CSEA DEFIES BAN ON STRIKE; AIDES GO OUT

Pay Dates Set For New Monies Due In Nassau Pact

MINEOLA—New money under the Nassau County contract finally approved by the Federal Pay Board will start to flow in the paychecks due May 4 for the general payroll. It was announced this week by Irving Flaumenbaum, president of the Nassau chapter, Civil Service Employees Assn.

The Meadowbrook Hospital payroll will receive the new money in checks due May 16, and the hourly-rated payroll will follow May 15.

A special check for the monies due retroactively to January, when the contract was settled, will be made in the period between May 4 and June 15.

The schedule was posted after Flaumenbaum conferred with the County Executive and County Controller. The officials said personnel in the Controller's Office would be overworked if the schedule had been made faster.

Five Percent Hike

Extra pay of 5 percent, in addition to increments, will be due under the contract, which had been held in abeyance almost two months because of the federal review. Increments had been paid since the start of the year.

The contract, gained after the hardest-fought negotiations in the County's history, was finally

(Continued on Page 15)

BULLETIN

As The Leader was being run off the presses it was learned that a court injunction had been sought, and the State Administration had agreed on a new contract. The pact, effective April 1, 1972, includes a 5.5 percent pay increase; job protection; and retention of retirement and other benefits. Full details next week.

By PAUL KYER

Defying a court injunction against a strike, Civil Service Employees Assn. workers at State institutions began walking off the job shortly after midnight last Saturday and at Leader press time the job action had spread throughout the State.

By Monday of this week, the walkout was expected to affect nearly every phase of State operations, including the shutdown of unemployment compensation offices, licensing bureaus, race track operations, tax collections, welfare services, etc.

The action, unprecedented in either the history of the State or the Employees Association, came after a groundswell of protest over inadequate offers on a pay raise, pension and insurance benefits and a host of other items, and swelled into an earthquake of indignation among employee ranks.

What sparked the furor was the discovery that tentative agreement on a pay raise—set at four percent in a formula that actually would have delayed any new money showing up in checks for a year—did not include continuation of many benefits contained in the CSEA's current contract which expired on midnight March 31.

This discovery caused the CSEA negotiating team to slam the door shut on further talks and to order a strike. Attempts to deliver a court injunction against the action were unsuccessful as Employees Association officials and members of the negotiating team closed themselves at CSEA Headquarters and prepared to follow the mandate for statewide action, as demanded by CSEA delegates at their recent convention, even before any court order could be delivered.

One union official told The Leader that "if there was ever a case of the extreme provocation clause written into the Taylor Law, this is it. The State has in no way bargained with us in good faith. We have no contract as a result of this monumental indifference and we defy the State to punish people for working without a contract."

The situation was exacerbated further by the fact that other governmental jurisdictions, from the Federal Government to New York City to towns and counties throughout the State, have reached contracts with public employee unions and nearly all of them have included wage hikes and other economic benefits.

As state for some 140,000 State workers is not only a salary increase but a host of benefits in the old contract that included pension benefits that were on a temporary basis; health insurance coverage; sick leave and vacation rights; job protection and other items, some of which took

(Continued on Page 3)

PRESS GETS THE REASONS — These three representatives of the Civil Service Employees Assn. are seen at a press conference held in New York City last week to explain the reasons for CSEA delegates voting a "No Contract, No Work" resolution affecting 140,000 State employees. From left, they are Solomon Bendel, president of the New York City chapter; Robert Guild, CSEA collective bargaining specialist, Albany, and Ronnie Smith, Willowbrook State Hospital, Mental Hygiene Dept., representative on the CSEA's Board of Directors.

Next Business Of Legislators Is Getting Re-elected

When the Legislature returns to Albany next Monday from its Easter recess, its members will come with sleeves rolled up, ready to get finished with one of the most desultory sessions in recent State history, to clear the decks for what most legislators regard as the major business item of the year... the business of being re-elected.

