CSEA Abandons Neutrality
Board Approves Quarter-Million To Start ‘Real’ Political Action

By MARVIN BAXLEY

KIAIMESHA LAKE—At least one-quarter-million dollars has been earmarked by the Board of Directors of the Civil Service Employees Assn. to be used for political action purposes.

The Board took the unprecedented action on the last day of the week-long State Delegates Convention at the Concord Hotel here, March 20-24.

The change in the CSEA stance in regard to political affairs had earlier been defined in a report from the combined legislative and political action committees of the Association.

This report called for change in CSEA’s traditional neutrality to that of taking real stands in elections.

By near-unanimous voice vote—only one or two audible nays—the delegates accepted the joint report presented by Thomas McDonough’s political action committee and Richard Tarmey’s legislative committee, as well as the amendment presented from the floor by Solomon Bendet, insurance departmental representative to the Board of Directors.

Further Deliberations
As a result of this long-debated decision, CSEA has now gone on record as being prepared to use (Continued on Page 14)

Negotiations Continue But March 31 Deadline Is Set; Employees Face Benefit Loss

By PAUL KYER

KIAIMESHA LAKE—Faced with the worst crisis in the history of their organization, Civil Service Employees Assn. delegates by the hundreds voted a no contract—no work resolution to take effect on midnight, March 31, unless the State produces a pact containing some justifiable economic gains for the 140,000 State workers CSEA represents.

Theodore C. Wenzl, Employees Association president, said the door was not being closed on further negotiations with the State. He was not optimistic, however.

“‘For months,’ he told the late-night delegates, ‘the State has refused to even discuss any economic items. There has not been one shred of evidence that the Administration was going to make any search at all to find funds for a pay raise, improved pensions or increased health insurance coverage.”

Speaking with considerable bitterness, Wenzl said that “the State has absolutely failed to treat these bargaining sessions in good faith.”

(Continued from Page 14)

Rockefeller Calls For Nomination Of Woman Judge

Gov. Rockefeller has called for Democratic Party leaders to join with the Republican Party in nominating a woman candidate for election to the State’s highest court, the Court of Appeals.

In a statement last Friday, the Governor said:

“The selection of an outstanding woman candidate—whether she is a Republican or a Democrat—would most certainly assure the election of the first woman to the Court of Appeals.

“The effect of both parties jointly nominating a woman would also be fitting recognition to the contributions women are making to the legal profession and the general life of our State.

“I stand ready to lend my personal efforts to accomplishing this most important objective.”

(Continued from Page 14)
Promotional openings for seniors for real estate manager will be filled through a May 4 written exam open to current real estate agents. Promotional openings for seniors for real estate manager will be filled through a May 4 written exam open to current real estate agents. Promotional openings for seniors for real estate manager will be filled through a May 4 written exam open to current real estate agents. Promotional openings for seniors for real estate manager will be filled through a May 4 written exam open to current real estate agents.

The scope of that exam will include: real estate principles and practices; maintenance; buyer and seller; planning; purchasing; management; current real estate problems and issues. The exam will be held on May 22, 2023, at the Hilton New York Hotel, 1000 10th Avenue, New York, N.Y. 10019. The exam will be held on May 22, 2023, at the Hilton New York Hotel, 1000 10th Avenue, New York, N.Y. 10019. The exam will be held on May 22, 2023, at the Hilton New York Hotel, 1000 10th Avenue, New York, N.Y. 10019. The exam will be held on May 22, 2023, at the Hilton New York Hotel, 1000 10th Avenue, New York, N.Y. 10019.

The pressman positions are expected to be filled through a qualifying written exam set tentatively for May 14. The pressman positions are expected to be filled through a qualifying written exam set tentatively for May 14. The pressman positions are expected to be filled through a qualifying written exam set tentatively for May 14. The pressman positions are expected to be filled through a qualifying written exam set tentatively for May 14.

Promotional openings for seniors for the position of pressman will be filled through a May 4 written exam open to current real estate agents. Promotional openings for seniors for the position of pressman will be filled through a May 4 written exam open to current real estate agents. Promotional openings for seniors for the position of pressman will be filled through a May 4 written exam open to current real estate agents. Promotional openings for seniors for the position of pressman will be filled through a May 4 written exam open to current real estate agents.

