Federal Pay Board Upholds Nassau CSEA’s Salary Plan

Wenzl Debunks Syracuse Survey On State Pay As ‘Misleading, Inaccurate’

ALBANY—The Civil Service Employees Assn., which represents 140,000 State employees, last week labeled a March 15 Syracuse Herald-American story comparing State employee salaries and benefits with private industry as “inaccurate and misleading,” and presented statistics which refute much of the information contained in the story.

The Syracuse feature story, which was picked up by wire services and reprinted in many areas of the State, was based on a survey and comparison of public employee salaries and pensions, health insurance and other benefits, conducted by the Greater Syracuse Area Chamber of Commerce.

CSEA president Theodore C. Wenzl termed the chamber survey “a concoction of misleading and inaccurate statistics, with broad references and generalizations, prepared by a management-business dominated group.”

He said, “It is hard to believe that the Syracuse Chamber has the resources to conduct an in-depth survey, much less one that is impartial. Syracuse business and the conservative print media were criticizing State workers making slightly more than $3,900 a year . . . .”

CSEA Hails Decision

Levitt’s Right To Challenge State Budget Upheld By Court

ALBANY — The head of the Civil Service Employees Assn. last week hailed the State Supreme Court decision upholding State Comptroller Arthur Levitt’s right to initiate and proceed with a lawsuit against the State administration, claiming for an increased executive budget.

Theodore C. Wenzl, whose union’s last year brought a similar action during the budget cutbacks which resulted in layoffs and wage freezes, praised the Comptroller for his initiative.

CSEA last week when the State Court of Appeals ruled that the Association and the people named in the suit had no standing to bring such an action.

The last time a State budget was ruled unconstitutional because it contained lump sum rather than line-item appropriations was in 1942.

At lawyer’s request, the State Supreme Court today upheld Levitt’s lawsuit against the State administrative board, saying that the ruling this week was a precedent in defense of the Constitution.

Rules Increments Won’t Be Considered In Pacts As Part Of Wage Increase

(From Leader Correspondent)

MINROLA—The Nassau chapter of the Civil Service Employees Assn. last week won a favorable ruling from the Federal Pay Board in defense of the graded salary plan.

In approving the County’s five percent pay boost, in addition to the normal increments, the anti-inflation agency excluded from consideration new money flowing to three-quarters of the membership as a result of graded salary-plan increments.

Irving Flaumenbaum, president of the largest chapter in CSEA, said the action represented a precedent in defense of the increments coming to civil service.

“I feel like the man who just won the one-million-dollar State lottery,” Flaumenbaum exclaimed after receiving the ruling March 15.

The pay boost, which had been temporarily blocked by the Pay Board inquiry, will probably be included in County pay checks April 20. Flaumenbaum said the discussions were being conducted with the County on achieving the earliest possible adjustment of the payroll to reflect the negotiated scale.

A special pay check would be issued subsequently to cover the new money from Jan. 30 to April 20, and for the raising of employees of Nassau Community College since Sept. 1. Increments had been put into effect at the start of the year.

The issue had been whether increments must be considered as part of a package of new money subject to the .5 percent anti-inflation guidelines.

In conference at the Pay Board’s Washington, D. C. office and at the CSEA chapter office in Mineola, Flaumenbaum presented documentary evidence showing that the increments were a traditional term of employment and were basically rather than merit increases.

Flaumenbaum had been aided throughout by County Budget Officer Thomas DeVivo.
Puzziferri Report:  

**Calls Taylor Law**  

**Whip To Repress Employee Action**

ROCKLAND—The Southern Conference board of directors has labeled the Taylor Law as "a whip to keep down employee action and as a wall behind which to take refuge."

In an address to chapter leaders, Conference president Nicholas Puzziferri said: "Our Board was unanimous in expressing displeasure at the manner in which Mr. Rockefeller and his representatives have consistently refused to talk about wage increases, improvements and any other matter on which they could pin the blame but which are marked erosion of our salaries by increased taxes, increased fares and over-mountain taxation."

"In the past few months," he continued, "we have read of salary increases in Federal agencies, dock workers, transit workers. In the other action of the City of New York. What hurts us more is that Mr. Rockefeller has increased the amount of demand on New York City thus substituting city employees' raises and at the same time tells us that the well is dry."

The Conference president also announced the appointment of Conference first vice-president James Lennon of the East Hudson Parkway Authority and former conference president J. Davis of Hudson River State Hospital to serve as chairmen of the Conference's legislative and political action committee.

The committee, Puzziferri explained, is being formed in order to show the Conference's determination to take action in the legislative and political arenas.

Also named to serve on the committee were: George Colen, J. Rockefeller State Hospital; Donald Kohn, National Union; Seymour Katz of Mid-Hudson chapter; Carl Gurrard of the State School, Robert Mitchell of Hudson River State Hospital, Olive Daley of SUNY at New Paltz and Edward Chatfield of Westchester County.

"It is the intention of the chairman," Puzziferri said, "that the meetings be held in the regions in which the legislators in the near future, and I hope that our member chapters will cooperate with the committee in its efforts to bring about increased benefits for State employees through the Legislature or by united political action."

Further, the conference executive has been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protesting improper filing procedures in the United States. The unions have been protest...
CSEA Negotiates New Job Classification For Aides In Westchester Correction

VALHALLA—A major restructuring of the job classification system of the County's Department of Correction, which will benefit present and future correction employees, has been negotiated by the Civil Service Employees Assn. and now goes to the County Board of Legislators for final approval.

The announcement of the joint agreement on the recommendation was given recently by CSEA field representative Joseph O'Connor, of the Administrative Division, Edward H. Michaelian and Correction Commissioner Robert J. Wright. Michaelian is recommending approval of the bulletin.

BULLETIN

At Leader press time, the Civil Service Employees Assn. announced that it had received assurances from the State Office of Employee Relations that employees of the State Blendo Control Commission and the Division of Correction will be continued in their jobs and that there is "no reason to be concerned over possible eliminations of filled positions in these units," a CSEA spokesman said.

The CSEA director of local government affairs, William Duggan of its New York City Regional Office, praised the agreement. "This negotiated pact is a breakthrough in modernizing our correction system. Only by properly classifying and compensating our employees in the proper positions can we do the job of rehabilitating inmates. CSEA is proud to have played a major role in this action."

Buffalo Unit Election Brings Out The Signs And The Slogans Galore

(From Leader Correspondent)

BUFFALO—It's a war of the words in the hotly contested upcoming election for officers in the Buffalo Commtitee Unit of the Civil Service Employees Assn.

The unit represents the horde of white-collar personnel employed by the City of Buffalo and the way the candidates have been meshed with signs and slogans, no electioneer's maneuver will be left untried by the time the voting rolls around March 27.

The biennial election has 21 hopefuls, for seven seats on the board of directors; three each for the presidency and two candidates each for the other three offices.

