In Chapter Affairs or Face Unfair Labor Practice — CSEA

(From Leader Correspondent)

ELMIRA—Officials of the Chemung County chapter, Civil Service Employees Assn., say they plan to file unfair labor practice charges against the County if steps are not taken to bring about an end to what chapter officials contend is illegal activities on the part of a County supervisor involving himself in the internal affairs of local CSEA operations.

The possibility of court action was disclosed last week during a news conference at Chemung CSEA headquarters in Elmira, called by CSEA field representative James Scripa in behalf of local chapter officials.

Scripa told those present that the supervisor, Eighth Ward representative Peter A. Chalk has "perpetuated in making groundless accusations of incompetencies within the County Infirmary, represented by the Chemung County CSEA group, which have time and again proved without substantiation after thorough investigations by CSEA officials and County authorities."

The news conference was called in response to a newspaper article in the Elmira Star Gazette, dated Feb. 23, in which Chalk was quoted as saying that the CSEA "is negligent in its duties as an employees organization and is not doing the job for County employees."

The article was prompted by a controversy over the status of 18 nurse’s aides at the infirmary who were allegedly dropped from the County payroll recently to permit the hiring of persons under the recently enacted Federal Emergency Employment Act.

County personnel director Edward Flannery, commenting on that situation, pointed out that all of those involved were hired on a part-time basis for utilization on "call-in" status as extra help to supplement the work force when aides were on sick leave or otherwise absent from work. Flannery added in the article that seven of the 18 employees involved have since been rehired under the provisions of the EEA.

In his rebuttal to the Chalk remarks, Scripa said the CSEA was "in favor of the employees."

(Continued on Page 3)

CSEA Intensifies Contract Talks; Won’t Buy Idea Of Bare Cupboard From State

(From Leader Correspondent)

ALBANY—As the deadline of March 31 nears, when work contracts affecting 140,000 State employees expire, leaders of the Civil Service Employees Assn. were intensifying their efforts, through mediation, to convince the State administration of the urgent need for meaningful negotiations on new contracts.

CSEA bargainers had met last week with mediators, called in after CSEA declared an impasse in negotiations in early January, and had scheduled another session for early this week.

Although mediation efforts, thus far, have proved fruitless, CSEA leaders still hold out hope for a breakthrough in the stalemate.

The urgency of the situation was underscored last week when CSEA president Theodore C. Wenzl called the union’s State Executive Committee into emergency session. The committee, composed of members elected from each State department and agency, was apprised of all aspects of negotiations and mediation to date, particularly the State’s unwillingness to make meaningful advances on the key issues of salaries, retirement, and health insurance.

"The union’s board of directors, in his rebuttal to the Chalk remarks, Scripa said the CSEA was "in favor of the employees."

(Continued on Page 3)

Freeport Pact Settled By Arbitration

(From Leader Correspondent)

Irvin Flamenbaum, president of the Nassau chapter of the Civil Service Employees Assn., has announced that the Village of Freeport and the Freeport unit of the Civil Service Employees Assn. have finally settled salary negotiations that were at a standstill.

This settlement came about as a result of a binding arbitration award made by a New York State-appointed arbitrator, which was in favor of the employees.

"The CSEA president related, with obvious disgust, that the State’s initial bargaining position was a clear-cut violation of the Taylor Law. After more than two hours of discussion, the committee declared any action in view of the dragged-up mediation efforts and recessed subject to emergency recall by Wenzl.

"The CSEA president related, with obvious disgust, that the State’s refusal, to date, to even discuss the economic terms was a clear-cut violation of the Taylor Law. After more than two hours of discussion, the committee declared any action in view of the dragged-up mediation efforts and recessed subject to emergency recall by Wenzl."

(Continued on Page 3)

Retiree News

See Page 14

INDESE THE LEADER

Metro Conference—See Page 8.

Southern Conference—See Page 16.

CSEA Calendar of Coming Events—See Page 3.

CSEA Correction Gains—See Page 2.
Binghamton Hospital
CSEA Head Praises Career Ladder Start

Binghamton State Hospital chapter president Leo Weingartner has hailed the impending implementation of a new statewide career ladder plan for Mental Hygiene Department attendants negotiated by the Civil Service Employees Assn. some two years ago at the State level.

Weingartner said that he was "delighted" with the new plan which automatically raises all attendants one grade and gives them an opportunity to upgrade their job levels instead of becoming "locked in" to a specific grade, with no chance for advancement past that level.

Commenting on the development, Weingartner returned to Binghamton from Albany, said Weingartner praised the accomplishment as an "important step forward for the entire profession toward a better life and earthly rewards for a job well done."

Weingartner said the plan, which became effective March 2, is "a step in the right direction which gives attendants the backbone of any mental hygiene institution, the recognition by their professional superiors that they have been denied for so long."

Can Go To 017

Under terms of the job plan, the career plan increases attendants' grades to the grade 17 level.

"I'm not going to say there won't be any pitfalls in the implementation of this plan," Weingartner said, "but at least the attendant will now have the opportunity to develop his potential to its fullest, depending on the individual's own initiative."

"This," Weingartner concluded, "is more in line with things that should have been done by the Union for so many years ago.

Firefighters Fight Fires . . . NOT PEOPLE!

J. Arthur Tennis, 66, of Utica, an active member of the Civil Service Employees Assn. for many years, died at St. Luke's Memorial Hospital in Utica last week after a long illness.

Mr. Tennis had retired from his job as janitor at Utica State Hospital, a post he had held for some 30 years. In December 1971, He had been president of the CSEA Utica State Hospital chapter for a total of 15 years.