The scope of that exam will include: press operation; maintenance; construction; printing papers; ink, electrical and mechanical maintenance. The scope of that exam will include: press operation; maintenance; construction; printing papers; ink, electrical and mechanical maintenance. The scope of that exam will include: press operation; maintenance; construction; printing papers; ink, electrical and mechanical maintenance.

The leader will publish the tally of candidates who applied when these figures are available. The leader will publish the tally of candidates who applied when these figures are available. The leader will publish the tally of candidates who applied when these figures are available. The leader will publish the tally of candidates who applied when these figures are available.

**THE SHARP COST-OF-LIVING INCREASE reported late last week calls attention once again to the desperate plight of civil service retirees. Whether inflation has become a permanent fact of American life that we will have to live with forever is something for the economists to debate about. Whether the Administration will succeed in its efforts to keep inflation under control is something for politicians to discuss and historians to look back on.**

**WHATEVER THE ANSWERS may be in theory, the practical answer is the same: people who are forced to live on relatively modest fixed incomes are falling further and further behind. We are creating a class of paupers, and pushing them toward the poverty line with increasing speed. If the February increase in the metropolitan area is compounded on an annual basis, the cost of living in Greater New York is rising now at a rate of over 1 percent a year. That means that in less than nine years, the dollar will buy only half of what it buys today. And that's not much to start with.**

**IN THE PAST, I have written about the fraud that is being perpetrated on young families. Men and women are recruited for civil service with the inducement of a secure retirement. The same inducement is used to convince them that their position, overall, is equal to, or better than, their counterparts in private industry. Sometimes they forego current benefits to further insure the comfort of their retirement years. But when the time comes, the promise dwindles. Unless the performance is made to live up to the promise, the supply of high quality recruits for law enforcement and other civil service careers will also dwindle—and with it the goals of the administrators who like to talk about increasing professionalism and other high management objectives.**

**BUT THAT, TOO, is theory. What we are confronting now—not at some projected future time, but today—is a growing group of people who contributed a lifetime of responsible labor to the community, and who now find it harder each month to survive on their income. Social justice for unborn generations is a beautiful and necessary concept; but every day that passes without appropriate action for our present retirees is a day on which their problems increase and their quality to deal with them decreases. It is a day on which the quality of their lives is diminished. It is, for them, one day less.**

**A2-WEEK TOUR FROM NEW YORK, RUTHERFORD OR BUFFALO OPTIONAL TOURS**

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**KORAL: MRS. MARY Mc CARthy, 104 Farmington Dr., Waltham, N.Y. After 8 p.m., telephone (516) 875-715.

**K3415: MRS. JULIA FYFE, P.O. Box 43, West Brentwood, N.Y. After 8 p.m., telephone (516) 875-715.**

**SCANDINAVIAN TOUR** K-3066 MR. SAM HARR, 1501 Broadway, Suite 711.

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Niagara Chapter Says No To Payless Week

LOCKPORT — The Niagara County chapter of the Civil Service Employees Assn. has voted to reject the offer of the Payless Co. to help them meet their work load. The chapter is planning to file a formal complaint with the State Department of Labor and Industry.

Proposed A Contract Matter

The chapter has presented a proposal for a new contract for its members. The proposal includes provisions for increased wages, improved working conditions, and better health care benefits. The chapter is ready to negotiate the terms of the contract.

CSEA Board Allocates $30 Million For Political Action

The CSEA has allocated $30 million for political action. The funds will be used to support candidates who support the interests of public employees. The allocation is part of the CSEA's efforts to increase its influence in politics.

MHEA Membership Drive

Mental Health Employees Assn. (MHEA) has launched a membership drive. The drive is aimed at increasing the number of members in the union. The union is seeking to represent more employees in the mental health field.

Nominating Committee Meeting

The nominating committee meeting was held on April 15, 1972. The committee will review the candidates for the upcoming elections.

CSEA Meeting Calendar

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

29—Long Island Conference nominating committee meeting, 7:30 p.m., CSEA HeadQUarters, Albany.

7—Special Regional Offices Committee meeting, 1 p.m., CSEA Headquarters, Albany.

7—Vince Alexis retirement dinner, 7 p.m., Legon's, 1420 Scottsville Road, Rochester.

8—Long Island Conference meeting, 7 p.m., Country House, Syracuse.

16—Tri-County Workshop (Long Island, Metropolitan, Southwestern), Kutsher's, Monticello.

21—Central Conference meeting, Holiday Inn, Corning.