A Sampling

A bi-partisan sample of some of the signs and slogans that have filled City Hall, the hub of Buffalo politics anyway, follows:

"Gibbs and Fiorello, vote for sellers."  "Mable is Able."  "If you can't have Money, vote for Edio."  "No need to reach for the moon, it's down in the lobby. We're excited."  "Everything's here, I'll try."  "One small voice crying in the wilderness."

Originalities

The candidates include a crossword puzzle word that, when completed, urges a vote for a certain candidate. Other candidates of course, have stayed away from the sign and slogan route and at least one preferred to trudge to the campaign trail with a letter explaining his goals.

The signs and slogans have prevailed. So much so, in fact, that city officials have had the distribution of campaign material at the information desk in the lobby of City Hall.

Albany CSEA Aides Boost United Fund

ALBANY — The efforts of all those in the Albany area involved in gaining contributions for the recent United Fund-Red Cross Joint Appeal are being recognized by a special "Thank You" week, March 26 through April 1, as proclaimed by Albany Mayor Ernest Corning.

Among the heaviest contributors to the Joint Appeal were the Albany area State employees, led by Theodore C. Wendt, president of the Civil Service Employees Assn., who acted as chairman of the State Employees Division of the drive.

As part of the recognition week, the 1972 Awards and Recognition Dinner will be held Thursday, March 29, at the Albany Country Club.

In a memorandum to contributors and division chairman, Arthur J. Leonard, general campaign manager, expressed thanks for the enthusiastic response to the Joint Appeal. He said that by contributing time as well as financial assistance, "you have shown a sincere interest in your community and in each other."

Albany CSEA

TOWN & COUNTY

By JOSEPH LAZARONY, Chairman

CSEA County Executive Committee

The Importance Of Committees

ONE OF THE ways and means used to conduct the business of our organization is the committee. Our constitution provides for standing committees in many areas and provides for appointment of special committees as needed.

THE POLITICAL sub-divisions have used this provision on many occasions. With the support and guidance of our president, Theodore C. Wendt, a county problems committee functioned effectively in 1970 and 1971. This committee played a significant role in underwriting the need for more political involvement and having a say in political projects. Last year's negotiations seminars were one result of this role.

TWO NEW COMMITTEES, however, may well have opened up "new territory" in committee concepts.

AS A RESULT of the installation of the "new delivery system" in Social Services departments throughout New York State, many problems arose. To describe and to offer solutions to these problems, a geographically based committee of Social Service Dept. workers was formed. Called the "Ad hoc committee to study the new delivery system," it has been very active and tremendously effective in several areas.

DESCRIBING THE problem — One of the most difficult areas for problem solving is always describing what the problem really is. By consulting the very people involved, much progress was made in this area.

DEVELOPING A position — Many governmental people were anxious to hear how workers were faring under this system. This ad hoc committee was able to prepare statements and deliver them to the people who needed to know.

OFFERING SOLUTIONS — Who better to do so? Many problems are solved away from the action with disastrous results. This committee has successfully offered many solutions to administrators and legislators throughout the state.

DEVELOPED AN "Esprit de Corps" — These committee members, working together to solve common problems have found an avenue to mix their union activities and professional roles. Nothing can offer more good to CSEA than an awareness by all members that there is a place to take their particular problems; a place filled with fellow workers both in spirit and in area of interest.

SOMETIMES LATER, as a reaction to legislation changing the administrative relationships in Probation Departments, a similar committee made up of probation officers was formed. While not yet ready for its definitive reports, early returns indicate that many of the same benefits will accrue here.

IT IS CERTAINLY food for thought to consider the development of other such committees as the need arises. The concept of committees based on job areas may be tailor-made for CSEA!
Cameras Discount Center

HAS THE NEW
Canon Quality
at a Low Price!

SUPER 8
AUTO ZOOM
SOUND
CAMERA

FEATURING
• Wide-Range 5:1 1/8 Zoom Lens (9.5 to 47.5mm)
• Electrically Powered Zoom Control
• Through-the-Lens CbS
• Through-the-Lens Reflex Viewing
• Microprism Focusing
• 36 FPS Slow Motion (for Silent Movies)
• Automatic and Manual Filter Control
• Manual Lens Setting Control
• Two Battery Testers (for EE and Power Drive/Zoom)
• Remote Control Socket
• Built-In Trigger Grip and Wrist Strap

WITH DELUXE CASE

Come In For Low! Low Prices
WE CARRY A FULL LINE OF CANON PRODUCTS

Camera Discount Center

(DIVISION OF REICH SALES CORP.)

164 CHURCH STREET, NEW YORK, N.Y. 10007
Tel.: 267-7625

City Eligible Lists

W Knight Jr, Michael A Lentone, Toney L Downey

121 Linda D. Miceli, Erskine Miller Rd, Felice Davis


241 Spencer A Booth, Marilyn E. Johnson, Linda D. From, Anthony Mozara, Lorraine Coburn, (Continued on Page 10)

WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the city should file at the Department of Personnel, 46 Thomas St., New York 10012, open weekdays between 9 a.m. and 5 p.m. Special hours for Thursdays are 1:30 to 5:30 p.m.

These requests applications by mail must include a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline.

By subway, applicants can reach the filling office via the IND (Chambers St.); BMT (City Hall); IND (Chambers St.); BMT (City Hall); Lexington IRT (Brooklyn Bridge). For advance information on titles, call 566-8066.

Several city agencies do their own recruiting and hiring. They include: Board of Education, 45 Court St., Brooklyn 11201, phone: 596-8060; Board of Higher Education, 512 80th St., New York 10021, phone: 360-2144; Health & Hospitals Corp., 120 Worth St., New York 10012, phone: 566-5960; NYC Transit Authority, 370 Jay St., Brooklyn 11201, phone: 582-5000.

STATE—Regional offices of the Department of Civil Service are located at: 1526 Ave. of the Americas, New York 10019; General Post Office—State Office Campus, Albany 12226; Suite 500, 1 W. Genesee St., Buffalo 14202. Applications may obtain an appointment either in person or by mail.

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

Judicial Conference jobs are filled at 270 Broadway, New York 10007, phone: 468-4414. For Anderson job seekers should contact their offices at 111 Eighth Ave., New York 100016.

FEDERAL—The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 36 Federal Plaza, New York 10007. Applications are available at main post offices in all boroughs.
Rear Admiral John D. Haney, Jr., major general, Assistant Commandant of the United States Coast Guard, visited the 15th Street Station in Washington, D.C., recently, to meet with the Commanding Officer, Captain J.V. Gaither, and other officers and men of the station.

Admiral Haney, who previously served as the Commandant of Recruit Training Command, Parris Island, South Carolina, was in Washington to discuss various matters with Coast Guard Commandant, Vice Admiral Alton H. Pickering, and other officials.

