CSEA Effort Saves State Youth Program

(Special to The Leader)

ALBANY—Dr. Theodore C. Wenzl, president of the Civil Service Employees Assn., has hailed the decision by the State Administration to cancel consultant contracts on highway construction projects under the supervision of the State Department of Transportation.

"Not only will this result in a substantial savings to the taxpayers, but more importantly, it completely vindicates CSEA's position of last Spring that State DOT employees can do the job," CSEA president Theodore C. Wenzl said. "Experts have reached our office that qualified State employees already are being assigned to take over the construction inspection chores previously done by consultants."

CSEA has learned that 15 major contracts are due to get the ax because of the State budget cuts. "It looks such a crisis to make people aware that State employees are qualified, competent individuals who can handle the work of so-called experts, contrary to statements by the Administration during last Spring's layoffs that consultants are doing specialized work which could not be handled by State employees. It is extremely regrettable that such a decision had not been made sooner."

* * *

Back Bill To Curb Consultant Hiring

ALBANY—Two bills filed in the State Assembly by Assemblyman Thomas Brown of Albany, both of which concern the hiring of consultants for State departments, have received strong support from the 200,000-member Civil Service Employees Assn.

The first, Assembly Bill 817, requires that department heads certify to the chairman of the Assembly Ways and Means and Senate Finance committees and to the State Budget Director, before hiring outside consultants, that there are no employees in their department who can perform the job to be undertaken by these consultants.

The second, Assembly Bill 1125, prohibits the employment of consultants by any department or agency of the State unless the number of consultant positions to be filled and the salaries to be paid are specifically itemized in the budget submitted to the Legislature.

CSEA president Theodore C. Wenzl.

(Continued on Page 14)
VA Facilities Set To Hire

Specify No Exp. Standard
For Nurse Asst. Trainees

Trainee positions are again available for nursing assistant at the GS-2 level of Federal Service. Neither experience nor training will be required to apply.

In the foregoing boroughs of New York City, as well as in Nassau, Suffolk, Westchester and Rockland Counties—starting salary of $100 per week is offered. Elsewhere, the pay begins at $94.

Sam Molomot Retires After 20 Years

A testimonial luncheon was held recently honoring Sam Molomot upon his retirement from the motor vehicle bureau after 20 years of service. Molomot entered the civil service as a clerk in the motor vehicle bureau. After returning from service in World War Two, he returned to that position and subsequently was appointed attorney with the state insurance department as a policy examiner. Subsequently, promoting to the position of actuary chief of the policy examination bureau of the department.

C.S.E.&R.A.
WINTER & SPRING PROGRAM
The Perfect Christmas Gift
from Civil Service Education & Recreation
Association
FOR YOU AND MEMBERS OF YOUR FAMILY

ST. LUCIA (British West Indies) 8 Days/7 Nights
K-307 Leaving Feb. 11, returning Feb. 18. LONDON BIRTHDAY HOLIDAY.
K-3411 Leaving Feb. 28, returning March 11. Ten days in 7 beautiful
islands where vacations "occur regularly." They are:
- VA Hospital, 120 W. Kings-
boro, Brooklyn 11209
- VA Hospital, Castle Point
(Outcoves) 12511;
- VA Hospital, 34th St., N. Y. 10010;
- VA Hospital, Northport
(Suffolk) 11766, and
- VA Hospital, Newburgh, New
burgh Blvd. & 186th St., St. Albans,
Queens 11412.

A written test will be required for those not located outside New York City. Also, within New York City, the written test will be waived for high school diploma holders as well as those with half a year of public work experience.

Some GS-3 nursing assistant positions, at higher pay, are also open, but these require six months of non-professional medical experience. Nursing care work is supervised in a medical school setting. Examples are given.

Also okay would be similar experience as a medical technician, a position which pays $102 per week at VA Hospital.

For more details on the U.S. Civil Service Commission and its filing of the recent license exam for high pressure boiler operating procedures are found on page 13 of The Leader.

Lehman Named to Study City Government

Prof. Maxwell Lehman, director of the Public Administration Center, Long Island University, has been named vice-chairman and staff director of the State Task Force on Structure and Jurisdiction of the New York City Government.

Lehman, who was formerly City Administrator of New York, is widely known to civil servants throughout the State. He was at one time editor of The Civil Service Leader, and participated in virtually every major civil service advance. Lehman's appointment was announced by Governor Spellman, chairman of the Commission to Study New York City.