A resident of Utica since childhood, Mr. Tennis was well known in the community and a vice-president of the CSEA Central Conference and had also been treasurer of the Utica Labor Local. In recent years he also had been a member of the CSEA statewide Mental Hygiene committee and a member of the board of directors of the Utica regional office of CSEA.

Mr. Tennis was active in many local activities including Boy Scouts, the Biking Club, Kiwanis Junior, and VFW Post 37.

He is survived by his wife, the former Edna Sachs, and by two sisters and one brother. The Tennis were married for 31 years.

Pelvic services were held Saturday, March 4 at the Buffalo Funeral Home and St. Peter's Church in Utica.


calling the hearings a "civil liberties disaster."
CIVIL SERVICE LEADER, Thursday, March 7, 1974

**PRESS CONFERENCE** — CSEA fieldman James Scripa, talking, center, tells newsmen why Chemung County CSEA chapter will file an unfair labor practice against the County unless it deals with the Employees Association’s grievances. From left, are Linda Hicks, chapter unit president; Scripa, Robert Reed, chapter vice-president; Randy Hendrits, chapter president, and an unidentified newsmen.

**Blasts Meddling in Chemung**

(Continued from Page 1)

Scripa, enmbeded by the chapter representatives present, added that if Chalk's allegations can be documented, then appropriate steps will be taken immediately to correct them. “If not,” he said, “Then we will demand a public apology in addition to a cessation of such action on his part.”

Some Answers Wanted

The formal demands contained in the letter included:

A) If there are alleged violations of the working conditions or rates of pay, Mr. Peter A. Chalk, yourself, and the entire Board of Supervisors are the culprits. You are the exclusive bargaining agent for the employees. You are publicly stating that you have violated the contract and agreement that I and my members have signed in good faith and you subverted the conditions of the contract and the rights of your employees.

B) We wish to point out that a matter of contractual rights, the County Board of Supervisors is mandated to direct the employees to the CSEA representative who is their exclusive bargaining agent in the terms of the agreement.

C) We desire that the County board have the right to make any official charges that they may have and the right to make the charge to the State and the State laws mandating adherence to certain procedures and regulations what have been violated are to be corrected as recklessly.

Unit president Linda Hicks commented on the situation by stating Hendrits' remarks, adding, “We've discussed whatever problems have cropped up with Mr. Flamming as well as we have been brought to our attention, and those that were genuine are more corrected. We've handled any grievances any employee cares to make, but we'll do it by the agreed-to procedure under our contract. The charges Mr. Chalk made, she concluded, “were wholly untrue.”

Chapter Support

Countychapter president Randy Hendrits told The Leader, “I'm in complete agreement with the need for action on the part of the County Board of Supervisors that is being taken here today. We're fed up with outside interference. We're looking for action on the part of the Board of Supervisors.”

CSEA Meeting Calendar

Information for Calendar may be submitted directly to the Leader. It should include the date, time, place, address and city for the function.

**March**

9—SUNY at Buffalo chapter board of directors meeting, 6:30 p.m., Union. Faculty Club, Buffalo.

9—Rensselaer County unit meeting—agenda committee, nominating committee, Fay's Restaurant.

11—Capital District chapter board of directors meeting: 9:30 a.m., Conference Room, CSEA Headquarters, Albany.

9—Rensselaer County Aviell Park School District unit meeting.

10—Mental Hygiene Employees Assn., officers meeting, Concord Hotel, Klamath Lake.

10—Mental Hygiene Employees Assn., general meeting, 10 a.m., the Concord Hotel, Klamath Lake.

20—Statewide Delegates Meeting. Concord Hotel, Klamath Lake.

22—Legislative and Political Action committee joint meeting, 10 a.m., Room "C," Concord Hotel, Klamath Lake.

29—Long Island retirees chapter organizational meeting, 1 p.m. Robin's Hall, Central Islip State Hospital.

11—Tri-Conference Workshop (Long Island, Metropolitan, Southern), Kutcher's, Monticello.

21—Central Conference meeting, Holiday Inn, Corland,
A REAL WINNER — The Ray Brook Rehabilitation Center’s entry in the Saranac Lake Winter Carnival’s float contest, which the Ray Brook Rehabilitation Center is preparing for by almsgiving its "self-help," took first place in overall beauty, and the originality of trophy as well. The float was constructed by Ray Brook residents, according to Frank J. Proctor, president of the Civil Service Employees Assocn. Ray Brook chapter, the project was "very rewarding in every aspect, to all concerned."

R.R. Watchman Eligibles

On Feb. 10 this list of eligibles for the title of railroad watchman was established; the list will be valid for at least one year from that date. Candidates competed on open competitive exam No. 17-658, written exam held Nov. 21, 1971, after a filing period of Sept. 2 through Nov. 20. Appearing in the test were 1,559 candidates; 671 failed the exam.

Eligibles are listed below in the order of highest scores, according to this list 48 of 671 are eligible. The first 60 eligibles were listed on the list of 215 names. No new exam is foreseen at this point.

Anticipated salary is listed as $11,900. Requirements call for a commercial 1 license plus five years in the field. Candidates are listed without names or names of persons applying for the position. The Ray Brook Rehabilitation Center is preparing for the float contest by almsgiving its "self-help," took first place in overall beauty, and the originality of trophy as well. The float was constructed by Ray Brook residents, according to Frank J. Proctor, president of the Civil Service Employees Assocn. Ray Brook chapter, the project was "very rewarding in every aspect, to all concerned.

Seek Exec. Director For Geriatric Field

An executive director for geriatric institutions is needed by the Department of Social Services. Anticipated salary is listed as $12,000. Requirements call for a commercial license plus five years in the field. Candidates are listed without names or names of persons applying for the position. The Ray Brook Rehabilitation Center is prepared for the float contest by almsgiving its "self-help," took first place in overall beauty, and the originality of trophy as well. The float was constructed by Ray Brook residents, according to Frank J. Proctor, president of the Civil Service Employees Assocn. Ray Brook chapter, the project was "very rewarding in every aspect, to all concerned."