No. Hempstead Plans Annual Dinner-Dance

MINEOLA — The annual dinner dance of the Town of North Hempstead unit of the Nassau County chapter, Civil Service Employees Assn., will be held April 14, it was announced by unit president Alan L. Feldman. The event will be held at the Great Neck Yacht Club.

CSEA Headquarters, Albany.
Employees Protected In City Re-Structure

In a wide-ranging interview with The Civil Service Leader, Maxwell Lehman gave his assurance that in restructuring the New York City government, the merit system would remain the basis of public employment and collective bargaining would be a central responsibility. Moreover, the former City Administrator stated, the recommendations of his report, if implemented, would provide a new area of promotion for present New York City civil servants.

The report, entitled "Re-Structuring the Government of New York City," was issued last week by the Task Force on Jurisdiction and Structure, of which Lehman is vice chairman. It was prepared by him together with Task Force chairman Edward N. Costikyan, and delivered to the State Study Commission for New York City.

One of the innovations in the report is the recommendation for a Civil Service Academy. "One of the first tasks in the transition from a single-level to a two-level government," the report states, "is the training and upgrading of the present civil service employees to assume middle-management roles. This is essential both for the central government and for the new local governments. The reservoir of middle-management employees in the City service is rapidly diminishing. The Task Force has been given information that within two years a major gap is likely."

Lehman recommended the swift establishment of a civil service training and employee upgrading facility. "Training programs, arranged by the Department of Personnel with the universities, in cooperation with the unions, should prepare qualified employees to take over middle-management positions." One great advantage that accrues from using the available talent pool, these employees knew the City."

Collective Bargaining

In endeavoring to determine an approach to collective bargaining in a two-level structure, the Task Force sought the view of the current local union leaders. The conclusions were:

- In a two-level governmental structure, both collective bargaining and civil service recruitment and examination should remain central. The local districts would have neither the power nor the expertise to deal with the complex aspects of recruitment and examination, and the intricate interweaving of law, procedure, regulations and union agreements that constitute the basis of working conditions in government. Moreover, it would make little sense, even if it were possible, to have different pay tables and different conditions of work in the various districts. The result would be continuous leapfrogging and whiplashing as unions sought to play district against district.
- The union leaders themselves candidly explained to us that this would be the result if collective bargaining were to be a local function," Lehman told The Leader.

Hiring Practices

In the proposed re-structured system, central agencies would hire from civil service lists, as at present. Districts would also hire from centrally established civil service lists. For similar or related services, the same lists would be used. Where necessary, separate lists for special needs would be established by the Civil Service Commission.

Governments Within a Government

The re-structure program proposes the establishment of 30 to 35 local governments in New York City, each with populations of between 200,000 and 300,000. The central government would remain, with a strong mayor, a City Policy Board (replacing the present Board of Estimate), five County Executives (replacing the present borough presidents), and a Computer Board which would continue to be an elected official.

Promotion Opportunities

There will be need for middle-management supervisory personnel in the districts," the report points out. "We recommend that these positions be opened on a first choice basis, as promotion opportunities to past qualified civil service employees. These employees constitute an important pool of talent." Recounting technical problems in the creation of two governmental tiers, the Task Force has attempted to clarify the relationship. "Our advisors on public personnel policy perceive no serious problems arising from the centralizing of the qualification and bargaining processes and the localizing of parts of the personnel administration process, including local hiring of people found qualified by the central qualifying body or pay scales established by centralized bargaining." Employees Protected

Throughout the report, the authors call for protection of the legitimate rights and privileges of employees. They urge, as well, that the many difficult and delicate questions involved in labor-management relations be "openly and courageously faced, by all levels of government and by employee representatives," said Lehman. "The interest of the City's people and the economic stability of the City government (whether it is decentralized or not), defense of the merit system, and ultimately protection of the employees themselves, requires a forthright, honest examination of this area."

Where West Side Structure Does

The Leader asked Lehman a general question: "What is the reason for re-structuring accomplish?" His reply: "It is restructuring is not a cure-all. It is one way to deal with the frustrations, the increasing and increasing reduction of dol-

SUPPORT THE ATTICA
FAMILY MEMORIAL FUND
WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City should file at the Department of Personnel, 45 Thomas St., New York City, Monday through Friday, between 9 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

These requesting 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 fill office via the IND Chambers (St.); BMT City Hall (Brooklyn); IND City Hall (Brooklyn); IND Brooklyn Bridges. For advance information on cities, call 566-8700.