The task force is undertaking a massive survey of every municipal service. In terms of its place in the various levels of government, the manner in which it is delivered to the people, and whether a redesign of those services and a reorganization of them under greater local or regional central control would be feasible.

"The objective may be stated in a simple question," Prof. Lehman told The Leader. "Is it possible to create a model for New York City government that will make it possible for the governmental agencies to deliver municipal services more effectively and more efficiently?" He added that civil service groups will be involved in this work at some local level and as a part of their program.

Lehman stated:

"Either the First Task Force on the topic of the New York City Government would require the recommendation of the special task force on the subject of the New York City Government."

MAXWELL LEHMAN

was considering decentralization, he said, but there are a variety of settings. We are certainly looking into every form of local government, and also studying the systems of other major world cities. But we have no preconceived notions about where we'll come out.

While City Administrator, Lehman prepared the recommendation which resulted in the establishment on every subway train during high-crime hours. With former Mayor Robert F. Wagner, he created the Metropolitan Regional Council, which is the organization of local government in the tri-state metropolitan area. He organized and represented many departments of the City government.

An internationally known authority on cities, Lehman is frequently called upon by foreign municipal officials to assist them in solving their own city's civil service problems.

CIVIL SERVICE LEADER. Tuesday, December 14, 1971

LEGAL NOTICE

ESTATE & INHERITANCE

STENOTYPE
ENROLL NOW FOR JANUARY CLASSES

Four convenient classes to choose from:

DAY 10:00-1:00 Thurs. Jan. 8
1:00-4:00 Thurs. Jan. 15
4:00-7:00 Thurs. Jan. 22
1:00-4:00 Thurs. Jan. 29

EVE 6:30-9:30 Tues. Jan. 6
6:30-9:30 Tues. Jan. 20
6:30-9:30 Tues. Jan. 27

SATS 9:00-12:00 Sat. Jan. 9
9:00-12:00 Sat. Jan. 16
9:00-12:00 Sat. Jan. 23
9:00-12:00 Sat. Jan. 30

Call WO-2000
Ccn's Authorized For Students
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829 BROADWAY (Opp. City Hall)

To Keep Informed,
Follow The Leader.
Members of the Civil Service Employees Assn's negotiating team for the Narcotics Addiction Control Commission smile after winning a new, more reasonable dress and grooming code for CSEA employees. Seated, left to right, are Jerry Lameeera, Ray Crandall, Ed Brooker, both of Ridge Hill; NACC director of personnel John Randal; NACC administrative assistant Lenny Granda, and Diane Klump, Masten Park. Standing, from left, are Ron Turner and Douglas Hering, Cooper; John Steuer, Ray Brooker; Robert Floyd, Masten Park; and Mrs. Mary Blair, CSEA assistant program specialist.

New Dress Code OK'd

ALBANY—Several weeks of negotiations between a Civil Service Employees Assn. team of Narcotics Addiction Control Commission employees and commissioners representatives has resulted in the issuance of a new dress code which should prove acceptable to employees of the Commission.

The new code replaces one which CSEA officials termed "much too stringent and unrealistic."

"The new code sets down acceptable standards at through bilateral discussions between management and the employees," a CSEA spokesman said.

Representing CSEA in the negotiations were Mrs. Mary Blair, program specialist, and the following employees: Jerry Lameeera and John Steuer, Ray Brooker Rehabilitation Center; Brant Kohn and Edward Dennen, Ridge Hill; Diane Klump and Robert Floyd, Masten Park, and Douglas Hering and Ronald Turner, Cooper Center. Thomas J. Linden, CSEA collective negotiating specialist, also assisted.

Comsewoque School Staff Wins Contract

(Special to The Leader)

COMSEWOQUE—The Civil Service Employees Assn. has won contracts for cafeteria, custodial and clerical employees of the Comsewoque schools in Suffolk County.

CSEA field representative Irvin M. Schenfeld said the agreements were reached after nine months of intensive bargaining which ended in mediated trials.

Employees ratified the contracts unanimously.

Major provisions in the pact are:

• A 7 percent increase for all employees during the first year of the contract;
• An 8 percent increase for all employees during the second year of the contract;
• An improved seniority clause;
• Two additional paid holidays, and
• A reduced work week during the second year of the contract for custodians.

Agreements for the clerical and custodial workers is for a two-year period; the cafeteria employees' pact lasts one year.