Status of Fire Dept. Promotions

A total of 17 State agencies are seeking open-competitive applicants for the latest promotion exam. Several clerical, foreman and research analyst titles are found within the agencies. Job openings can be obtained directly from the State Civil Service Department. Applications must be filed at the office and filing procedures appear on page 4.

The various titles and their appointing agencies follow:

- Architect-Designer ($12,100) — Agriculture & Markets: Obtain Announcement No. 27-111.
- Executive Director, Institution for the Aged ($11,471) — Health: Obtain Announcement No. 27-159.

Where to Apply

For Public Jobs

NEW YORK CITY—Persons seeking jobs with the City should file at the Department of Personnel, 40 Thomas St., New York 10011, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope, to be received by the Department as soon as possible, but at least five days before the deadline. By mail, applications can be obtained by ordering the Civil Service guidebook via the U.S. Postal Service. New York City’s Civil Service guidebook for the period ending June 30, 1971, can be obtained by mail.

Various State Employment Service offices can provide applications in person, but not by mail.

Judicial Conference Jobs

Applications for judicial positions are filled at 270 Broadway, New York, 10007, phone: 460-4151. Written applications should be accompanied by a letter from the appointing judge, or the office at which the applicant is working.

LEGAL—Regional offices of the Department of Civil Service are located at: 1355 Avenue of the Americas, New York 10019, phone: 765-1311; State Office Building, Empire State Plaza, Albany 12233; State Office Building, Buffalo 14202. Applications may also be available at main post offices in all boroughs.
City Hunts HS Grads To Fill 200 College Office Aide Positions

High school graduates who have two years of office work history have a chance to come apply for 200 currently existing vacancies as college office workers. The filling period for these open-competitive examinations comes March 22.

Hiring agency is the NYC Board of Higher Education; the exact titles—college office assistant A and college secretarial assistant B—are to be submitted, from which training and experience will be judged. 37 candidates were interviewed according to the test, exit interview, and personal satisfaction. 200 vacancies are available, with a maximum of 2,000 candidates applying.

These positions are open to all high school graduates with a minimum of eight errors. Submitting this, candidates with practical experience in office work will be welcome to apply for 200 current vacancies as office workers. The filling period for these open-competitive examinations comes March 22.

City Scouting For Civil Engineers In Highways

Civil engineers (Highway 12) are in demand by the City, which plans to establish both promotional and open competitive lists to be used in filling vacancies in the coming year. Starting salary for applications are now being accepted continuously, with appointments based on training, experience and, in the case of promotional appointments, seniority, in lieu of any written exam.

Transportation Administration employees seeking promotion to civil engineer must hold a Rule XI title of assistant civil engineer or a Rule XII title of civil engineer. Applicants must have been employed in the above capacity at least a year, and must possess a New York State Professional Engineering's license. Eligibles are advised that, at the time of appointment, they must convert their status to Rule XI, the election of which is irrevocable.

Experience Form "A" should be submitted, from which training and experience will be weighted 75 percent. Seniority counts for 15 percent in determining a promotion.

Open competitive lists are also being established by the City for those who are interested in starting training and experience, with a minimum of 100 percent. No written test is required.

Report 21 Sanitation Retirement

Twenty-one men retired from the New York City Sanitation Department in February, 1972, according to the city's chief sanitation official. Retirement benefits vary from $14,000 to $19,000 per year, depending on age, length of service, and position.

Minimum requirements include a B.A. in civil engineering plus four years of full-time experience in highway design or construction, including research in traffic planning and control. Eight years of experience may be accepted for those who have a high school diploma or equivalent. A master's degree in civil engineering or a related field will count toward the equivalency of a year's experience.

Filling is on a first-come, first-served basis, between 9 a.m. and 10 a.m. every Friday in Room M-40 Worth St., Manhattan. All applicants must present their state's civil engineer's license when filing.

Bills of Letters

The Brooklyn Postal Service alone handled more than one billion pieces of mail during 1971. It was revealed last week. Counting incoming and outgoing letters, postcards, and Christmas publications, etc., the total came to 1,706,135,900 separate pieces of mail processed in the Brooklyn post offices. Revenue from all of this mail was $91 million.

Inspectors Revised

The revised eligible list for fire officers and fire inspectors (Exams No. 0226) issued April 30 consists of 280 names. The examination was open only to those who have passed a written exam and meet certain age and education requirements.

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SENIOR CLERK

Examination scheduled for June 1972

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35 YEARS' SERVICE—Harold A. Fodswa, second from right, was given a surprise luncheon recently in celebration of his 35 years of State service. Fodswa, personnel officer at Kings State School in Corona, is shown accepting a gift from Dr. Bernard Tease, right, director of the school. Others watching the presentation are, from left, Kenneth Feiman, William S. Heffle and Edith Schwabberg. Since 1957, Fodswa has served with the State Insurance Fund, the State Park Commission and, since 1969, the Queens State School, whose Civil Service Employees Ann. affiliation is with the Creedmore chapter.

37 MINUTES OF STRAIGHT TALK WHICH CAN CHANGE THE NEXT 37 YEARS OF YOUR LIFE!

"THE CHALLENGE OF SUCCESS" BY DOUGLAS A. COX

POSITIVE THINKING FOR THE 21ST CENTURY

A lesson will be given to better living and a better future to all students in the United States. The idea is not to let the present environmental setup continue. Yet, while there is a growing body of experts who believe that the future is not always bright, there is also a growing body of experts who have positive comments to make about the future. The present setup is not always bright, but the future is not always bright. It is possible to change the future.