Several State agencies do their own recruiting and hiring. They include: Board of Education, 65 Court St., Brooklyn 11201, phone: 596-8069; Board of Health, 55 E. 86th St., New York 10028, phone: 606-2141; Health & Hospitals Corp., 125 Worth St., New York 10007, phone: 506-2900; NYC Transit Authority, 333 W. 49th St., New York 10001, phone: 692-1300.

STATE—Regional offices of the Department of Civil Service are located at: 1500 Ave. of the Americas, New York 10019, phone: 785-3811; State Office Campus, Albany 12226; Suite 709, 1 W. Genessee St., Buffalo 14202. Applicants may obtain announcements either in person or by mail.

Judicial Conference jobs are filled by contacting the Judicial Department, New York, 10007, phone: 480-4141. Port Authority jobseekers should contact the office at 111 Eleventh Ave, New York, phone: 620-7600.

FEDERAL—The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 26 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 4:30 p.m., weekdays only. Telephone 264-0422.

Information on vacancies with the U.S. Postal Service can be obtained 9 a.m. to 5 p.m. at the General Post Office—Room 206, New York 10008. Applications are also available at main post offices in all boroughs.

Special Notice regarding your CSEA BASIC ACCIDENT AND SICKNESS PLAN

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Now, if your annual salary is

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$6,500 but less than $8,000 $250 a month

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$10,000 and over $400 a month

FOR FULL INFORMATION AND RATES:
1. Please print your name, address, place of employment and employee item number in the spaces provided on the coupon below.
2. Mail form to: TER BUSH & POWELL, INC., CIVIL SERVICE DEPARTMENT BOX 33, SCHENECTADY, NEW YORK 12201
3. Or, call your nearest Ter Bush & Powell representative for details.
Probation Officer Jobs
Now Start At $9,700

Probation officer positions are open continuously to qualified open-competitive candidates in the New York City area. The $7,600 title requires a baccalaureate plus meeting one of the following:
Two years of graduate study in social work or similar field.
Two years of paid casework experience in a recognized agency in probation, parole, child welfare, psychiatric social work or a similar field.
Two years as a public welfare caseworker for a governmental unit, supplemented by 21 college credits in the social sciences. A master's in this area may substitute for one year of work history.
Announcement No. 28-362 notes that duties will include interviewing, social history taking, case recording, supervision of probationers and aiding their rehabilitation. Written tests are held periodically and cover the social sciences, social work profession, and related academic area.

Actuary Opening
Paying $7,850

To attract actuary applicants, the Department of Personnel has announced three vacancies within the City retirement systems offering $7,850 in pay. Filling is slated for April 5-20.

A training-and-experience title in the open-competitive group, the job requires a baccalaureate with 24 credits in math or statistics plus one year in actuarial work. A master's in the area will likewise be honored. No written test is pending.

Announcement No. 1392 specifies job duties: calculating annuity and pension allowances; computing reserves necessary to pay optional allowances; evaluating assets and liabilities of pension funds.

Two years of study above high school or the equivalent in experience will be accepted in meeting qualifications for revenue representative and taxpayer service representative in Brooklyn and Manhattan.

Applicants interested in Manhattan openings should call (212) 349-8355 in Brooklyn, (212) 586-4745. Letters should be written to the H.B. at P.O. Box 3990, Church St. Station, New York, N.Y. 10008.

Study Beyond HS Sought
For Int. Recent Posts

Two years of study above high school or the equivalent in experience will be accepted in meeting qualifications for revenue representative and taxpayer service representative in Brooklyn and Manhattan.

Internal revenue aide jobs are available for those having two years of post-high school study. However, this must include six semester hours in business economics, accounting or a related academic area.

Announcement No. 1392 specifies job duties: calculating annuity and pension allowances; computing reserves necessary to pay optional allowances; evaluating assets and liabilities of pension funds.

Filing procedures are found under "Where to Apply" on page 4.
The State Must Act

By refusing even to discuss economic items with the Civil Service Employment Commission, Mr. Jerry Finkelstein, President of the State Employees Association, is searching for a new contract to cover the working rights of 140,000 State employees. It represents, the Rockefeller Administration is treating its work force with absolute contempt.

When the Taylor Law was first applied to State employees, the State was vigorous in its assurances that the legislation provided the most advanced safeguards for worker rights and that for tools to provide equitable and equal power at the bargaining table to the State employees. However, as the years went by, the Taylor Law has been largely used to place public employees at a total disadvantage in its real relationship with government, particularly denying them another alternative to profitable negotiations. It has dealt a black blow to negotiated employment.