HOLIDAY DOLLS — Twenty-six employees of the State Commerce Department sewed the finery sported by these dolls, which will be donated to the Albany-area Salvation Army for distribution to needy youngsters. The seamstresses are, from left, front row: Linda Giroux, Peggy Hermance, Dorothy Gream and Nancy Canfield; middle row: Diane Kurland, Barbara Campbell, Connie McGinnis, and Mabel Knoll; back row: Shirley Trembril, Jean O'Meara, Beverly Dick, Pat Peleon, Marcella Rodelski and Charles Cevald (whose wife Anne made one of the dolls' outfits). Others who dressed the dolls were Patty Forslund, Helen Gibbons and Thomasine Martin.

Parent Drive To Stop Mental Hygiene Budget Cuts Is Backed By CSEA

The Federation of Parent Organizations for New York State Mental Institutions last week threatened to go to court to fight any further reductions in the State's Mental Hygiene Dept., and its stance has received the full backing of the Civil Service Employees Assn.

Speaking at a press conference in New York City called by the Federation of Mental Health and other associations, Dr. Theodore C. Wendt, CSEA president, said the organization's efforts to keep funds from being reduced not only would receive the full cooperation of the Employees Association but also urged "all of us to fight for improvements as well as against cuts."

Max Schenfeld, chairman of the Federation, told news media at the press conference that conditions in mental hospitals, schools for the mentally handicapped and children's facilities had already reached dangerous levels as a result of the State's year-old job freeze, and could not be permitted to worsen.

"The Governor and the Legislature must be governed by humane priorities, especially during times of fiscal crisis, and there is no greater priority than the mentally handicapped," Schenfeld declared.

"Strains" — A deputy commissioner of the Mental Hygiene Department, Harold Wolfe, reportedly has agreed that because of the budget cuts last spring "there has been a decrease in the quality of care at many of our State institutions, especially among those patients who need special care."

Wolfe also confirmed that current conditions were placing "strains" on both workers and patients.

Several parents at the press conference testified that this "strain" was resulting in a terrible lack of treatment of patients that were physically helpless.

Civil Service Status

WHITE PLAINS — Deputy Sheriffs in Westchester County are now part of the civil service. The State Supreme Court's Appellate Division recently handed down a decision upholding the law passed early this year by the Westchester County Board of Legislators to include deputy sheriffs in the civil service.
A few reasons why 61% of Federal employees belong to our health club.

Because Blue Cross and Blue Shield offer the most comprehensive benefits available, including:

- Anesthesia Service
- Anesthetics
- Angiogram
- Appendectomy
- Assistant-At-Surgery
- Basal Metabolism Tests
- Blood & Plasma
- Bronchoscopy
- Cesarean Delivery
- Chemotherapy
- Collateral Visits
- Consultations
- Crutches
- Cystoscopy
- Day-Night Care
- Deep X-Ray Therapy
- Dressings, Splints, Casts
- Ectopic Pregnancy
- Electrocardiograms
- Electroencephalogram
- Electroshock Therapy
- Emergency Dental Care—Outpatient
- Emergency Medical Care—Outpatient
- Group Therapy
- Hospital Ancillaries
- Hospital Room & Board
- Hysterectomy
- In-Hospital Laboratory Service
- In-Hospital Medical Care
- In-Hospital X-Ray Service
- Intensive Medical Care
- Intravenous Injections and Solutions
- Maternity Care
- Miscarriage
- Nursery Care
- Open-Heart Surgery
- Operating Room
- Oral Surgery
- Organ Transplants
- Outpatient Laboratory Service
- Outpatient X-Ray Service
- Oxygen
- Physical Therapy
- Physicians Service (Including Home and Office Visits)
- Prescription Drugs and Medicines
- Private Duty Nursing
- Professional Local Ambulance Service
- Prosthetic Appliances
- Psychotherapy, Inpatient and Outpatient
- Radioisotopes and Radiation Therapy
- Recovery Room
- Renal Dialysis
- Skin Grafts
- Surgery
- Surgical Removal of Impacted Teeth
- Tonsillectomy
- Treatment of Burns

And 9 out of 10 members have chosen our high option plan.

BLUE CROSS and BLUE SHIELD.
We've got what you want—the biggest value in health care protection for Federal employees.

If you've got it, keep it. If you don't have it get it.
The New York State employee dental insurance plan comprises 130,200 contracts and over 5 million persons.

- Claims for past services and claims for services in the future will undoubtedly use up or exceed the premium.

- The AVERAGE GHDI CLAIMS BENEFIT CHECK TO N.Y.S. EMPLOYEES AMOUNTED TO $96.08 based on many thousands of claims submitted and processed. (Some New York State employees and dependents whose accumulated past dental neglect required major dental care received as much as $200 and $300 per claims check.)