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What Happened to Good Faith Negotiations???

POLICEMEN in New York City and the employees of New York State have good reason to raise the question of "Whatever has happened to good faith negotiations?" Not that the question is new. The key, of course, is recognizing any of the major benefits of this type of bargaining that the Office of Collective Bargaining in the City and the State Public Employee Relations Board was intended to insure.

What is alarming about the negotiations between OCB and the Patrolmen's Benevolent Assn. is the unilateral, uncalled-for and outright interference by Police Commissioner Patrick Murphy in bargaining talks that were proceeding until last week. In a public statement, Murphy said in essence that he had become "impatient" with the PBA negotiations and that he was receiving calls from a majority of the benefits of this type of bargaining that the Office of Collective Bargaining in the City and the State Public Employee Relations Board was intended to insure.

The result, as PBA president Edward J. Kiernan charged, was to sabotage the negotiations and they have now been called off until, as Kiernan demanded, meaningful negotiations resume between his organization and the proper people, the Mayor and the Office of Collective Bargaining.

As the PBA leader noted with evident anger: "No other union has had to bargain with a commissioner. We don't intend to either."

Not surprisingly, Kiernan called on Murphy either to run the Police Department and not a political campaign to be the next Mayor of New York or to resign, a cogent statement with which we agree. At the same time, policemen have now worked 14 months without a contract. We urge the City to keep Murphy out of the picture and to get a just pact negotiated in order to avoid the results of implied strikes or coerces an employee in the exercise of his right to discontinue his dues deduction authorization. The case of Erie County and the Erie County chapter of AFSCME was illegal, and that the employer should not be able to change the law to discontinue his dues deduction authorization. The agreement in question contained the following clause:

"Each employee hired on or after the execution of this Agreement, who becomes a member of the Union shall be the exclusive bargaining representative of the employees in the bargaining unit for all purposes of this Agreement."

AFSCME CONTENDED that the clause was legal because there is nothing in the Taylor Law which forbids such a union security provision. The General Municipal Law provides in section 55-b that a written dues deduction authorization which is not in violation of the Constitution, the rights of the employee, and the collective bargaining agreement is a union security provision in public sector labor contracts. Union security provisions in private sector labor contracts are allowed under the National Labor Relations Act.

THE HEARING OFFICER saw the issue as whether a maintenance of membership provision interferes with, restrains or coerces an employee in the exercise of his right to form, join or participate in or refrain from forming, joining or participating in any employee organization of his own choosing. (Sections 209-a (1) and 202, Civil Service Law.) "Such a contract fails to provide a just and good faith bargain."

THEORETICALLY, it was held that the mere act of signing the contract with a maintenance of membership clause, whether or not it was ever enforced, constituted an improper practice. This was so even though the so-called restraint applied only to those who voluntarily joined the union in the first place and were required to bargain for that membership. The clause in question merely required continued payment of dues; it did not mandate a discharge. The hearing officer further held that the refusal of the County to honor the employees' withdrawal of the maintenance of membership provision against the employees in question. I do not believe that the statute calls for such an interpretation. The employer did not discriminate; he refused to honor withdrawals from any employee organization of his own choosing.

THE TIME HAS come to put all these arguments and discussions to rest. The Legislature has an opportunity at this session to enact a law which will specifically permit union security and put an end to the "free loader" and "free rider" who wants all the benefits and none of the responsibility. The employee whose voice is heard most loudly when he is in trouble seems to be the same employee who isn't around when the PBA cards are being signed. This is an issue which has to be decided by the electorate. The State Senators and Assemblymen should be asked to vote in favor of the Flynn-Laverne Bill.

IN A STATE such as New York, which has for many decades been in the forefront of pro-labor legislation, and where under the State Labor Relations Law, union membership is automatic for state employees, the first instance with a private employer, it seems unfair that a union in the public sector is discriminated against by the board. Union security provisions in private sector labor contracts are allowed under the National Labor Relations Act. However, the issue is a matter of management relationships than any other single factor. They will undoubtedly have the same effect in the public sector.
What's behind Volkswagen's new low price?

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More Than 5,000 Inspections Per Car

The story behind our warranty starts at the factory. Where 1,104 nit-picking inspectors have one job, and one job only. To find something wrong with a Volkswagen before Volkswagen finds its way out of the factory.

Every one of the more than 5,000 parts that go into a VW is carefully examined. Some of them get the once over two or three times. If one of our inspectors is unhappy with only one of the parts, the whole car goes off the line. Sometimes we pull as many as 225 WVs a day. But it's worth it. We pick the famous. You get the famous.

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No other car maker anywhere can offer you Medi-cor, Volkswagen's ultra-sensitive Electronic Diagnostics. It's designed to spot problems in your Volkswagen when they're at the minor adjustment stage. Long before they can do any real damage to your car or your wallet. Every one of our dealers has VW Diagnosis. And you get the first four check-ups free with a new VW.

The Highest Resale Value

Based on what's happened in the past, no other car on the road holds its value after 3 or 4 years as well as a Volkswagen. So, if you're thinking about buying a new car, think about what it's going to be worth when it's an old car. Because when the time comes to part company with your VW, you won't be left holding the bag.

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Economy cars come and go. Volkswagens just keep going. One reason is our 1600cc aluminum-magnesium engine. It's air-cooled for better traction in the heat. And it's rear-mounted for better traction on slick roads. The underside of the Beetle has a steel, sealed bottom to protect its vital parts. And its aluminum engine. It's rear-mounted for better traction on slick roads. The outside of the Volkswagen carries your wallet. Every one of our dealers has VW Diagnosis. And you get the first four check-ups free with a new VW.

Most of them were designed to make the car run better and last longer. Not just look different.