To place in jeopardy the hard-earned benefits negotiated by CSEA over the years by letting current contracts lapse is nothing less than criminal.

State employees, and the State, every right to refuse to work without the protection of a contract. The Taylor Law does not recognize that government is capable of extreme provocation by not bargaining in good faith.

The State has not bargained in good faith and has no right to punish single employees for staying off the job after March 31 if new contracts have not been negotiated.

It is time for this brinksmanship to end. The State must net immediately to this crisis and end it with fair negotiations.

Q. I had to pay over $1000 for my father's hospital expenses because he had a heart attack. If you want to cover Medicare, he is 65 and was working on a job covered by a hospital insurance plan up to the time he entered the hospital. Is there anything we can do now?

A. Yes, he may apply for hospital insurance coverage in Medicare. However, the hospital plan will cover benefits now. Coverage may be effective for up to 12 months before the time the hospital plan is terminated. Your father may not go back before the month he was 65. When his claim is approved we will send a letter to the hospital so they may claim the hospital insurance benefits.

When the hospital has been paid, they will refund any money due you. Medical Insurance covering doctor bills must be applied for in advance.

Q. I am now 67 years old and receiving my social security. I have just had surgery and a heart attack. Can I now become entitled to a disability benefit?

A. No, disability insurance benefits are payable after age 65 only, based on disability beginning more than 6 months before age 65.

Q. My stepdaughter is getting social security payments based on my record. If my wife and I get a divorce, will her checks be stopped?

A. No. When a step-child becomes entitled to benefits before the divorce of his parent and step-parent, the divorce will not be considered in that case when the step-parent's record.

Q. I have been covered by Medicare since March of this year, but have not filed a claim on my doctor bills. How do I go about filing a claim?

A. If you will bring the doctor bills to our office, a representative will assist you in filing your first claim and will explain how you can submit claims in the future.

Q. My doctor recently gave me a series of injections in his office and has prescribed several different types of pills. Will the cost of this medicine be covered by Medicare?

A. Yes, if you submit the first prescription of the injections to the doctor's office you are covered. The prescription medicine taken in your own home is not covered.

Mr. Gaia is a member of the New York State Bar and chairman of the Labor Law Committee of the Nassau County Bar Assn.

SECTION 210.9 of the Taylor Law (Article 14 of the Civil Service Law) defines strike as, "any strike or other concerted stoppage of work by State employees without the protection of a contract." Section 210.2(b) states, "Presumption. For purposes of this subdivision, an employee who is absent from work without permission, or who abandons wholly or in part from the State agency in which he was employed without permission, on the date or dates when a strike occurs, shall be presumed to have engaged in such strike on such date or dates.

The Taylor Law has been interpreted by the Nassau County Supreme Court in the recent lawsuit involving the Nassau Community College. Case v. Katz, 324 N.Y.S. 2d 712. In that case, the County Executive sought an injunction to prevent Nassau Community College to prevent them from refusing to perform their duties in accordance with the program adopted by the college administration.

PRIOR TO THE START of the 1971-1972 academic year, the Faculty Senate (the organization representing the college faculty) had worked under a 12-hour per week teaching schedule. During the 1971 legislative session, a bill was passed by the Senate and the Assembly which, according to the faculty, places an unfair burden on the County to adopt a 15-hour contract-teaching program. While the college administration geared itself for the increased number of students and adopted the 15-hour schedule, the governor vetoed the bill and it never became law.

IN THE INTERIM, negotiations for a new collective agreement were in progress between the County of Nassau and the Faculty Senate. One of the major issues was the proposed increase in classroom hours from 12 to 15 per week. No agreement had been reached between the parties by the time school opened in the Fall of 1971. The faculty claimed they were not required to teach more than 12 hours under the old contract and that the County could not unilaterally increase their work load.

IN SHORT, the faculty members refused to teach the additional classroom hours and the court held that such a refusal constituted a strike under the Taylor Law. The Appellate Division, Second Department, affirmed without opinion.

This CASE BRINGS into sharp focus the vexing problem of unilateral changes in terms and conditions of employment where no new contract has been reached at the time the old one expires. It is to be expected that the existing contract be extended in all respects pending the retroactive settlement of a new agreement. This would serve to "lock in" existing benefits for the duration of the negotiations. Post-contract working "without a contract," which is tantamount to an admission by a public employee that he has gone backwards to where the law does not protect him, and offering the consolation and understanding that only he is concerned in his formed dreams. The faculty are screaming at him and yelling hysterically that their school is a Juggernaut.