- Many of the thousands of eligible State employees and families enrolled in GHDI through the program have for the first time been able to receive dental care for a host of dental needs.

- GHDI knew that a group as large as the State of New York with so many thousands of people in varied job classifications would submit claims for a significant number of covered services.

- New York State and the Civil Service Employees Association and other employees' organizations are to be complimented for their recognition of the wide-spread need for dental care, maintenance and protection among their people.

- Naturally, if the deductible and coinsurance amounts are decreased in any way then, of course, the number of claims submitted and paid out will be substantially increased and premium costs would have to be correspondingly adjusted upward.

- It is a source of tremendous satisfaction for us to be part of this great accomplishment for people and their health.

For application forms contact the State Department of Civil Service at any of the regional offices. Addresses are provided on page 11 of The Leader.

**Department of Transportation:**
- Assistant Engineer G-18 (34-646), Plant Superintendent A G-22 (34-653).
- Assistant Engineer G-18 (34-646), Plant Superintendent B G-22 (34-653).
- Assistant Engineer G-18 (34-646), Plant Superintendent C G-22 (34-653).

**Environmental Conservation Dept.:**
- Assistant Engineer G-18 (34-646), Plant Superintendent A G-22 (34-653).
- Assistant Engineer G-18 (34-646), Plant Superintendent B G-22 (34-653).
- Assistant Engineer G-18 (34-646), Plant Superintendent C G-22 (34-653).

**State Insurance Fund:**

**Mental Hygiene:**

**State University of New York:**

**BUY U.S. BONDS!**
Cancelling Consultants

During its fight earlier this year to save the jobs of State workers axed by budget cuts, the Civil Service Employees Assn. urged the State to save tens of millions of dollars by canceling extravagant consultant contracts. The only contention was that the State had talented personnel who, in most instances, could do the same job.

The CSEA also argued that the resultant savings could prevent deep cuts in the funds of such vital departments as Mental Hygiene.

Last week, the State announced the cancellation of several million dollars in consultant contracts in the Department of Transportation and said that State employees would do the jobs, which proves that CSEA was right in the first place.

We believe the State should and can go further in this area. Not only do State workers have a right to a raise; they are overworked in several vital areas and more employees are needed to keep services from sinking below the danger levels. It might be possible to find the money to do both things by canceling more of these contracts.

Dignity Counts Too!

We ARE happy that apparent agreement has been reached between the City and the majority of its uniformed forces. While the economic issues have basically been settled, the question of the quality of working conditions, productivity and manpower problems have been minimized and these are under way in most cases.

We hope the Transit Authority talks with its employees meet the same success, only quicker. Eleven and a half months is too long to go without a contract.

One word of warning, however, minor issues should not be used as a barrier to fruitful talks. The childlike, pointless harassment tactics used by government agencies in the past have not met with success. Rather, they have been met with strong retaliatory measures by the employees and then only the public suffers.

As has been shown in the recent uniformed contract talks, money was not the only issue. Dignity counts too!
FEDERAL EMPLOYEES:

DURING THE WEEKS FROM
NOVEMBER 15 to DECEMBER 31

THE FEDERAL HEALTH PLAN REOPENING PERIOD, YOU WILL BE FACED WITH MAKING AN IMPORTANT DECISION CONCERNING THE HEALTH PROTECTION OF YOURSELF AND YOUR FAMILY.

Here are five major reasons why H.I.P. is your outstanding choice for all around health protection:

1. H.I.P. is the ONLY plan that provides unlimited medical, surgical, specialist, maternity, laboratory and X-ray care. These basic benefits require NO complicated claim forms. NO deductibles. NO co-insurance. NO out-of-pocket expenses. NO lengthy wait to receive back money that you have already paid out.

2. H.I.P. provides fully prepaid doctor benefits for maternity. NO other health plan in New York fully insures you for all of the medical care that you require from a qualified Obstetrician in and out of the hospital during your pregnancy, delivery and following delivery.

3. H.I.P. provides you with complete specialist services both in your doctor's office and in the hospital for as long as the specialist services are medically needed.

4. H.I.P.'s Special Service program arranges for fully prepaid medical care if a rare and costly illness should strike. Coverage under this outstanding benefit pays for brain surgery, open heart surgery and other complex operations and procedures that often overwhelm a family with catastrophic medical bills, even when there is some kind of added coverage.