No other car maker has put so much time and so many advances and changes into one car. You see, there's more to a Volkswagen than meets the eye.

Under $2,000. Again.
Statewide president Dr. Theodore C. Wenzl, at microphone, asks for help and trust of all members during the crucial negotiations now taking place. Seated, from left, are Metropolitan Conference president Randolph V. Jacobs, Conference secretary Edna Perence and Nassau County chapter president Irving Flumenbaum, who also addressed the meeting as an invited guest.

Metro Conf. Takes Strong Stand On Negotiations

"The Metropolitan Conference is 100 percent behind you in demands for salary increases and benefits," said Randolph V. Jacobs, Conference president, following a report by Civil Service Employees Assn. president Theodore C. Wenzl on the progress of negotiations on behalf of State employees.

Wenzl had called the State an "immovable object, and CSEA must show that we are an irresistible force."

The statewide president told the delegates that "We who have the responsibility will do everything in our power to come up with something substantial" in furthering the progress of the talks.

He reiterated his stand that the current fiscal situation in the State is not of the employees' doing, and that "we will not be the scapegoats. Previous improvements in our working conditions have been eroded . . . in fact, we're not standing still, but going backwards."

He predicted that the upcoming statewide meeting of delegates would be momentous, and said he would abide by whatever decision came out of that meeting.

(Continued on Page 9)
Recently installed as officers of the Westchester chapter of the Civil Service Employees Assn. were, from left, William Magrino, sergeant-at-arms; Irene Izzo, treasurer; Sal Trabulino, third vice-president; John Haack, president; Ed Corafo, first vice-president; Stan Boguski, second vice-president; Diana Crimmins, secretary, and Larry Jones, fourth vice-president.

Legislative, Political Action Panels Slate Meeting At Concord

Civil Service Employees Assn. members of the legislative and political action committees will hold a joint meeting on Tuesday, March 21, as part of the March Delegate Meeting.

The committee session will take place in Room "C" of the Concord Hotel, Klamath Lake. The legislative and political action committees are headed by Thomas H. McDouough and Richard Tarnay respectively.

Vacancies Throughout State

Set March Roster Of 22 Prom. Tests

A roster of 19 high-level State exams has been released by the Department of Civil Service; all promotional tests, they encompass many fields and departments.

Applications will be accepted up to March 13 for all of these promotional tests, which, with the exception of oral exams, will be held on April 22. See page 4 of The Leader for where to apply for these jobs.

Associate Sanitarian G-26:
Exam No. 34-242, written; Health Dept.
Senior Sanitarian G-18:
Exam No. 34-245, written; Health Dept.
Chief of Gas Testing and Consumer Service G-17:
Exam No. 34-689, oral; Public Service, 1 vacancy (Albany).
Assistant Director of Mental Hygiene Volunteer Services G-25:
Exam No. 34-718, written, oral; Mental Hygiene, 1 vacancy (Albany).
Coordinator of Volunteer Services G-18:
Exam No. 34-745, written, oral; Mental Hygiene, 21 vacancies at various locations.

landscape Architect G-15:
Exam No. 34-743, experience: inter-departmental vacancies anticipated.

Senior Landscape Architect G-23:
Exam No. 34-749, experience: inter-departmental vacancies anticipated.

Associate Landscape Architect G-27:
Exam No. 34-759, experience; inter-departmental: DOT Albany, 2 vacancies; Parks and Recreation, Genesee State Park Commission, 1 vacancy.

Senior Landscape Architect G-28:
Exam No. 34-778; Audit and Control, 1 vacancy.

Associate Fire Investigation Examiner G-31:
Exam No. 34-779, oral; Health Dept.

Senior Fire Investigation Examiner G-32:
Exam No. 34-780, written; DOT.

Assistant Director of Plant Industry G-26:
Exam No. 34-777, oral; Agriculture and Markets.

Chief Mortgage Investment Examiner G-32:
Exam No. 34-778, oral; Audit and Control, 1 vacancy (NYC).

Associate Mortgage Investment Examiner G-35:
Exam No. 34-779, written; Labor, 1 vacancy (NYC).

Secretary of State G-20:
Exam No. 34-780, written; Labor, 1 vacancy (Albany).

Senior Information Systems Examiner G-29:
Exam No. 34-781, written; DOT.

Associate Information Systems Examiner G-30:
Exam No. 34-782, written; DOT.

Senior Fire Investigation Examiner G-32:
Exam No. 34-783, written; DOT.

Senior Architectural Biologist G-18:
Exam No. 34-784, written; Labor, 3 vacancies (NYC).

Senior Wildlife Biologist G-18:
Exam No. 34-785, written; SEN-CON, vacancies anticipated.

CON, vacancies anticipated.

Superintendent of School Financial Aid G-28:
Exam No. 34-792, oral; Education, 1 vacancy.

Director, State Science Service G-23:
Exam No. 34-793, oral; Education, 1 vacancy.

Director of Plant Industry G-26:
Exam No. 34-794, oral; Agriculture and Markets.

Chief Mortgage Investment Examiner G-31:
Exam No. 34-795, written; Labor, 1 vacancy (NYC).

Associate Fire Investigation Examiner G-32:
Exam No. 34-796, oral; Health Dept.

Senior Fire Investigation Examiner G-32:
Exam No. 34-797, oral; Labor, 1 vacancy (NYC).

Senior Information Systems Examiner G-29:
Exam No. 34-798, written; DOT.

Associate Information Systems Examiner G-30:
Exam No. 34-799, written; DOT.

Senior Fire Investigation Examiner G-32:
Exam No. 34-800, written; DOT.

Senior Architectural Biologist G-18:
Exam No. 34-784, written; SEN-CON, vacancies anticipated.