During his visit, Admiral Haney met with Captain Gaither and other officers to discuss the station's ongoing operations and to ensure that all necessary resources are available to support the mission. He also had an opportunity to interact with some of the station's personnel, who provided him with valuable insights on the challenges they face daily.

Admiral Haney's visit was an opportunity to strengthen the bond between the Coast Guard and its service members, ensuring that they have the support they need to perform their duties effectively.

This visit is part of the Coast Guard's commitment to the well-being and professional development of its personnel, ensuring they have the tools and resources to carry out their mission.

For more information on the Coast Guard's mission and operations, visit the official website at coastguard.gov. You can also follow them on social media platforms like Facebook, Twitter, and Instagram for updates and news.

THOMAS A. SCHUMACHER, CAPTAIN, U.S.C.G. (ret.), President
Let Us Count The Ways

"How do I love thee? Let me count the ways..." said the poetess. And she did. "How do we love thee? We count the ways!" New York State is telling its employees. But maybe we can count some ways a little respect and good faith can be shown to State workers.

First, put the same ingenuity and effort into finding monies for a fair pay raise that is being put into finding still more important than steel and concrete. Second, cut down on road and building construction and we salute the Nassau CSEA for its graded salary plans and we salute the Nassau CSEA for its alertness and success.

Third, do unto others as you would have others do unto you. Members of the Legislature have never been loath to give themselves and all others similarly situated. They asked the court to have the Commission strike certain material from the examination announcement, and enjoined from making any appointments based on the aforesaid examination other than by procedure set forth in Section 61(1) of the Civil Service Law. PETITIONERS had filed applications on Dec. 18, 1970, to take the New York State Professionals Careers test (and actually took the test) pursuant to an announcement made by the State Department of Civil Service. The announcement stated:

"In order that New York State programs be truly responsive to all the people of New York State and effectively relate to the changing problems of the State, it is essential that minority group members have the educational and administrative and supervisory roles. Therefore, in evaluating the education and experience of a candidate for certain positions filled through this examination, the individual's total life experience, as well as formal training, may be considered as a valuable asset to job performance. In such cases, preference for appointment may be given to individuals who are successful in the examination and who have notable identification with black and Spanish-speaking minority communities."

PETITIONERS contended that the language as quoted above created a preference based on race and ethnic background which was prohibited by the S.C. Constitution and Sections 6, 44, 50 and 61 of the Civil Service Law, and further violated the equal protection clause of the U.S. Constitution.

The State's position was that ethnic identification may be one of the tests relating to the merit and fitness of the candidate. It contended that Section 50 of the Civil Service Law authorized it to set minimum qualifications and provided that "...qualified applicants shall be given preference..." and required each applicant to set forth information relating to his background, experience and qualifications. The Civil Service Commission viewed ethnic identification as an important factor touching on each candidate's qualifications, and that it was a proper minimum qualification for the position sought.

ARTICLE V, Section 6 of the New York State Constitution mandates that:

"All citizens of the state who are at least 18 years of age shall be entitled to register and vote in the general and primary elections..."

The Administrative Director of the Department of Civil Service stated in his affidavit:

"There are approximately 100 different titles or classes of positions which may be filled by appointment from this list, and within each of these titles or classes there are from a few to several hundred individual positions. Obviously, only a small percentage of these positions would be filled by the appointment of an eligible having recognisable identification with the black and/or Spanish-speaking community. Certain of these individual positions, however, may require such a background. The decision as to whether such an appointment is necessary will be made by the Administrative Director, or the Assistant Administrative Director, and Counsel, and then only after thorough study and investigation of the particular position."
Why a $2,000 Volkswagen costs a lot less than any other $2,000 car.

Listen to the logic:
Give or take a few dollars, most new economy cars are priced just about the same these days.

Around $2,000.

But come trade-in time, a weird thing happens. Some are worth more to you than others.

And based on what happened in the past, after 3 or 4 years, not one is worth more cash than you know who:

The Volkswagen Beetle.

So the real price you pay for a car is the difference between what you pay now and what you get back later, when you sell it.

Anyhow, take a good look at the chart on the right.

And please be careful.

It's one thing to say today, "I just bought the lowest-priced car in town."

It's another thing tomorrow to say, "I just sold the lowest-priced car in town."

Who lost the least?

Depreciation as of January, 1972

<table>
<thead>
<tr>
<th>Make</th>
<th>Model</th>
<th>Who lost the least?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Volkswagen</td>
<td>Beetle</td>
<td>$814</td>
</tr>
<tr>
<td>Volkswagen</td>
<td>Beetle</td>
<td>$812</td>
</tr>
<tr>
<td>Volkswagen</td>
<td>Beetle</td>
<td>$736</td>
</tr>
<tr>
<td>Volkswagen</td>
<td>Beetle</td>
<td>$723</td>
</tr>
<tr>
<td>Volkswagen</td>
<td>Beetle</td>
<td>$686</td>
</tr>
<tr>
<td>Volkswagen</td>
<td>Beetle</td>
<td>$449</td>
</tr>
</tbody>
</table>

The chart on the right shows why a $2,000 Volkswagen costs a lot less than any other $2,000 car.

To Earn $10,000

...required plus two years of rating to prevent such injustice. The fact that Mr. Berkowitz neglected to 

...the qualifications needed as an auditor of the State Insurance Fund. Mr. Berkowitz states that he was 

...as much, had no tenure. Further, Mr. Berkowitz should know that under Civil Service Law one has to prove 

...where the employer requests such reinstatement. The State Insurance Fund chapter, CSEA, which is noted for its 

...in the past, after 3 or 4 years, not one is worth more cash than you know who:

...what you pay now and what you get back later, when you sell it.

...the chart on the right.

...anything to say tomorrow."

...add Z6.00 per year.

...that the qualifications needed as an auditor of the State Insurance Fund. Mr. Berkowitz states that he was 

...to properly file a grievance with chapter officers. This the chapter would have done, despite Mr. Berkowitz' 

...such that there was no arbitrary action involved.

...was desirous of reinstating. No employee can be forced to resign; unless there is valid basis on the part of the employer requiring such reinstatement. The State Insurance Fund chapter, CSEA, which is noted for its effective representation of its members, would have investigated the claim of injustice had Mr. Berkowitz chosen to properly file a grievance with chapter officers. This the chapter would have done, despite Mr. Berkowitz' probationary status, to insure that there was no arbitrary action involved.

Rudolph V. Jacobs, Chairman, Grievance Committee, State Insurance Fund, CSEA
Niagara Falls Non-Teaching Unit To Forego Increase in Pay Because of Fiscal Crisis

From Leader Correspondent

Niagara Falls—With an eye on the fiscal crisis facing the Niagara Falls Board of Education, the 480-member teachers union that represents the board's non-teaching employees has agreed to give up pay raises for the 1972-73 school year.