5. H.I.P.'s Automated Multiphasic Health Testing Center for the early detection of disease provides an extensive health test for all new adult members of H.I.P. Each of the many tests is processed by modern laboratory equipment, advanced computers and skilled health personnel. The tests provide your doctor with valuable medical information about you which he needs to keep you in good health.

This is the level of modern medical care available to you as a Federal employee.

ISN'T IT TIME FOR YOU TO JOIN H.I.P.
Opposes Mental Hygiene Cutbacks

WRUN Radio Supports CSEA

UTICA—Positions taken by the CSEA have recently received editorial support in the Utica/Rome area from one of the leading news media organizations—WRUN and WRUN-FM radio.

A recent editorial by the station's president, John Woods, of Woods Communications Corporation, opposes the State Department of Mental Hygiene's decision to close down Sampson State School at Willard. Woods took the position that, despite the fact that the buildings had been declared to be in violation of fire regulations, the potential harm to the patients at the institution was hardly worth the amount of money the State might be saving itself, and further, that perhaps the patients wouldn't really be any safer in some of the buildings to which they were being transferred.

In another editorial on the two stations, the microphones were turned over to Dr. Newton Bigelow, director of Maryse Bigelow Hospital, which is located between Utica and Rome. He took issue with the findings of the O'Connor Report, which recommends the phase out of either Maryse or Utica Hospital over the course of the next decade. Bigelow's position was that the report's basic assumptions that there would be a decline in the demand for mental health care facilities in the Utica/Rome area, were already being proven to be incorrect, as the area's old hospitals were already being proven to be too difficult to replace, to the patients wouldn't really be any safer in some of the buildings to which they were being transferred.

Staten Island, N.Y., August 4—The Jewish State Employees Association of New York will hold a Chanukah celebration at its Dec. 22 meeting in Room 1 of the State Office Building in Staten Island. The meeting will begin at 5:30 p.m. and will include a presentation of the historical significance and tradition of Chanukah by vice-president Ben Kramer, and a meal hosted by former president Morris Solomon.

Chanukah Pete Set By Jewish Employees

Arlene Hendrickson, a State employee, has recently been honored with the Rehabilitation Award of the National Rehabilitation Association.

Miss Hendrickson is a senior typist with the State Department of Social Services Bureau of Disability Determinations in Manhattan. She entered the civil service with a dictating-machinist transcription clerk appointment in 1954, and in 1951 was promoted to her present position.

The award was presented as a dinner at the Statler Hilton Hotel on Dec. 1.

State Typist Wins Rehabilitant Award

Youth Program

(Continued from Page 1)

Retirement System Retirees—Seven outgoing members of the Members Services Department of the State Retirement System were honored by more than 150 of their co-workers at a recent Albany luncheon, and were congratulated by Bureau director Frank E. Simon, seated, left to right, are Catherine Griffin, Bureau director Simon, Constance Manning and Ann St. Yes. Standing are Besie Stein, Mary Haagrace, Aurelie Biglow and David London.

Monroe County Urging Elderly To Retire Now

(From Leader Correspondent)

ROCHESTER—Monroe County employees over 70 will not be granted further extensions beyond the mandatory State retirement age, according to Personnel and Employment director Fred A. Fernandez, who said that employees between the ages of 65 and 70 and some between 62 and 65 would be encouraged to retire now.

He said that one possible reason for the extension, as in the case of Temmerman, director of the County public safety laboratory, an extension will be given to employees who are over 70.

Temmerman, 72, would be extended his job is so special that it can't be transferred to another employee, who is also over 70.

The County cannot force the retirement of any of its employees, and can't force the retirement of any of its employees.

The County will begin all over again when the County Legislature next meets, and the new employees will be hired at the same salaries as those over 70.

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Sorrentino Honored On Retirement

(From Leader Correspondent)

Baldwin — Civil service employees of Nassau County's Sanitary District Two said good-bye to a veteran associate, Sylvester Sorrentino, district superintendent, upon his retirement after 35 years.

Sorrentino directed the work of 65 route men, four mechanics and three office workers operating 27 trucks in serving 65,000 persons in the Baldwin—South Hempstead—Roslyn area. He recalled that when he started, the district had five open trucks plus other benefits since those Depression days.

Sorrentino, of Freeport, is married and has two daughters and two grandchildren.

He has been succeeded as superintendent by William Imboden of Baldwin, who had been with the Town of Hempstead Highways Department for 29 years.