(Continued on Page 6)
Fire Widows Need More

I'M UP TO here with the lies and the distortions of the daily newspapers and television stations on the subject of pensions for firefighters.

There isn't a single reporter in New York — all of whom pose as experts on the subject — who knows how our pension system works, and who knows of the serious deficiencies in it.

Our pension is only good when we're alive. The most glaring weakness in the program is that it leaves a retired firefighter's wife and minor children virtually destitute if he dies.

My father, a retired Battalion Chief, retired at the age of 63 in 1954. He had spent 23 years in the busiest fire units in this city. One year later he died. My mother received $280, which was all that was left of my father's money in the pension fund. In addition, she received $56 per month for herself and a 15-year-old daughter.

OF COURSE today things are much better. Now the widow of a retired firefighter receives $1016 a month. That sounds like twice as much money as my mother received, but in these days of madcap inflation, it buys about the same number of eggs and slices of cheese. Chopped meat is too expensive for a firefighter's widow.

Lest anyone think $1016 per month is sufficient, I'm talking about widows of men who come under the old Article One pension system. Article 1B widows receive zero when their husbands die.

Line of duty widows fare somewhat better, receiving half their husbands' salaries, but there is no cost-of-living increase included. If they are relatively young widows, with talking about widows of men who come under the old Article One pension system.

The Editorial writers, in particular, hammer away in Boston and in San Francisco, the widow of a police officer is only good when we're alive. The most说得 weaknes...
CSEA Aides Walk Out

(Continued from Page 1)

Because of the fluid situation, CSEA members are advised to be on the alert for any new developments as they are reported through the various news media.

No Contract Set And CSEA Aides Walk Out

(Continued from Page 1)

...the CSEA years of hard fighting to obtain.

CSEA spokesmen reportedly insist the strike will continue until a justifiable contract is concluded. "We tried for months to do this the right way, the peaceful way. First the State stalled us; then it ignored us completely and then, when talks were finally reached on what we believed was a more serious basis, double-crossed us. There isn't a working man or woman in the United States who has to put up with this slave labor treatment," one CSEA officer told The Leader.

CSEA MEETING CALENDAR

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

April
7—Special Regional Officers Committee meeting, 1 p.m., CSEA Headquarters, Albany.
7—Vince Alosi Retirement party, dinner, 7 p.m., Logan's, 1420 Scottsville Rd., Rochester.
8—Long Island Conference meeting, 12 noon, Bronco Charlie's, Oceanside, L.I.
10—New York City chapter general membership meeting, 6:30 p.m., Rooms 1 & 2, 80 Centre St., Manhattan.
14—Syracuse State School dinner-dance for retirees, 6:30 p.m., Country Inn, Batavia, N.Y.
14—Town of No. Hempstead unit annual dinner-dance, Leonard's, Great Neck, L.I.
16—18—Tri-Conference Workshop (Long Island, Metropolitan, Southern), Kutsher's, Monticello.
21-22—Central Conference meeting, Holiday Inn, Cortland.
29—New York City chapter workshop, Concord, Kiamesha Lake.

May
4—10—New York City chapter general membership meeting, 5:30 p.m., Rooms 1 & 2, 80 Centre St., Manhattan.
15—Syracuse State School dinner-dance for retirees, 6:30 p.m., Country Inn, Batavia, N.Y.
15—16—Tri-Conference Workshop (Long Island, Metropolitan, Southern), Kutsher's, Monticello.
21-22—Central Conference meeting, Holiday Inn, Cortland.
29—New York City chapter workshop, Concord, Kiamesha Lake.
25 New State Jobs
Filing Until May 1

A new group of open-competitive titles having May 1 deadlines has been released by the State. Tax collector and school resource officer positions expected to hold the greatest appeal.

The titles are divided into categories based on the type of exam planned. Of these, 16 posts written exam; two, an examination of training and experience. The remaining eight titles involve oral tests, scheduled for May 1.