The decision was expected to save the belt-tightening board $120,000 in next year's operating budget.

"In this very high cost of living, slimming, lack of a raise is the same as taking a pay cut, but our contract, like all other school administrators, contains some things they have to be bypassed," the CSEA unit president, Neil Gruppo, wrote the board.

The unit's decision to forego the pay hike followed a similar decision by the school system's administrators. Both were made as school leaders can be seen learning about a March 28 referendum in which the board seeks voter approval to add the limits in the district from 1.25 to 1.5 per cent of the tax base.

State law allows taxing up to two percent of the base, but the district needs the go ahead from voters before hiking the present tax formula.

Ancient Other Benefits

Gruppo views the board as expressing concern that money problems threatened to jeopardize the quality of education in the system. He added that the CSEA still intends to bargain for non-negotiable benefits in upcoming negotiations to replace the contract that expires June 30.

The board has a proposed plan to raise the present employment level than the district needs the go ahead for negotiations to replace the contract that expires June 30.

N.Y.C. List Progress

<table>
<thead>
<tr>
<th>TITLE AND AGENCY</th>
<th>POSTS</th>
<th>AGENCY</th>
<th>POSTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Admin Asst — departmental promotions; $9,400 — Mardi 7, 8, 9; prom exam</td>
<td>30</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ALSO: DT.  Department of Traffic. (203) 264-2113 for an appointment</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cashier, Hsg Teller — HA, 10 vacancies; $6,300 — 18 cert. March 9; OC exam 0160</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Shop Qerk — EPA, 6 vacancies; $6,000 — 43 cert, March 13; OC exam 0160</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Shop Qerk — TA, 2 vacancies, $6,000 — 41 cert, March 13; OC exam 0160</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sr Addictn Specialist — ASA, salary upon appointment at $10,000 per year.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Med Surg RN — DA-Qns — 1 vacancy, 5 cert, thr. No. 23 cert, March 14; OC exam 0907</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Patrolman, Transit Police — TA, 54 vacancies; $9,450 — 250 cert, March 9; OC exam 0162</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sr Addictn Specialist — ASA, salary upon appointment at $10,000 per year.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fireman — FD, 120 vacancies; $9,200 — 224 cert, March 10; OC exam 0170</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fireman — FD, 120 vacancies; $9,200 — 224 cert, March 10; OC exam 0170</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sr Addictn Specialist — ASA, salary upon appointment at $10,000 per year.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fireman — FD, 120 vacancies; $9,200 — 224 cert, March 10; OC exam 0170</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sr Addictn Specialist — ASA, salary upon appointment at $10,000 per year.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fireman — FD, 120 vacancies; $9,200 — 224 cert, March 10; OC exam 0170</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sr Addictn Specialist — ASA, salary upon appointment at $10,000 per year.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fireman — FD, 120 vacancies; $9,200 — 224 cert, March 10; OC exam 0170</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sr Addictn Specialist — ASA, salary upon appointment at $10,000 per year.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fireman — FD, 120 vacancies; $9,200 — 224 cert, March 10; OC exam 0170</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sr Addictn Specialist — ASA, salary upon appointment at $10,000 per year.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fireman — FD, 120 vacancies; $9,200 — 224 cert, March 10; OC exam 0170</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sr Addictn Specialist — ASA, salary upon appointment at $10,000 per year.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fireman — FD, 120 vacancies; $9,200 — 224 cert, March 10; OC exam 0170</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
FRUITS OF VICTORY — Abraham Krasker, center, who served as plaintiff in the CSEA court case challenging a State law which barred the use of accumulated vacation credits as payment for retirement pay, discusses the effects of the recent Court of Appeals decision overturning the law with attorneys for the Civil Service Employees Assn., who collaborated on the lawsuit. At left is James Roemer, and at right, Samuel Jacobs, both of the law firm of DeCrafft, Fay, Conway and Heil-Harris, which represents CSEA. Krasker, who serves on CSEA's Board of Directors as chairman of the union's local council, worked on his own time with Jacobs and Roemer to bring the suit. He is a senior attorney with the State Department of Law.

CITY ELIGIBLES
EXAM NO. 1847
PARING ENFORCEMENT
AGENT
NYCTA

This latest eligible list for parking enforcement agent, group 11, was established on March 16. This open-continuous exam attracted 69 applicants for the Feb. 11, was established on March 16. Salary range is $4.8175 to $5.30 per hour. Highest score on this test was 81.75.


61 Georgia C Singleton, Brunhilde Falcon, Hattie V Greenwight, Sandra Sayer, Flora A Hall.

FRUITS OF VICTORY — Abraham Krasker, center, who served as plaintiff in the CSEA court case challenging a State law which barred the use of accumulated vacation credits as payment for retirement pay, discusses the effects of the recent Court of Appeals decision overturning the law with attorneys for the Civil Service Employees Assn., who collaborated on the lawsuit. At left is James Roemer, and at right, Samuel Jacobs, both of the law firm of DeCrafft, Fay, Conway and Heil-Harris, which represents CSEA. Krasker, who serves on CSEA's Board of Directors as chairman of the union's local council, worked on his own time with Jacobs and Roemer to bring the suit. He is a senior attorney with the State Department of Law.

CITY ELIGIBLES
EXAM NO. 1550
TELEPHONE MAINTAINER
NYCTA

This list of eligible list was established on March 16 from promotional exam No. 1550 for promotion to telephone maintainer (telephone switchman). Exam No. 1553, five were declared eligible on March 18. Salary ranges from $12,050 to $17,117 a year. Highest score achieved on this test was 86.45.

1 David Vogelman, David J Brandmorte, Robert D Murray, George J Baes, Robert T Pottor

Channel 83 To Test
For Sr. Water Insp.

The flow of applications for senior water use inspector, Exam No. 1819, has produced 83 candidates being called to the promotional exam. The $2,500 list is open to water use inspectors with six months of seniority.

The March 25 written exam will be given at 9 a.m., at Sewer Department. Available through the City Personnel Department.

Open Continuous Test
For MFL.

Applications will be taken In Room 216, 55 Thomas St., New York, Manhattan, Lieutenants who have filed during the original filing period in January will not be required to file again.

FRUITS OF VICTORY — Abraham Krasker, center, who served as plaintiff in the CSEA court case challenging a State law which barred the use of accumulated vacation credits as payment for retirement pay, discusses the effects of the recent Court of Appeals decision overturning the law with attorneys for the Civil Service Employees Assn., who collaborated on the lawsuit. At left is James Roemer, and at right, Samuel Jacobs, both of the law firm of DeCrafft, Fay, Conway and Heil-Harris, which represents CSEA. Krasker, who serves on CSEA's Board of Directors as chairman of the union's local council, worked on his own time with Jacobs and Roemer to bring the suit. He is a senior attorney with the State Department of Law.