Rich and Earl Named

WILCORN — Mrs. Harry K. Rich of Marten and Marie Earl of Trumansburg have been named to the Board of Visitors of Willard State Hospital, for terms ending Dec. 31, 1971, and 1977, respectively. Positions are unexpired.

Ulica Radio Station Gives CSEA Support

(Continued from Page 8)

State from both a staffing and physical layout point of view for providing adequate care for mental patients.

Both Urgently Needed

But Bigelow's main thrust in the editorial was that neither institution should be diverted from the purpose for which both are at present urgently needed. Bigelow pointed out the fact that as many as 2,500 jobs could be lost at the two institutions if the report's recommendations were followed.

The adverse affect on employment at the two institutions has prompted the CSEA chapters at each to hold a round of meetings with various legislators and officials to discuss the report.

Cancel DOT Consultant Contracts

(Continued from Page 1)

Now has lost its $1.3 million contract as a result of cancellation of the State.

Bigelow pointed out the fact that demands for a four-day workday are not the time for State employees to be demanding any big pay hikes or an outrageous four-day week.

After the meeting, left to right, Carmen Albanese and Arthur Hasbrock, delegates from Cossie Correctional Institute; Jean Book, Board of Education delegate; Eileen Salisbury, Margaret Dittrich and Pat Rutledge, all delegates from the Department of Motor Vehicles.

ALBANY — Civil Service Employees Assn president Theodore K. Wenzl said here the State situation in the year ahead will be "indeed bleak."

Speaking to delegates of the Capital District of the Association, Wenzl predicted that the legislative mood would be even more unfavorable next year than it had been in 1971.

He called for the patience, confidence, understanding and support of the membership because they would need it more than ever before. "The statewide president told the delegates that he had received word of an early meeting with representatives of the teachers and the nurses associations and with ten unions from private industry, discussing how to cope with the expected increase in management during the next year.

Wenzl then went to the delegates by informing them that the value of the statewide election last September had been cleared by the Supreme Court. The case had been decided, the president explained, because there was inadequate supportive evidence to back up the specific charges. Consequently, the eight current statewide office holders hold clear and uncontested claim to those offices.

Welcome New Chapter

In regular business, Capital District president Ernest Wagner welcomed Montgomery County as a new member of the Conference. Montgomery thus becomes the first county in the area to respond to Howard Cooper's efforts to expand county participation in the Conference.

CSEA pointed out the overuse and abuse of consultants—both individuals and companies—by the State, last year. We are happy to see that something finally is being done about this overspending.

State employees in the DOT are fully capable of doing this inspection and supervision work—in fact, they are trained for it. It is a puzzle to CSEA, why the work of inspecting and supervising such projects was ever given to outside companies in the first place.

It was agreed that the Conference would take unified action in supporting Wagner in his efforts to rebuff the state's efforts to take over the same station. (At Leader press time, Wagner had taped his rebuttal, which was scheduled to have appeared four times on WAST-TV between Dec. 1 to 13.)

Procedural Matters

Much of the meeting was given over to discussion of procedural matters and quashing statewide operational policies.

Following Conference first viewing of the draft, the announcement of departmental negotiating team members, Office of the Governor's main concern, president Boris Kamesky asked how it was possible for a chapter president not to be consulted about staffing team members to represent his own department.

Wagner explained that the CSEA constitution gave the membership

(Continued on Page 10)
Spend your health care dollar as carefully as you spend your car dollar.

It's MORE important

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

Doesn't make sense does it?

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

So watch out for the frills, and little options that don't really do much for you. Sign up for the STATEWIDE PLAN — the plan based on experience. You might even call us the Henry Ford of the health insurance business. After all, we practically invented group coverage.

THE STATEWIDE PLAN
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Provided through

BLUE CROSS® PLANS OF NEW YORK STATE
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METROPOLITAN LIFE

An equal opportunity employer
Attention
all New York State employees-

Blue Cross Statewide
insurance plan* 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 Physio-therapy Department administers electro-therapy 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

* Most major medical insurance plans, the Blue Cross Statewide Plan for employees of New York State, local subdivisions of New York State and participating 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 221 for Physical Rehabilitation
Extension 280 for Mental Health.
Waste is senseless.
Waste of anything, especially natural resources.
Natural resources are to be used— but wisely, not wastefully.
Their supply will not last forever. That includes coal, oil, natural gas and even uranium, the fuels with which we make electricity.

There are other reasons to conserve energy. The New York Public Service Commission warns of possible power shortages even during the winter season. That’s when a lot of generators are out of service for overhaul, getting ready for the next summer.

