building on Howard St., Poughkeepsie. The complaints are these — there are no drinking fountain facilities available for these employees; furthermore, there is no hot water available for their use as well as other unsanitary, dangerous conditions.

"I think you will agree that these are not minor complaints. However, all of our attempts thus far to get this situation remedied have been fruitless."

Reilly went before the City's Common Council again last week to object to those conditions which he described as "outrageous."

The outside of the building is littered by debris from a fire and the exit doors are open. The CSEA is complaining of the conditions which would not be tolerated in private industry.

Employee are expected to work in this building where the windows are broken, and the temperatures are kept equal to those of the outside atmosphere.

Employees repair machinery in this area of the building. The electricity supply lines are hanging, without adequate insulation from an open conduit, again in violation of every Labor Department rule or regulation.

The outside of the building is littered by debris from a fire and the exit doors are open. The CSEA is complaining of the conditions which would not be tolerated in private industry.
Spotlight On Clerical Posts At West Point; Minimal Exp. Suficies

Very light experience, just half a year or over, will be perfectly acceptable for appointment to two entrance-level clerical titles at the U.S. Military Academy. The positions to go after are clerk-typist and clerk-stenographer.

In another development, other posts have been added to the recruitment roster of late: librarian and air-conditioning mechanic. These positions, however, insist on more extensive training and/or experience.

The librarian's post offers beginners $10,470. Requirements focus on having completed credits for a masters in library science or two years of graduate work in that specialty. Baccalaureate holders with a major in the field will need a full year of experience to be considered.

GS-10 air conditioning mechanics now earn $11,517. A four-year apprenticeship "in the installation, maintenance or repair of refrigeration and air conditioning equipment" is sought of applicants.

The other majors are clerical or in the service grouping. Food service aids are still in demand at the $2.93 per hour level. The clerk-typist vacancies fall at GS-2, $4,897, and GS-3, $5,024. Another key need is for stenos at GS-8 and A, $5,994 and $6,202 respectively. More details may be gotten by contacting W. E. Finglman, chief of recruitment, at 914-938-2118.

Persons may also write: Civilian Personnel Division, West Point, N. Y. 10966.

Current openings are as follows:

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Series</th>
<th>Grade</th>
<th>Minimum Qualifying Standards</th>
<th>Pass test</th>
<th>Grade</th>
<th>Pay Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clerk-typist</td>
<td>621</td>
<td>02/03/26</td>
<td>20 Enrolled</td>
<td>Graduation from high school or six months experience</td>
<td>20.00</td>
<td>GS-5</td>
</tr>
<tr>
<td>Clerk-typist</td>
<td>621</td>
<td>02/03/26</td>
<td>20 Enrolled</td>
<td>Graduation from high school or six months experience</td>
<td>20.00</td>
<td>GS-5</td>
</tr>
<tr>
<td>Clerk-stenographer</td>
<td>621</td>
<td>02/03/26</td>
<td>20 Enrolled</td>
<td>Graduation from high school or six months experience</td>
<td>20.00</td>
<td>GS-5</td>
</tr>
<tr>
<td>Clerk-stenographer</td>
<td>621</td>
<td>02/03/26</td>
<td>20 Enrolled</td>
<td>Graduation from high school or six months experience</td>
<td>20.00</td>
<td>GS-5</td>
</tr>
<tr>
<td>Medical Officer</td>
<td>General Practice</td>
<td>621</td>
<td>02/03/26</td>
<td>Graduation from an approved school of medicine or equivalent</td>
<td>20.00</td>
<td>GS-10</td>
</tr>
</tbody>
</table>

Food Service Worker, W-7406-8

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

**SUPPORT THE ATTICA FAMILY MEMORIAL FUND ATTICA, N. Y. 14611**
Wenzl Calls For Big Turnout

In Security Unit Ballots Out

(Continued from Page 1) when this in the contract, he will offer the lowest contract possible to avoid a challenge from CSEA or any other unions in the future. CSEA, on the other hand, will offer a multi-year contract. Employees are dissatisfied with us, they can vote us out. If we can't produce, we should be voted out.

Just before the 1969 election, Council 82 had demanded several other groups, such as the Safety Officers Benevolent Association, that they would have representation at the bargaining table and a voice in running the union. Wenzl said. "This never happened and most of these groups have publicly claimed Council 82 and Count 92 for denying them the democratic right of participation."

During the 1969 election campaign, APSCME headquarters in Washington sent dozens of organizers into New York State to convince the employees to vote for APSCME. This campaign is no different. Council 82's "carpetbaggers" are calling employees, "Stick with us and we will get you what you want!" or "We will be here permanently after the election to service your needs."

When they know they'll be pulled out by mid-November and will send some other officer to the country where APSCME is having difficulty.

"It all boils down to the fact that Council 82 is a puppet manipulated by APSCME bosses in Washington. The various local branch and their leadership have little, if any, say in running the union. CSEA predicted this would be the case during the last election campaign and it has come true. We call on all to vote intelligently, to give serious thought to the kind of service and individual attention they have received since 1969 and compare that with what CSEA has to offer."

Sharing a table at the evening banquet were Sam Mogavero, Erie County chapter president; Neil Grupper, Niagara County chapter president; George McHan, Cattaraugus County chapter president; Robert Dobosaff, Seneca unit president and Vincent Zordovics.

Western Conf. Debates Crisis Situations

(Continued from Page 8) boys training schools around the State.

Parrugga said he wanted "to let people know we are working hard to avoid a strike and the gains made are being protected by the conditions of this, making themselves in- sensible to the public and serious steps to protect the state and all employees."

The Mayor extolled older people's contributions to the state economy, saying that "if you aren't working, you aren't a citizen of the state."

IRVING FLAUMENBAUM

(Continued from Page 1) CSEA's office and field staff and makes recommendations to CSEA's Board of Directors for action.

Other members of the committee are: Ellis Adams, Anna Basili, William O'Connor, William J. Dougione, Julia and Thomas Christles, and Thomas Christles.

Southern

(Continued from Page 1) percent longevity step after five years, and after being reviewed by the state, they are paid at the rate of 2.5 percent.

The wage issue has been for 21 years a constant problem in the public sector, and it has been for 21 years a constant problem.

In addition, the wage issue has been for 21 years a constant problem in the public sector, and it has been for 21 years a constant problem in the public sector, and it has been for 21 years a constant problem in the public sector.

The negotiations committee was headed by Mrs. Janet Kelt, unit president, with the assistance of Mrs. Bonnie LaFerriere and Mrs. Josephine C誰land.