FRUITS OF VICTORY — Abraham Krasker, center, who served as plaintiff in the CSEA court case challenging a State law which barred the use of accumulated vacation credits as payment for retirement pay, discusses the effects of the recent Court of Appeals decision overturning the law with attorneys for the Civil Service Employees Assn., who collaborated on the lawsuit. At left is James Roemer, and at right, Samuel Jacobs, both of the law firm of DeCrafft, Fay, Conway and Heil-Harris, which represents CSEA. Krasker, who serves on CSEA's Board of Directors as chairman of the union's local council, worked on his own time with Jacobs and Roemer to bring the suit. He is a senior attorney with the State Department of Law.
On the week's list is the highest score attained was 110.0.

(Continued from Last Week)

This week's list of candidates who tested for the Community Liaison Worker position consists of 1,493 candidates who filed between March 9 and 13, 1971, and were judged on their training and experience. Salary ranges from $7,650 to $10,700. This list was established March 19. Highest test score achieved was 118.8.

This week's scores begin at 81.7.

(Continued Next Week)

For civil service for personal satisfaction 6 Weeks Course Conducted by N.Y. State Education Dept.

Information

Eastern School 4-5029 721 Broadway, NY 3 8 St.

High School Equivalency

This N.Y. State diploma is based on grades and experience acquired in regular high school for at least 2 years. A Comprehensive and Advanced Education Training Program. Our Special intensive 5-Week Course is conducted at regular high schools.

ALL CLASSES MEET IN MANHATTAN

Mon. or Wed., 7:30 to 9:30 P.M.

IN JAMAICA

Tues. & Thurs., 5:45 to 7:45 P.M.

SPECIAL SAT. MORNING CLASSES NOW FORMING

For more information call 5-6900

Join the

DELEHANTY PROMOTION COMMITTEE

and Start Preparing NOW for the ELIGIBLE EXAMINATION

(Continued from Page 1)

CIVIL SERVICE LEADER, Tuesday, March 21, 1972

Do You Need A

High School Equivalency Diploma

for civil service for personal satisfaction 6 Weeks Course Conducted by N.Y. State Education Dept."
Stress Parking Agent Posts

31 City Titles Available
On Current Walk-In List

A long list of City open-competitive titles awaits application by the general public, with walk-in written exams or training and experience evaluation being conducted continuously. These exams are all open for application until further notice.

Of the 31 titles that of parking enforcement agent has the fewest qualifications to meet, and only high school diploma and driver's license.

Among those walk-in examinations, the City Personnel Department has offered the following positions: administrative, physical therapist, psychologist, and x-ray technician.

The social services area needs social workers as well as consultants in public health social work.

More technical training is specified for plan examiner, buildings, and road car inspector. Architecture is a large area of recruitment with six titles: architect; assistant architect; associate and landscape architect; junior architect; junior landscape architect; and landscape architect.

Engineering jobs have the most individual titles in this series, divided among civil, electrical, mechanical, and air pollution control engineering. Assistant engineers will be recommended in these specialties.

Applicants should write or visit the City Personnel Department for information on the current job announcement. See page 4.

The roster of open-competitive positions and how to apply for starting pay, basic requirements and exam notice to obtain:

Air Pollution Control Engineer ($12,000) - baccalaureate and four years experience wanted; check Announcement No. 1167.

Architect ($14,000) - professional registration by the State; check Announcement No. 1103.

Asst. Architect ($12,000) - baccalaureate and two years experience wanted; check Announcement No. 1159.

Asst. City Engineer ($12,000) - baccalaureate and two years experience wanted; check Announcement No. 1119.

Asst. Landscape Architect ($12,100) - baccalaureate and two years experience wanted; check Announcement No. 1114.

Asst. Mechanical Engineer ($12,000) - baccalaureate and two years experience wanted; check Announcement No. 1117.

Asst. Civil Engineer ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1115.

Civil Engineer ($19,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1116.

Civil Engineer, Building Construction ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1116.

Civil Engineer, Building Construction ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1112.

Civil Engineer, Environmental Control ($12,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1117.

Civil Engineer, Environmental Control ($12,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1116.

Civil Engineer, Structural ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1123.

Civil Engineer, Water Supply ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1107.

Consultant, Public Health Social Work ($12,500) - master's and four years experience plus passing written examination; check Announcement No. 1201.

Dental Hygienist ($7,800) - baccalaureate and two years experience wanted; check Announcement No. 1131.

Electrical Engineer ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1114.

Electrical Engineer ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1114.

Electrical Engineer, Heating, Ventilation, Air Conditioning ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1117.

Electrical Engineer, Power Distribution ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1117.

Electrical Engineer, Power Distribution ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1113.

Electrical Engineer, Power Distribution ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1113.

Electrical Engineer, Power Distribution ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1113.

Electrical Engineer, Power Distribution ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1113.

Electrical Engineer, Power Distribution ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1113.

Electrical Engineer, Power Distribution ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1113.

Electrical Engineer, Power Distribution ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1113.

Electrical Engineer, Power Distribution ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1113.

Electrical Engineer, Power Distribution ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1113.

Electrical Engineer, Power Distribution ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1113.

Electrical Engineer, Power Distribution ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1113.

Electrical Engineer, Power Distribution ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1113.

Engineering jobs have the most individual titles in this series, divided among civil, electrical, mechanical, and air pollution control engineering. Assistant engineers will be recommended in these specialties.

Applicants should write or visit the City Personnel Department for information on the current job announcement. See page 4.

The roster of open-competitive positions and how to apply for starting pay, basic requirements and exam notice to obtain:

Air Pollution Control Engineer ($12,000) - baccalaureate and four years experience wanted; check Announcement No. 1167.

Architect ($14,000) - professional registration by the State; check Announcement No. 1103.

Asst. Architect ($12,000) - baccalaureate and two years experience wanted; check Announcement No. 1159.

Asst. Civil Engineer ($12,000) - baccalaureate and two years experience wanted; check Announcement No. 1119.

Asst. Landscape Architect ($12,100) - baccalaureate and two years experience wanted; check Announcement No. 1114.

Asst. Mechanical Engineer ($12,000) - baccalaureate and two years experience wanted; check Announcement No. 1117.

Asst. Civil Engineer ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1115.

Civil Engineer ($19,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1116.

Civil Engineer, Building Construction ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1116.

Civil Engineer, Building Construction ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1112.

Civil Engineer, Environmental Control ($12,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1117.

Civil Engineer, Environmental Control ($12,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1116.

Civil Engineer, Structural ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1123.

Civil Engineer, Water Supply ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1107.

Consultant, Public Health Social Work ($12,500) - master's and four years experience plus passing written examination; check Announcement No. 1201.

Dental Hygienist ($7,800) - baccalaureate and two years experience wanted; check Announcement No. 1131.

Electrical Engineer ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1114.

Electrical Engineer ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1114.

Electrical Engineer, Heating, Ventilation, Air Conditioning ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1117.