On hand to offer congratulations to the new president, John Haack, center, were long-time chapter leader Michael DeVescio, left, who recently retired, and statewide CSEA president Theodore C. Wenzl, right. The installation took place at Sherman Park Inn.

Metro Conf. Backs Wenzl On Negotiations

(Continued from Page 8)

Nassau County chapter president Irving Flaumembau also addressed the delegates to apprise them of progress with the Wiser-Play Board in approving the County contract recently approved by Nassau members of the State employment after months of hard negotiations.

Flaumembau explained the intricate calculations by which the Board reviewers were determining the value of everything from retirement days to longevity increments with the negotiated salary raises.

"Our (State) negotiations are our own," he said, if we don't win this issue."

The Conference then passed a motion to give its support to Nassau County chapter.

Preserve Merit System

Another motion was approved by the Conference, upon submission by Conference first vice-president Jack Wenst, to go on record to preserve the merit system and not to include orals or anything else that would dilute merit as the basis of civil service employment.

A motion submitted by the Division of Housing was also approved by the Conference. This motion provided for keeping close contact with the Individual Assemblers and Senators for the purpose of emphasizing the necessity of a salary increase for State employees starting April 1972.

New York City chapter president Solomon Becher warned the delegates that there is a move afoot to restore individual contributions to the pension system. He advised employees that this would be retroactive measure.

Plans were initiated for the celebration of the Conference's 55th anniversary and for election of new Conference officers.

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Plans were initiated for the celebration of the Conference's 55th anniversary and for election of new Conference officers.

Three-term president Jacobs announced that he would not be a candidate for re-election. He thanked members for the honor of serving them for the past six years, but said that he had decided not to run again.

Binghamton Choice

Jean Lockwood Davids and Robin L. Twinling, both of Binghamton, have been appointed members of the Council of the State University College of Binghamton for terms ending July 1, 1973 and 1979, respectively.

If you have any recommendations on how CSEA may better serve its members, please jot them down here. In particular, ideas about conventions, chapters, elections and administrative procedures are welcome at this time. It is not necessary to sign your name.

MY SUGGESTION IS
INSTALLATION — James Harpe, left, is reinstalled as president of the Bronx State Hospital chapter of the Civil Service Employees Assn., along with other officers, from left, Mary Cerami, secretary; Catherine Smith, first vice-president; Louis P. Pezzulo, treasurer, and Vanzie Pickett, second vice-president. Field representative George Bispham and collective bargaining specialist William Goring were on hand to install the officers at Patsy's Metropolitan Restaurant in the Bronx.

At Motor Vehicle Dept.

Drive On For Cashier Candidates

Metropolitan area residents will get the chance to become State motor vehicle cashiers—provided they meet the required year of cashier experience by an April 10 deadline.

Job openings are reported to exist in Judicial Districts I, II, IX, X and XI. Covered are the Counties of Bronx, New York, Elbas, Richmond, Dutchess, Orange, Putnam, Rockland, Westchester, Nassau, Suffolk and Queens.

A salary range of $7,000-8,500 has been stipulated. An area pay range for similar work, however, is accorded those in Nassau, Suffolk, Rockland and Westchester as well as the five boroughs.

Candidates can look forward to May 13 for a written exam. The scope will include these areas: mathematics, arithmetic, cashiering principles and terminology and practices.

Test centers are being established in Babylon, Brentwood, Middletown, Minolta, New York City, Nyack, Peekskill, Poughkeepsie, Riverhead, White Plains and, if necessary, Newburgh.

As to duties, these involve “dealing directly with the public receiving cash and making change, often under considerable pressure during rush periods, for parking fines, motor vehicle license fees and other fees.”

“Examiners must be concerned with keeping controlled and preventive maintenance programs, as defined in Announcement No. 29-013.”

Examination fees for those seeking the $9,107 position as inspector and having a high school diploma or equivalent, plus one year of experience in the field, is $50.00.

The first written test is slated for April 30 to those seeking the $9,107 title of motor vehicle inspector with the State Department of Transportation.

For City Employees

Heavy Truck Repair Exp. Leads To MV Inspector

The first written test is slated for April 30 to those seeking the $9,107 title of motor vehicle inspector with the State Department of Transportation.

Openings for these competitive positions are expected to launch in the New York metropolitan area. Educational requirements center around having a high school diploma or equivalent.

In addition, a minimum of five years is required of full-time experience in the repair and mechanical inspection of heavy duty trucks and buses. Two of these years must have been concerned with controlled and preventive maintenance programs, as defined in Announcement No. 29-013.

Examination fees for those seeking the $9,107 position as inspector and having a high school diploma or equivalent, plus one year of experience in the field, is $50.00.

For City Employees

Pace College Has Grad Scholarships For City Employees

City Personnel Director Harry L. Brunstein has announced that Pace College is offering City employees a number of half-tuition graduate scholarships, leading toward a master of business administration degree in professional management. Scholarships are for the entire course, starting with the Fall 1972 semester.

Applicants must maintain at least a "B" average, enroll for at least six credits per term, and remain City employees during their course of study.

Pace College: 51 Park Pl., New York, N.Y. 10013

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Pace College

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7 Warren St., New York, N.Y. 10007

Please send me—one copy of book checked above. I enclose check or money order for $ .

Name

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City State

Be sure to include 7% Sales Tax

Telephone: 566-8815
City Eligible Lists Under March Filing

List Latest Salaries Set For Current City Openings

March has come in with a lion's share of open-competitive jobs available — 24 in total — report City Personnel Department officials. Another 19 City titles are open this month in the promotional group.

Salary range information has now been released for each title and is published following the title and basic test date. In each case, candidate must meet a March 23 cutoff date.

More information about filing, either in person or by mail, can be found on page 4 of this issue.