Parental neglect and apathy or, conversely, over-reaction, have also been rationalized by psychiatrists, social workers and social workers. It would be helpful to the parents to understand that they are facing a social problem and understanding that only they are concerned in their formed dreams. The faculty are screaming at him and yelling hysterically that their school is a Juggernaut.

The State must immediately act to end this crisis and end it with fair negotiations.
Alessi To Be Honored

Vincent A. Alessi, president of Monroe chapter of the Civil Service Employees Assn., will be honored April 7 at a retirement party at Logan's, 1430 Bootsville Rd., Rochester.

Cocktails will be served at 6 p.m., followed by a dinner at 7 p.m. Tickets are available from James Manzano or June DiSpina, at the Monroe County Family Court in Rochester.

Alessi has served as executive director of Monroe County Family Court since 1969.

FIREFIGHTERS FIGHT FIRES . . . NOT PEOPLE!

Editor, The Leader:
Just a little note of thanks for "finding" all that money for me!

SONIA K. BINKHORST
Kings County Hospital

Ed. Note: Ms. Binkhorst claimed a City check owed her for $374.

Roll Back Deadline For Special Officer

The title of safety officer, Exam No. 7089, was given a last-minute reprieve for applicants when the City Civil Service Commission voted last week to extend filling through March 30. The earlier deadline had been March 29. The Commission also recommended deletion of the high school requirement, allowing application instead.

Anchor Meeting

The next regular monthly meeting of the New York City Police Anchor Club is slated for Monday, April 17 at 7 p.m. at St. Bernard's Church Hall, 328 West 14 St., Manhattan. Members of the Ladies Auxiliary are cordially invited to attend this and all future monthly meetings.

Examine Your Standing
Have you the edge on eligiblity? Scan the various lists for your exam and name. Successful candidates follow The Leader.

Concerned Civil Service Employees Association, Workers, Willowbrook State School, Medical Laboratory Bldg No. 2.
Many Important Issues Settled At Convention Despite Contract Tumult

Among the delegates were, from right, Al Irwin, Bill Roberts, Irene Hills, Myrtle Cunningham and Barbara Waller.

Dr. Wenzl holds up copy of ad that CSEA has been running in various newspapers.

Additional photo coverage of Convention activities will be featured in next week's edition of The Leader.

The audience's view of the speakers' platform: Statewide leaders shown here are, from left, fifth vice-president Hazel Abrams, first vice-president Tom Kennedy, president Theodore Wenzl, counsel Jack Rice, secretary Dorothy MacTavish, second vice-president A. Victor Costa, fourth vice-president William McGowan and treasurer Jack Gallagher.

Two Mental Hygiene members of the Board of Directors, Ronnie Smith and Julia Duffy, were active participants.

At Mental Hygiene departmental meeting, questions are answered by fernian Robert Cidld, MH director Ann B'ssett<' and legal counsel James Feathersonhough.

The speaker's view of the audience: Seated, from left, fourth vice-president William McGowan, second vice-president A. Victor Costa and third vice-president Richard Farnsworth.

In discussion are, from left, Gregory Rowley, Amos Royal and Norri Letloagh.

Among the delegates were, from right, Al Irwin, Bill Roberts, Irene Hills, Myrtle Cunningham and Barbara Waller.

Dr. Wenzl holds up copy of ad that CSEA has been running in various newspapers.

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Dr. Wenzl holds up copy of ad that CSEA has been running in various newspapers.
NOTICE OF A PUBLIC HEARING TO BE CONDUCTED BY THE HEALTH INSURANCE PLAN OF GREATER NEW YORK

Pursuant to subdivision 2-a (b) of Section 255 of the Insurance Law of the State of New York, notice is hereby given that a two-hour public hearing will be held at Carnegie Endowment International Center Building, 345 East 43rd Street, New York, New York, commencing at 10 a.m. and 6 p.m. on Thursday, April 6, 1972.

This public hearing will afford any interested person the opportunity to be heard by officials of the Health Insurance Plan of Greater New York on the subject of the application by HIP for an increase in the schedule of rates to be paid by subscribers effective July 1, 1972.