And conserving electricity will help protect the environment. Try as hard as we can, there’s no way to produce electricity in the quantities people need without some impact on the environment. If people use a little less, we won’t have to build quite so many power plants.

Everyone contributes to waste. Everyone, together, can provide the remedy—a new kind of ethic, one which says it’s bad to waste anything. Use the electricity needed for comfort and safety and health, but use it wisely.

It’s wise to conserve all energy.
NEW YORK CITY—The Application Section of the New York City Department of Personnel is located at 49 Thomas St., New York, N.Y. 10013. It is three blocks north on the west side of the street between two blocks of Broadway.

Applications: Filing Period — Applications issued and received Monday through Friday from 9 a.m. to 5 p.m., except Thursday from 8:30 a.m. to 5:30 p.m. Saturday hours have been suspended.

Application blanks are available free either by the applicant in person or by his representative at the Application Section of the Department of Personnel at 49 Thomas Street, New York, N.Y. 10013. Telephone 866-5760.

Mail applications for placement in the Civil Service must be postmarked by the date specified in the notice. Each Civil Service applicant must have completed five days before the closing date of the filing for the filing of applications.

The Application Section of the Personnel Department is near the Chambers Street stop of the main subway lines that go through the Chambers Street-City Hall station: the Chambers Street stop of the City Hall line; and the Chambers Street stop of the City Hall line. Both these lines have exits near Chambers Street, near the Department.

Completed application forms which are filled out must be submitted to the Personnel Department and postmarked by the deadline. Uncompleted or improperly applied must be sent to the Personnel Department.

STATE — Department of Civil Service has regional offices at: 1150 Ave. of the Americas, N.Y. 10019, phone Telfon 11111 State Office Campus, Albany 12226; Suite 136, 1 West Seneca St., Buffalo, N.Y. 10013; 1324 Grand Ave., Brooklyn, N.Y. 11201. Open Saturdays.

After 5 p.m., telephone: (212) 762-2411, tell them to give the fat to which you are interested, please your name and address.

Candidates may obtain applications only in person at the offices of the New York State Employment Service.

FEDERAL—New York Region, U.S. Civil Service Commission, Federal Plaza, 8th Floor, 40 Federal Plaza, New York, N.Y. 10007. Take the B.F. Lextington Ave. Line to Worth St. and walk two blocks north, or any other train to Chambers St. or City Hall stop.

Monday through Friday hours are 8:30 a.m. to 6 p.m. and offices stay open Saturdays, 9 a.m. to 1 p.m. The telephone is (212) 844-9423.

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Retiring Clerk Cited For 27 Years' Service

STONY BROOK — Approximations made by J. H. Riesz, postal clerk, indicated the age of Mrs. Helen Riesz, postal clerk at the Stony Brook University Library, was in the last seven at Stony Brook U.

DOT RETIREE FEATED — The Civil Service Employees Association, Department of Transportation, Chapter 1, and Chapter 1, hosted a dinner dance for the above DOT employees who have retired in the past year. From left to right: R. J. Stiehof, master of ceremonies and past CSEA chapter president, and F. Reynolds, retired highway equipment operator, 23 years; Mrs. Julia Philp; Roy F. Tanner, retired highway equipment operator, 25 years; Mrs. Tamer and C. F. Velic, resident engineer, Columbia County, Back row: M. J. Crank, chapter president; R. C. Trobridge, CSEA field representative, H. F. Dumbrook, Region 5 highway maintenance engineer, and F. A. Tavares, resident engineer. Not shown are retirees E. D. Davis, 18 years; F. Waldorff, 14 years, and C. Maynor, 23 years, all laborers. CSEA Chapter 511 was host. Over 89 attended and Bud Cenioanta provided the music.

Wenzl Assesses Future At Capital District Meet

Consultant Hiring

(Continued from Page 9)

Wenzl commented on the bills: "CSEA wholeheartedly supports both of these bills. They are definitely a step in the right direction and will help to curb the outrageous spending by the State on unnecessary consultants. Our dedicated forces of State employees can do much of the jobs that are farmed out to consultants—and at a lower cost to the taxpayer."

"Although we plan to push for even stronger guidelines limiting the use of consultants, CSEA will fight for passage of Assemblyman Brown's two bills."

Both bills have been sent to the Assembly. They are: the Governmental Employees Committee.

Wenzl told delegates that the individual members of the Conference had been very successful in getting the money they wanted from the State for the future.