Electrical Engineer, Power Distribution ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1117.

Electrical Engineer, Power Distribution ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1117.

Electrical Engineer, Power Distribution ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1117.

Electrical Engineer, Power Distribution ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1113.

Electrical Engineer, Power Distribution ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1113.

Electrical Engineer, Power Distribution ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1113.

Electrical Engineer, Power Distribution ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1113.

Electrical Engineer, Power Distribution ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1113.

Electrical Engineer, Power Distribution ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1113.

Electrical Engineer, Power Distribution ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1113.

Electrical Engineer, Power Distribution ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1113.

Electrical Engineer, Power Distribution ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1113.

Electrical Engineer, Power Distribution ($14,000) - baccalaureate and four years experience or equivalent wanted; check Announcement No. 1113.
Federal Employees: You can join H.I.P. from March 15th to April 14th and take advantage of the new H.I.P. Benefits.

New HIP Health Benefits Effective Now!

OFFICE OF THE PRESIDENT

HEALTH INSURANCE PLAN OF GREATER NEW YORK / 625 MADISON AVENUE / NEW YORK, N.Y. 10022

Dear Subscriber:

I am pleased to tell you about one of the most important reorganizational undertakings HIP has undertaken since its founding 25 years ago. After many weeks of talks devoted to proposals for the expansion of subscriber benefits and other program developments, HIP and its affiliated medical groups signed a Medical Group Agreement which marks a new era in the delivery of comprehensive health services through our prepaid group practice plan.

As part of the reorganization of HIP, expanded subscriber benefits are now available to you.

The following expanded benefits are immediately available to you:

CHOICE OF MEDICAL GROUP. You may now choose any medical group in the area to which HIP services your area of residence. This is a greatly expanded benefit because it makes possible employment in any other area of the city that is convenient. However, unless a member resides in his medical group's service area, the medical group will not be responsible for providing health services during normal business hours. During the evening, weekends, and holidays when the member's medical group is not open, service will be provided through the Emergency Service Program operated by HIP.

Please note that, on request, members of a family unit may choose a medical group different from the one chosen by the subscriber.

All requests for change of a medical group are to be referred to the HIP Registrar Department.

EMERGENCY VISITS. A subscriber may, without referral, elect to seek an emergency visit from any HIP medical group for treatment of illness or accident.

SECOND SPECIALIST OPINION. This new benefit provides for a second opinion specialist consultation from an HIP medical group other than one's own medical group. The consultation will be arranged at any HIP group. This important benefit makes it possible for a subscriber to select a group center that is convenient and readily accessible when tests are required.

The Subscriber Service Department of HIP will answer your questions may you have in regard to the expanded benefits.

Sincerely yours,

James Brindle

(To Be Continued)
The massive surge of adrenaline coursing through the bodies of heroes of history gave their breasts a sacred cow of tradition was blown asunder as Engine Seventy was reversed to take on the British Empire. . . . The Fall of the Roman Empire . . . acts of heroism such as Eve slipping her mark upon history has done daring things.

But he broke into laughter as he realized with terrifying finality that he was now at war with, of all things, the City Island Chamber of Commerce. . . . Hundred pounds, big, bright eyes bulging out of their sockets in aberrated dulced to watch, a cake of Fiddo snap stuck to the bottom of a marzipan tub like a rock.

For more information, contact the College Proficiency Examination Program, New York State Education Department, 96 Washington Avenue, Albany, N.Y. 12210.

The massive surge of adrenaline coursing through the bodies of heroes of history gave their breasts a sacred cow of tradition was blown asunder as Engine Seventy was reversed to take on the British Empire. . . . The Fall of the Roman Empire . . . acts of heroism such as Eve slipping her mark upon history has done daring things.

But he broke into laughter as he realized with terrifying finality that he was now at war with, of all things, the City Island Chamber of Commerce. . . . Hundred pounds, big, bright eyes bulging out of their sockets in aberrated dulced to watch, a cake of Fiddo snap stuck to the bottom of a marzipan tub like a rock.

For more information, contact the College Proficiency Examination Program, New York State Education Department, 96 Washington Avenue, Albany, N.Y. 12210.

The massive surge of adrenaline coursing through the bodies of heroes of history gave their breasts a sacred cow of tradition was blown asunder as Engine Seventy was reversed to take on the British Empire. . . . The Fall of the Roman Empire . . . acts of heroism such as Eve slipping her mark upon history has done daring things.

But he broke into laughter as he realized with terrifying finality that he was now at war with, of all things, the City Island Chamber of Commerce. . . . Hundred pounds, big, bright eyes bulging out of their sockets in aberrated dulced to watch, a cake of Fiddo snap stuck to the bottom of a marzipan tub like a rock.

For more information, contact the College Proficiency Examination Program, New York State Education Department, 96 Washington Avenue, Albany, N.Y. 12210.

The massive surge of adrenaline coursing through the bodies of heroes of history gave their breasts a sacred cow of tradition was blown asunder as Engine Seventy was reversed to take on the British Empire. . . . The Fall of the Roman Empire . . . acts of heroism such as Eve slipping her mark upon history has done daring things.

But he broke into laughter as he realized with terrifying finality that he was now at war with, of all things, the City Island Chamber of Commerce. . . . Hundred pounds, big, bright eyes bulging out of their sockets in aberrated dulced to watch, a cake of Fiddo snap stuck to the bottom of a marzipan tub like a rock.

For more information, contact the College Proficiency Examination Program, New York State Education Department, 96 Washington Avenue, Albany, N.Y. 12210.

The massive surge of adrenaline coursing through the bodies of heroes of history gave their breasts a sacred cow of tradition was blown asunder as Engine Seventy was reversed to take on the British Empire. . . . The Fall of the Roman Empire . . . acts of heroism such as Eve slipping her mark upon history has done daring things.

But he broke into laughter as he realized with terrifying finality that he was now at war with, of all things, the City Island Chamber of Commerce. . . . Hundred pounds, big, bright eyes bulging out of their sockets in aberrated dulced to watch, a cake of Fiddo snap stuck to the bottom of a marzipan tub like a rock.

For more information, contact the College Proficiency Examination Program, New York State Education Department, 96 Washington Avenue, Albany, N.Y. 12210.

The massive surge of adrenaline coursing through the bodies of heroes of history gave their breasts a sacred cow of tradition was blown asunder as Engine Seventy was reversed to take on the British Empire. . . . The Fall of the Roman Empire . . . acts of heroism such as Eve slipping her mark upon history has done daring things.

But he broke into laughter as he realized with terrifying finality that he was now at war with, of all things, the City Island Chamber of Commerce. . . . Hundred pounds, big, bright eyes bulging out of their sockets in aberrated dulced to watch, a cake of Fiddo snap stuck to the bottom of a marzipan tub like a rock.