Open Competitive Awards:

- Promotional Exam Manager — Exam No. 1215: training and experience. There are two openings at $9,220.
- Claim Examiner — Exam No. 1163: training and experience. There are three openings at $8,200.
- College Office Assistant A — Exam No. 2060, to be held Apr. 22; written format. There are 109 openings at $6,600.
- School Board Secretary — Exam No. 2061, to be held Apr. 22; written format. There are 100 openings at $6,800.
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By the time this hits the street, I will have observed the 25th anniversary of my photo reunion.

Things haven't changed much in all those years.

One of the first pictures I took was of a father Ned Wawrzonowski bowing beside a string of firemen who had brought him the last rites. As this capsule goes to press, before bed, I find that only two weeks ago while cruising around the Bronx, I picked up from Mr. Wawrzonowski, recently of Westchester, and caught that photo at right. There wasn't a crowd around, but in each block child or woman with a white child's helmet--which indicated that he was a chaplain or an honorary chaplain.

The firefighter, Richie Hopp of Engine Co. 68, stayed in there and had to be pulled out...gasping for breath and had to be pulled out . . . met—which indicated that he...not seen. Staring through eyes which...it tomorrow, it will be just...No, In spite of the new tools, things haven't changed much...in spite of every-thing--which repeats itself only because...to profit from the errors of their...the streets outside, to remind the...at 170-15 37th Ave., Jamaica...

Tie City Personnel Department last week sold 1,049 eli-sibles for clerical workers for a hiring pool at 56 Worth St. on March 2 and 3. These candidates were certified for appointment pending successful completion of the written examination and interviews.

Three 1,049 eligibles were drawn from open competition Exam No. 9984, for which the eligible list was certified on Feb. 5. The last number certified was list No. 8,600. In addition, one eligibile was given a special examination and has list No. 3,369. Salary upon appointment to clerk is $1,500 a year.

Homes for Sale - Queens

CAMBRIDGE VILLAGE

LAURELTON ESTATES
1336 E. 108th St., Jamaica, N.Y.

100% FHA refinancing. Low down payment. Prices from $20,000 to $30,000. Low monthly payments. FHA insured. FHA approved.

For Sale - Home for Long Island

LAKEVILLE ESTATES
1750 Long Tpke., 1750 Long Tpke., Nursery Hill, N. Y.

MORRIS COUNTY, NJ

2004 Stanhope Rd., Stanhope, N. J.

NEW YORK, N. Y.

108-10 37th Ave., Rego Park, N. Y.

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**Counseling On Health Plans For Retirees**

The Employees Insurance Section of the New York State Department of Civil Service has inaugurated a new service in New York City for government employees retired from the service of New York State.

Retired employees covered under the State Health Insurance Program who have problems with their health insurance may meet with a representative of the Employee Insurance Section at the Department of Civil Service, 150 Avenue of the Americas.

Meetings are by appointment only. For an appointment call Neptune, New York City, 765-8726. No information pertaining to claims or benefits may be secured through this number; it may be used only to make appointments with the Employee Insurance representative.

If this service proves to be useful to retired State employees, it is planned that a representative will be available in New York City on the first Thursday of each month.

**New Officers For Westchester Unit**

WHITE PLAINS — The Westchester Chapter of the Civil Service Employees Assn. has announced its newly elected officers for the 1972-74 term.

Michael Morella, of the Social Service Dept., is the new president. Victor Moore of Social Service, first vice-president; Pat Macaulay of Public Works-Employees, second vice-president; Nancy Grossfertinger of Probation, secretary; James A. Bell of Environmental Facilities, treasurer; and Joseph D'Ambrosio of Social Service, sergeant-at-arms.

**Werner Gets Post**

Dr. William L. Werner, acting deputy state commissioner of taxation, has been appointed director of the New York State Department of Transportation. He replaces Dr. John F. Gaffney, who has been named special assistant to the commissioner.

Dr. Werner is a native of Coeymans and a graduate of Rensselaer Polytechnic Institute. He served as an army medical officer in World War II and as a medical consultant to the State Department of Transportation.

**New Committee On Wage Negotiations**

POUCHKEEPSE—A new committee has been chosen to represent the Poughkeepsie City School District non-teaching employees for the 1972-73 school year.

John Pameletto, Roy Ramos and Gary Marquette represent the maintenance employees, and Constance Ellis, Sheldon Rather, Joan Siro, Connie DeOillo and Arlene Wheeler represent the cafeteria personnel.

A letter has been sent to the City School Board requesting a meeting to begin negotiations.

**Double Retirement By Husband, Wife**

ALBANY — A double retirement took place recently in which Robert M. Peters, Tax Department, and his wife, Helen Peters, Department of Social Services, both took their leave from State service.

Mr. Peters was honored with a luncheon at the Empire Restaurant and his wife was honored with a reception at their home.

**No Controls On Pension Benefits**

ALBANY — Pension benefits received by retired employees do not constitute "wages and salaries" and are not subject to wage and price controls.

Leaders of the Civil Service Employees Assn. confirmed this statement here last week and added that improvements in pensions also are not subject to the wage and price controls in the degree the President's economic program.

"Public employees need not worry about the legality of negotiating improved pension benefits or death benefits," said CSEA President Theodore G. Wendl.

**Hospital Indemnity Plan Is On The Way**

A hospital indemnity insurance plan for retired members of the Civil Service Employees Assn. has been worked out and details will be reported in a future issue of The Leader. Among the benefits provided, it was learned, are cash payments while hospitalized and allowances for convalescent nursing home expenses.

The program has been developed by Ter Bush & Powell, Inc., insurance agents to the Employees Association.