Vital to this consideration is the subject of the restricting of HIP Medical Groups to form Regional Groups with the capacity to provide multi-specialty full-time physicians’ services to HIP patients in the Group medical center. Comments on this subject will be welcomed.

To help in scheduling—and for the convenience of all wishing to be heard, Kindly call or write to the address shown below, giving your name, address and affiliation.

This announcement of the hearing on the changes for which the Health Insurance Plan of Greater New York plans to seek approval is published to give notice to all who may wish to appear at the hearing. The detailed terms of the proposed changes as they may affect each individual and group, and as presently planned, are available on request at the address shown below.

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986-1660
Dear Subscriber:

I am pleased to tell you about one of the most important reorganizational undertakings by HIP 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:

1. **CHOICE OF MEDICAL GROUP.** You may now choose any medical group in the HIP system. It is no longer necessary for you to select a medical group that only serves your area of residence. This is a greatly expanded benefit because it makes it possible for members of HIP to select a medical group near their home, place of employment, or 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 required to provide home calls during normal business hours. During the evening hours, 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.

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

3. **SECOND SPECIALIST OPINION.** This new benefit provides for a second opinion consultant from an HIP medical group other than one's own medical group. The consultation will be arranged by the medical group at the request of the subscriber.

4. **LABORATORY PROCEDURES.** Laboratory procedures, especially fasting blood workups, which are ordered by the member's medical group of record, may 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 any questions you may have in regard to the expanded benefits.

Sincerely yours,

James Brindle
President

P.S. City and State HIP members now enjoy these new Benefits.
To attempt a review of "Report From Engine Co. 82" in half the space used to do so by The Times may seem facetious. However, having in a small way shared the life which Dennis Smith and his buddies lead in Engine 82, the author feels free to meet one and strike a telling blow to the brain causing the reader to feel as though he had just been hit with a two-hundred-pound heavy weight's well directed fist.

Dennis Smith has impressed me as a quiet, deep kind of man. In his thinking he is as Irishman can be. His writing gives one the impression that he has a mission in life...a dedication to help set the social imbalance aright. That, he believes, can best be served by his presence in Engine 82 as a professional firefighter.

One is acutely aware at times throughout the course of his book that the mission to which he has assigned himself sometime rears up in all its ugliness...at times rears up in all its ugliness and smugness causing the reader to turn the page and shut the book.

I looked hopefully for a glimpse of firemanic terms to ease the fireman's jargon. There was none. That, however, is a small matter. The really important thing to me is the man...the fireman.

He tells of his fun as an Emblem Society bagpipe player on "Phil's Day" and his reaction to the lady who insisted upon knowing what was under a blanket.

The current eligible list for promotion to sergeant, established Dec. 18, 1970, has run through 724 names. All the promotions were made Feb. 11. The outcome of a case currently awaiting decision by the Board of Fire Commissioners will affect the present list, however. In that case, Glintman vs. Bronte, 15 promotions were due. The same day Glintman was discharged, full-time grade of the test was failed by the Fire Department, so there will be no promotion, but there will be an attempt at another promotion in a later date.

The case was argued before Justice Abraham Gellinoff in Supreme Court, Queens County, at the Kings County Courthouse.
Sullivan County Chapter Holds Open House To Celebrate Opening Of Local Office

Nassau Schools To Enter Talks On Regional Basis

MINEOLA—Educational officials in Nassau County have agreed to the proposal of Nassau Civil Service Employees Assn. president Irving Flauemberg for talks on the idea of regional contract negotiations.

Flauemberg set an April 4 date for the opening of discussions with Jerry Marcus, assistant superintendent for personnel of the Nassau Board of Cooperative Educational Service.

Flauemberg asked for the inclusion of Suffolk CSEA chapter officials in the negotiations. Flauemberg has been slated for Oct. 5-7, 1972, Fringe Benefits Conference has been held with Jerry Marcus, assistant superintendent for personnel of the Nassau Board of Cooperative Educational Service.

The conference is intended for local government workers. That is why State workers will be asked to stay off the job.

"Without the protection of a contract, the State has no right to ask employees to work," Wendl declared.

Here is how the situation has been zet up and was presented to delegates:

The State has refused to negotiate for more than 100 bargaining units, including 5000 school district employees. Flauemberg has been seeking the cooperation of BOCES officials in both Long Island counties.