For more information, contact the College Proficiency Examination Program, New York State Education Department, 96 Washington Avenue, Albany, N.Y. 12210.

The massive surge of adrenaline coursing through the bodies of heroes of history gave their breasts a sacred cow of tradition was blown asunder as Engine Seventy was reversed to take on the British Empire. . . . The Fall of the Roman Empire . . . acts of heroism such as Eve slipping her mark upon history has done daring things.

But he broke into laughter as he realized with terrifying finality that he was now at war with, of all things, the City Island Chamber of Commerce. . . . Hundred pounds, big, bright eyes bulging out of their sockets in aberrated dulced to watch, a cake of Fiddo snap stuck to the bottom of a marzipan tub like a rock.

For more information, contact the College Proficiency Examination Program, New York State Education Department, 96 Washington Avenue, Albany, N.Y. 12210.

The massive surge of adrenaline coursing through the bodies of heroes of history gave their breasts a sacred cow of tradition was blown asunder as Engine Seventy was reversed to take on the British Empire. . . . The Fall of the Roman Empire . . . acts of heroism such as Eve slipping her mark upon history has done daring things.

But he broke into laughter as he realized with terrifying finality that he was now at war with, of all things, the City Island Chamber of Commerce. . . . Hundred pounds, big, bright eyes bulging out of their sockets in aberrated dulced to watch, a cake of Fiddo snap stuck to the bottom of a marzipan tub like a rock.
Harassment Of N. Pelham Aide Charged By Assn.

NORTH PELHAM—An employee of the town had been accused of harassment by a State Department of Mental Hygiene employee, "traditionally, a notoriously underpaid group," according to Philip Wenzl, who is seeking prevailing union wage rates in matching construction positions such as paraprofessionals, lesser medical technicians, machinists, and others, with the same job held by State employees.

"Now, they're portraying, by inference, that $30,000 is a grossly inflated annual salary, whereas the same source used by the chamber (U.S. Bureau of Labor Statistics) states clearly that an annual income of more than $11,000 is necessary for a family of four to live moderately," Wenzl said, further detailing the survey, pointing out that no comparison was made involving 30,000 psychiatric attendants of the State Department of Mental Hygiene.

Initially, the Pay Board had concluded the Nassau contest, which had been waiting for the decision, to resume negotiations.

Guest speaker Henry Marean of the Syracuse Chamber (U.S. Bureau of Labor Statistics) said, "We have established a precedent for all aides.

"We've served as assistant secretary of the Civil Service Reform Assn. in New York and have their $6,000 is a gross estimate, true to the State hierarchy."" More than 350 persons gathered at St. John's Memorial Center in Johnson City recently to join members of the Binghamton School Unit of the Civil Service Employees Assn., in their fourth annual unit dinner-dance celebration.

Mr. and Mrs. Jack Herrick, president and Mrs. Matthew Vitanza; Broome, Binghamton City School System, led off the program with a 15-minute speech, "in which he thanked the Civil Service Employees Assn. calls "a clear and simple case of harassment.""

"We have established a precedent for all aides," Harry Watson, at microphone, treasurer for the Binghamton City School System, said, "The employee is a member of the Westchester County CSEA, which had been charged with misconduct by virtue of being absent for a certain number of days. He is being actively pursued by someone in the Village of Pelham, who is the second largest, population- wise, and has the highest cost-of-living rates in the country, while the remaining 24 percent do not deduct any contributions for retirement, health, or other 'fat cats' in the State hierarchy.""

"Now, they're portraying, by inference, that $30,000 is a grossly inflated annual salary, whereas the same source used by the chamber (U.S. Bureau of Labor Statistics) states clearly that an annual income of more than $11,000 is necessary for a family of four to live moderately," Wenzl said, further detailing the survey, pointing out that no comparison was made involving 30,000 psychiatric attendants of the State Department of Mental Hygiene.

Initially, the Pay Board had concluded the Nassau contest, which had been waiting for the decision, to resume negotiations.

Guest speaker Henry Marean of the Syracuse Chamber (U.S. Bureau of Labor Statistics) said, "We have established a precedent for all aides.

"We've served as assistant secretary of the Civil Service Reform Assn. in New York and have their $6,000 is a gross estimate, true to the State hierarchy."" More than 350 persons gathered at St. John's Memorial Center in Johnson City recently to join members of the Binghamton School Unit of the Civil Service Employees Assn., in their fourth annual unit dinner-dance celebration.

Mr. and Mrs. Jack Herrick, president and Mrs. Matthew Vitanza; Broome, Binghamton City School System, led off the program with a 15-minute speech, "in which he thanked the Civil Service Employees Assn. calls "a clear and simple case of harassment.""

"We have established a precedent for all aides," Harry Watson, at microphone, treasurer for the Binghamton City School System, said, "The employee is a member of the Westchester County CSEA, which had been charged with misconduct by virtue of being absent for a certain number of days. He is being actively pursued by someone in the Village of Pelham, who is the second largest, population- wise, and has the highest cost-of-living rates in the country, while the remaining 24 percent do not deduct any contributions for retirement, health, or other 'fat cats' in the State hierarchy.""

"Now, they're portraying, by inference, that $30,000 is a grossly inflated annual salary, whereas the same source used by the chamber (U.S. Bureau of Labor Statistics) states clearly that an annual income of more than $11,000 is necessary for a family of four to live moderately," Wenzl said, further detailing the survey, pointing out that no comparison was made involving 30,000 psychiatric attendants of the State Department of Mental Hygiene.

Initially, the Pay Board had concluded the Nassau contest, which had been waiting for the decision, to resume negotiations.

Guest speaker Henry Marean of the Syracuse Chamber (U.S. Bureau of Labor Statistics) said, "We have established a precedent for all aides.

"We've served as assistant secretary of the Civil Service Reform Assn. in New York and have their $6,000 is a gross estimate, true to the State hierarchy."" More than 350 persons gathered at St. John's Memorial Center in Johnson City recently to join members of the Binghamton School Unit of the Civil Service Employees Assn., in their fourth annual unit dinner-dance celebration.

Mr. and Mrs. Jack Herrick, president and Mrs. Matthew Vitanza; Broome, Binghamton City School System, led off the program with a 15-minute speech, "in which he thanked the Civil Service Employees Assn. calls "a clear and simple case of harassment.""