**Reception For Lee**

STONY BROOK — A reception held by fellow employees helped Robert H. Lee celebrate his retirement after 37 years with the State Department of Motor Vehicles.
Binghamton Program
A Combination Of Business And Fun

(From Leader Correspondent)

Some 300 persons gathered at the Fountain's Pavilion in Johnson City recently as the Binghamton chapter, Civil Service Employees Asso., held its annual dinner-dance and general membership meeting.

The meeting was called by chapter president Stanley Yaney who outlined the progress of recent developments affecting the chapter and State employees.

Among topics covered was the recent approval by Albany Headquarters of the chapter's revised constitution and by-laws. The redrafting was spearheaded by a special chapter committee appointed several months ago by Yaney and headed by Boyd Van Tamel. Yaney had, with the approval of the chapter's executive board and the general membership, ordered the revision of the document in order to better serve the needs of the members by meeting the demands of a modern society's complexities.

Yaney also announced the appointment of George Gabello and Don Hinckley as chapter secretary-grant-at-arms. They will be charged with the responsibility of maintaining order at all meetings and seeing that the needs arise.

Other announcements included the election of a chapter representative for the night maintenance crew at the State University of New York's Binghamton campus. He is Rodney Aylsworth.

Yaney pointed out that the election was solely the decision of the employees of the night maintenance crew and clearly demonstrated the willingness of the CSEA and the Binghamton chapter to recognize the needs of the individual.

Yaney also pointed out the availability of services to the membership through the Binghamton Regional Office, headquartered at 806 in Security Mutual Building in downtown Binghamton.

Yaney urged the membership to take advantage of the wide range of information, services and facilities available from local and national headquarters.

The office, he said, is staffed Monday through Friday from 9 a.m. to 4 p.m.

The services are enhanced by the availability of a 24-hour answering service which is checked daily. For that number, he said, 722-0323.

New Meeting Schedule

Yaney also advised the membership that, as of Jan. 1, 1983, the meetings will be divided into four categories with a general membership meeting every two months, at least one educational meeting per employee group per month, special emergency meetings as warrant and annual dinner-dance affairs.

Yaney said he is confident that the organizational state and could not anticipate as to when the schedule revision might be put into effect.

Yaney also discussed the formation of a chapter political action committee which is expected to conduct its affairs under guidelines established during recent high-level meetings in Albany.

Yaney added that further details on the committee's composition and objectives would be forthcoming in the near future.

The Word From Wenzl

Also on hand for the occasion was State CSEA president Dr. Theodore Wenzl.

Dr. Wenzl, who was joined by the gathering, Dr. Wenzl pledged the all-out effort of the organization's total resources to bring about an end to some of the most serious conditions and impositions to management's contract talks with the CSEA and State negotiators.

Dr. Wenzl was joined by State second vice-president A. Victor Costa, both of whom braved several lanes of the blanketed roads to be on hand.

Costa took the occasion to report to the membership on the status of efforts now underway in an effort to restructure the CSEA organization.

Costa hailed the reorganization efforts as a totally new concept that would prove itself far more effective than the present structure.

Special guests, in addition to Dr. Wenzl and Costa, were Charles Ecker of Syracuse, president of the CSEA's Central Conference, and Mr. and Mrs. Angelo Val- lone. Mr. Val lone is president of the Bronx County chapter.

Real Estate Results

List of newly available or newly sold properties for real estate manager (open competitive exam No. 1055) are as follows: For the 204 South 11th East, 2nd floor, the office will be 101 at 7th Avenue.

The office, he said, is staffed Monday through Friday from 9 a.m. to 4 p.m.

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List of newly available or newly sold properties for real estate manager (open competitive exam No. 1055) are as follows: For the 204 South 11th East, 2nd floor, the office will be 101 at 7th Avenue.
Southern Conference Meets To Discuss Insurance Plans

A special meeting of the Southern Conference of the Civil Service Employees Assn. was held recently on the grounds of Rockland State Hospital to acquaint members with the upcoming statewide membership drive and with the new voluntary insurance plans for automobile and for home owners/tenants coverage.

The meeting, called by Conference president Nicholas Puzziferri, enabled delegates to question fieldman Thomas Brand on the membership drive and Ter Bush and Powell representative Ronald Lacey on the insurance.

Some answers to questions not previously reported on by The Leader were:

- Employees living on institution grounds are eligible for tenants insurance.
- The insurance rate is guaranteed for one year, and the policy issuance is guaranteed for two years.
- Members of a given family are insured without additional premiums, except for males under 25 years of age, for whom the rate is higher. (If an under-25 male outside the family should sometime drive the auto, this would not affect the rate, however.)
- Questions in the Southern area may be answered toll-free by dialing (800) 342-9970.

Delegates to Southern Conference listen as presentations are made on upcoming statewide membership drive and on the new insurance plans providing CSEA members voluntary coverage for their automobiles and their homes. Identified in center foreground of picture, from left, are Alice Nelson of Rockland State Hospital (with hand to chin), Al Manzi and Harry Morehouse of Pearl River (both in plaid shirts).

Ronald Lacey of Ter Bush and Powell fields questions from audience on auto, home owners/tenants insurance plans while Southern Conference officers listen at head table. From right, the officers are Lyman Connors, second vice-president; James Lennon, first vice-president; Nick Puzziferri, president; Rose Marcinowski, treasurer, and Richard Snyder, fourth vice-president.

Regional field supervisor Thomas Luposello, center, discusses some business with two representatives from Sullivan County: James Galligan, left, and Jack Nemerson.

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Mid-Hudson chapter president Seymour Katz, left, has a laugh with CSEA fieldmen John Deyo, center, and Flip Amodio. Fieldman Thomas Brand, who gave a preview of upcoming membership drive, talks things over with Bill Lawrence of the DOT at Poughkeepsie.