METS GET A BOOST — Former president of the Mets Boosters, Irving Flaummenbaum, president of the Nassau chapter of the Civil Service Employees Association, joined the Mets for the recent game sponsored by the Conference. At the game were Thomas McDonough, first vice-president, and William McGowan, fourth vice-president. John Rice, CSEA legal counsel, acted as dinner master of ceremonies.

McDonough said he is a "firm believer in collective bargaining." He told the group that the mediation board is finding it very difficult to fit the (Federal) Wage-Price Board's decision on 5.5 percent with the 10 percent granted the coal miners. "I find this very confusing."" he said. As far as the conference is concerned, a "federal pattern is compelling."

Group Meetings

Saturday morning and the delegates divided into three groups—representing operational, administrative and the professional, scientific and technical bargaining units—to discuss with CSEA bargaining representatives standard language for the current negotiations.

McDonough said the CSEA bargaining representatives also got "the pulse and response of our people to help guide them in negotiations." The CSEA officials brought the DOT representatives up to date on the status of negotiations. A 14-page pamphlet outlining demands agreed upon, and those that went to impasse during the negotiations, was distributed to the DOT representatives.

Friday's DOT delegations—indicating the presence of 10 chapters representing the workers—talked over general problems in the 63 department residences throughout the State.

The meeting wound up with a Sunday morning breakfast session during which the delegates could discuss with CSEA officials and representations what had been talked about during the meeting, and ask other questions.
DISCUSS NEGOTIATIONS AT DOT SEMINAR

McInerney Chairs Statewide
3-Day Meeting In Syracuse

SYRACUSE—Elimination of two steps to streamline State workers' contract bargaining procedures was discussed at a Statewide seminar for Department of Transportation members of the Civil Service Employees Assoc.

"We want to provide the employees with a much better, more efficient and faster grievance procedure," James Featherstonehaugh, CSEA staff legal counsel, told representatives of the employees' DOT bargaining units. Approximately 100 delegates and CSEA officials attended the three-day meeting.

Discussions of grievance procedures drew most of the questions—and the most heated questions—at the Saturday session in the Northway Inn just north of Syracuse.

Featherstonehaugh admitted that "we made a mistake when we negotiated this" (the four-step grievance procedure in the contract).

"It only ends in a delay of from six to nine months," he said.

The CSEA counsel termed the fourth step as "entirely futile." This is the step at which the grievance goes to the State Office of Employee Relations, one of the procedures whose elimination is being sought.

Two Years' Experience

"In two years of grievances," Featherstonehaugh said, "we have never settled a case at this step. The Office of Employee Relations has just held up a grievance." In reply to several delegetes' questions about taking the grievances to a court when the State denies, the attorney told the meeting, "You really don't gain any time by a law suit. It can take four, five or six months for the court to reach a decision.

However, he said, "the State knows it can not win in a court suit, that it can only delay" the final settlement of a grievance.

The lawyer explained briefly both the five-step grievance procedure in the State contract and the four-step procedure instituted as a result of Executive Order 42.

He noted that grievances under the contract procedures are confined to "very limited and narrow use"—only those which involve an interpretation or violation of a term in the contract. These end in binding arbitration.

He explained that Executive Order 42, which also ends in a binding decision by the Grievance Appeals Board, provides the procedures for:

1—Any person who works for the State not covered by a collective bargaining contract, and
2—Anyone who complains about working conditions or treatment by a supervisor.

Featherstonehaugh said he feels that the State "is going to be agreeable" to a change in the grievance procedures.

Age Requirements

The attorney also commented on other heated questions from the delegates on the age requirements for retirement. The delegates wanted to know why the contract does not include retirement after a required term of service only—as do the State Police troopers and officers, for example.

"This demand has been made," the attorney told the meeting, "but it has been bargained away for those things which members have indicated to delegates (contract negotiating team) that they wanted more—such as salary increases.

Mary Blair, CSEA retirement specialist, discussed changes in the retirement plan enacted by the 1971 Legislature, particularly the change in figuring final average salary.

After April 1, 1972, she pointed out, final average salary will not include such items as termination pay, vacation pay, accumulated sick leave pay and similar pay for "time not worked." These items have been included in computing final average salary until the change, she said.

Overtime pay will still be included, she said, but only if it does not make the total pay for one of the three years used more than 20 percent higher than the total received the year preceding retirement.

CSEA Challenging Point

CSEA is challenging this point, she said, but there has been no decision yet.

The afternoon session ended with a film on collective bargaining and mediation, which (Continued on Page 14)