"We have established a precedent for all aides," Harry Watson, at microphone, treasurer for the Binghamton City School System, said, "The employee is a member of the Westchester County CSEA, which had been charged with misconduct by virtue of being absent for a certain number of days. He is being actively pursued by someone in the Village of Pelham, who is the second largest, population- wise, and has the highest cost-of-living rates in the country, while the remaining 24 percent do not deduct any contributions for retirement, health, or other 'fat cats' in the State hierarchy.""
Elites on State

1  Jethro Tull-Bells
2  Euan "Eddie" Money
3  JohnPerry Barlow
4  Muddy Waters
5  Jethro Tull
6  The Who
7  The Rolling Stones
8  Jimi Hendrix
9  The Byrds
10  The Grateful Dead
11  Elton John
12  Led Zeppelin
13  The Eagles
14  The Who
15  Fleetwood Mac
16  Grateful Dead
17  The Beatles
18  Stevie Wonder
19  Bruce Springsteen
20  The Who
21  The Doors
22  Pink Floyd
23  The Rolling Stones
24  The Who
25  The Who
26  The Who
27  The Who
28  The Who
29  The Who
30  The Who
31  The Who
32  The Who
33  The Who
34  The Who
35  The Who
36  The Who
37  The Who
38  The Who
39  The Who
40  The Who
41  The Who
42  The Who
43  The Who
44  The Who
45  The Who
46  The Who
47  The Who

Elites on State
Chapter representatives to the Capital District Conference jammed the main conference room at CSEA Headquarters to participate in a special information seminar prior to the CSEA's Statewide convention this week. While no Conference stands were taken on issues, the meeting did afford delegates an opportunity to exchange views on a number of vital matters.

**Capital District Conference Holds Pre-Convention Seminar**

ALBANY — Members of the Capital District Conference of Civil Service Employees Assn. conducted a special pre-convention seminar in CSEA Headquarters on March 11 to examine reports of the statewide committees on restructuring, retirees, and constitution and bylaws.

Conference president Ernest K. Wagner presided at the Saturday morning session. CSEA second vice-president A. Victor Costa, chairman of the committee to restructure CSEA, distributed copies of his committee's report and led the lengthy explanation which dominated the active session. He was assisted by Wagner and by Howard Cropey, president of the Albany County chapter, both members of the committee.

Distributed to Conference members present were Phase I and Phase II of the restructuring proposals. Phase II is to be ready for the September meeting. No Conference action was taken, Wagner stressed, indicating the entire purpose of the meeting was "educational and informational."

Discussions continued throughout the morning and through a working luncheon at the nearby Ambassador Restaurant.

Next regular meeting of the Conference is scheduled for March 27 at Dusan's Restaurant in Colonie. Dinner will be served promptly at 6:30 p.m., according to Conference social chairman Mildred Wands.

**CSEA Member Found 'Not Guilty' For Going On Vacation**

BEACON — An employee of Matteawan State Hospital, represented by Ward W. Ing amazed, regional attorney for the Civil Service Employees Assn., has been cleared of charges brought against him by the Director of Manpower and Employee Relations.

Salvatore P. Gallio, a motor vehicle operator at Matteawan since 1961, was charged with violating the State Attendance Rules and Rule 4.16 of the Dept. of Correctional Services Rule Book by taking annual leave without proper approval.

The hearing officer recommended that Gallio be found "not guilty of the charges."

**CSEA Goes To Court For Putnam Member And She Wins Back Her Position**

WHITE PLAINS — The Civil Service Employees Assn. has successfully defended a County of Putnam employee who was unjustly dismissed from her job after she had filed a grievance against her immediate supervisor.

CSEA sources said the County of Putnam had been ordered to reinstate the employee, Josephine Russell, to her position, after the State Supreme Court, County of Putnam, had ruled that she was denied procedural rights guaranteed to her by the county civil service rules governing employee probation periods.

Ms. Russell had been hired in August 1970, and in May 1971, was given a permanent appointment after passing a competitive examination, subject only to an which terminated on July 13, 1973.

She filed a grievance July 1, 1971, charging her immediate supervisor with harassment, discrimination, provocation and other acts. On July 6 she then filed a week of vacation. She was then advised, by letter that her probationary period, which expired July 13, had been extended to July 21. She was then advised that her services would be terminated effective July 13.

**CSEA MEETING CALENDAR**

In his decision, Justice Morris Slifkin noted, "The Court need not go beyond the observation that . . . the County of Putnam has completely run afoul of the procedural regulations set up for the mutual benefit and protection of the public employer and employee."

Judge Slifkin ordered that Ms. Russell receive, in addition to the reinstatement, back pay dating from the date of her dismissal to the date of reinstatement, and restoration of her civil service rights and benefits. The County of Putnam was also ordered to process the grievance filed by Ms. Russell against her immediate supervisor.

CSEA regional attorney Stanley Maltman argued the case.

**Pass your copy of The Leader on to a non-member.**

---

**BUY U.S. BONDS**

**Howard Samuels**

MONTICELLO — Guest speaker Howard Samuels, president of the New York City Off-Track Betting Corporation, will highlight the annual Tri-Conference Workshop to be sponsored jointly by the Long Island, Metropolitan and Southern Conferences of the Civil Service Employees Assn.

The Workshop is set for April 16-18 at Kutcher's Country Club in Monticello. Reservations are four meals, a private cocktail party and tips for chambermaid and dining room staff. In addition, Kutcher's offers entertainment, dancing and various sports facilities.

A special rate of $11 per person is set for those staying Monday night as well: this charge includes breakfast Tuesday and two nights' accommodations. Delegates should arrive between 2 and 3 p.m. Sunday for registration in the main lobby and check-in time at 4 p.m. Coffee and coffee will be served on arrival.

**Howard Samuels should be made directly with Kutcher's for room accommodations (see reservation form below).**

For persons staying Sunday night, April 16, rates will be $39 for single occupancy; $54 for double, and $77 for three or four per room. These rates are subject to a six percent sales tax. A $10 deposit is required to confirm the reservation. Included in the above rates are four meals, a private cocktail party and tips for chambermaid and dining room staff. In addition, Kutcher's offers entertainment, dancing and various sports facilities.

A special rate of $11 per person is set for those staying Monday night as well: this charge includes breakfast Tuesday and two nights' accommodations.

Delegates should arrive between 2 and 3 p.m. Sunday for registration in the main lobby and check-in time at 4 p.m. Coffee and coffee will be served on arrival.

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

20—Statewide Delegates Meeting, Concord Hotel, Klamath Lake.
21—Capital District Conference meeting, 5:30 p.m., Dusan's, Colonie.
22—Long Island retirees' chapter organizational meeting, 1 p.m., Robin's Hall, Central Islip State Hospital.
23—Long Island Conference nominating committee meeting, 7:30 p.m., Suffolk County Office, Smithtown.
24—Special Regional Officers Committee meeting, 1 p.m., CSEA Headquarters, Albany.
25—Vince Alesi Retirement party, dinner, 7 p.m., Logan's, 1420 Scottsville Rd., Syracuse.
26—Long Island Conference meeting. Time and place to be announced.
27—Syracuse State School dinner-dance for retirees, 6:30 p.m., Country House, Syracuse.
28—Tri-Conference Workshop (Long Island, Metropolitan, Southern Chapter), Kutcher's, Monticello.
29—Central Conference meeting, Holiday Inn, Cortland.