Flauemberg has first pressed the idea four years ago, but talks continued to be conducted separately in about 80 Long Island school districts. Flauemberg and Wendl have secured the cooperation of BOCES officials in exploring the possibilities of economies and the elimination of inequities through a new approach to bargaining. It had been noted that the school districts spend large sums for professional negotiators, many of whom deal concurrently with the same issues presented by the CSEA negotiations.

Fringe Benefits Conf. Convenes in October

The 1972 Public Employees Fringe Benefits Conference has been held at the Allegany State Park Conference Center. The conference is for members who have attended previous conferences.

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LeFevre Resigns

Bernard A. LeFevre, of Latham, has been resigned by the Department of Transportation, New York City, after 35 years of service. LeFevre was a chief engineer for the Department of Public Works and its successor, DOT. He left five years ago to work with the Department of Transportation, New York City, in helping prepare engineering data for the George Washington Bridge.

CSEA: 'No Work — No Contract'

(Continued from Page 1)

Failure to come up with a contract by March 31 could mean some devastating losses for State workers and some important benefits for both State and local government workers. That is why State workers will be asked to stay off the job.

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To West Seneca


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Of the 1,415 candidates who filled for open competitive exam No. 52, 100 were rated eligible on this list established March 9.

Ruth J. Levine, Paul M. Peder, to 31, 1971, and were judged on

Highest score achieved was 110.0.

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Revenue Representatives

Internal Revenue Aids

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excellent salary, merit advancement opportunities and the
rewarding career with the Internal Revenue Service.

To be continued.

Typist Notes

Filing for typist, GS-1, in Puerto Rico. Applicant must
be a U.S. citizen, and typing speed record of 50 words
per minute in five minutes in shorthand or piano
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To: Be continued
STATE EMPLOYEES
YOU HAVE A LOT TO LOSE

THE STATE has refused to negotiate for more than 100 bargaining sessions on salaries, retirement, health insurance and other major economic issues.

If you do not have a contract on April 1, 1972, you could lose many benefits covered under the agreements which expire on March 31.

The CSEA negotiating teams representing 140,000 STATE workers recommended to your elected delegates, meeting at the CONCORD HOTEL on March 21, a "NO CONTRACT — NO WORK" resolution to take effect April 1, 1972 if we are without a contract on that date. This resolution was overwhelmingly adopted by the delegates sent to the CSEA convention by your CHAPTER or UNIT.

WHAT YOU STAND TO LOSE...

Your increments are endangered.
You might have to start paying the full cost of health insurance (the STATE now pays full coverage for an individual and 75% of the family coverage premium).
Vacations, sick leave and personal leave could be taken away.
Grievance procedure for contract violation and disciplinary procedure could be changed by the STATE to your detriment.
Every benefit provided through a contract agreement between the STATE ADMINISTRATION and CSEA could be taken away on April 1.

Also.
All temporary retirement benefits which have been renewed before APRIL 1 each year by the STATE LEGISLATURE but which have not been renewed this year, could seriously affect both state and local government employees.

For example:
If these benefits are not renewed, the STATE could force you to start contributing to your pension plan.
You could lose your ordinary death benefit of three times your annual salary ($20,000 maximum).
The ordinary death benefit of one month's salary for each year of service up to 36 years would be lost.
You would not be able to convert unused sick leave for additional retirement credit.
You would not be able to purchase retirement credit for certain WORLD WAR II service.
The improved career retirement plan for employees of participating employers, such as LOCAL GOVERNMENT would no longer be available.

Other Temporary Retirement Benefits Which Would Cease To Exist If There Are No Contracts Include:

Provisions relating to increased take-home pay.
Continuation and extension of guaranteed ordinary death benefits of three times your annual salary ($20,000 maximum) to employees of participating employers who elected to provide this benefit, such as LOCAL GOVERNMENT.
Credit for time and employee's on leave of absence without pay as an employee of the FEDERAL GOVERNMENT or USAID.
Non-contributory retirement plan for participating employees (LOCAL GOVERNMENT employees).

Your delegates voted for a "NO CONTRACT — NO WORK" resolution to convince the STATE of the need for a contract containing a reasonable and justified pay raise and other economic benefits.

CSEA has not closed the door on negotiations. We will continue to meet with STATE negotiators in an effort to reach an agreement which you, as members will have the opportunity to accept or reject.

CSEA will keep you informed of what we are doing on a daily basis through your LOCAL OFFICERS and printed bulletins.

Civil Service Employees Association, Inc.
33 Elk Street, Albany, N.Y.
Theodore C. Wenzl, President