The Leader provides details on filing procedure in column 5, listing the various regional State Civil Service Department offices. The titles for which June 3 written tests are pending include:

- Chief, bureau of child development ($11,785), one vacancy with Education Department.
- Consultant on urban education programs ($26,413), one vacancy with Education Department.
- Demographer, associate ($14,915), one vacancy with Office of Planning Services.
- Economist, principal ($15,435), one vacancy with Department of Public Service.
- Manpower programs coordinator, associate ($14,215), several vacancies with Mental Hygiene Department.
- Research analyst—insurance, senior ($16,145), one vacancy with Insurance Department.
- Research analyst—water resources, senior ($16,145), one vacancy with Environmental Conservation Department.

Bounting out the May 1 deadline groups are the titles of industrial foreman ($9,167), assistant industrial foreman ($8,600), several vacancies with Public Service Dept. Both titles have with the Department of Correctional Services and rate candidates on training and experience alone. The May 1 date refers to "initial review," says the State. Applications gotten after May 1 my be reviewed if vacancies still exist.

SUPPORT THE ATTICA FAMILY MEMORIAL FUND
ATTICA, N.Y. 14010

Look! for this GE Portable

Model P2790

Sounding pocket radio with GE quality built in.
- Gold-state circuitry for dependable performance.
- Quick, direct dial tuning. Turn dial for tuning.
- Battery-saver circuit. Low battery indication.
- Gift pack includes radio, Volt battery, carry strap.

FAMILY MEMORIAL FUND

FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City should file applications with the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 8 a.m. and 5 p.m. Special hours for Thursdays are 8:30 a.m. to 5:30 p.m.

Those interested in applying must include a stamped, self-addressed envelope, to be mailed to the Department at least five days before the deadline.

Subway applicants can reach the filing office via the IND (Chambers St.), BMT (Coney Island–Stillwell Ave.), and BMT (Coney Island–Stillwell Ave. (Chambers St.)). For advance information on titles, call 566-3700.

Several City agencies do their own recruiting and hiring. They include: Board of Education, 65 Court St., Brooklyn 11201, phone: 566-3700; Board of Higher Education, 535 E. 86th St., New York 21201, phone: 566-2141; Health Planning Advisory Corp., 125 Worth St., New York 10007, phone: 566-2000; NYC Transit Authority, 370 Jay St., Brooklyn 11201, phone: 488-5900.

Various State Employment Services' agencies can provide information, but not by mail.

Judicial Conference jobs are filled at 270 Broadway, New York 10007, phone: 566-4141. Port Authority jobseekers should contact their offices at 111 Eighth Ave., New York, phone: 628-7600.

STATE—Regional offices of the Department of Civil Service are located at: 1350 Ave. of the Americas, New York 10019, phone: 758-8811; State Office Campus, Albany 12226; Suite 14-200, 750 1 W. Genessee St., Buffalo 14202. Applicants may obtain announcements either in person or by mail.

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

OVERSEAS JOBS

High Pay, Benefits. No Taxes. Married and Single Status

(212) 682-1043
INTERNATIONAL RECRUITMENTS LTD.
501 Fifth Ave., Suite 604
New York City

1972 TOYOTAS
- LARGEST INVENTORY
- NO TOURS OR TRAVEL ANGRY COST
- NO WAITING PANTANG-MAKERS LIMITED
- LIMITED EDITION
- CHOICE
- FIVE TOWN TOYOTA
285 BURNSIDE AVE., LAFAYETTE, N.J. (516) 239-6636
SALES • SERVICE • PARTS
Mon.-Thurs. 9-9, Fri. 9-6
(TOOR THE CENTER FROM KORVELT)
Issue: Out-of-Title Work

Hint Job Action By Caseworkers

A referendum on possible job action by Social Service Employees Union members will be proposed at the union's next delegate meeting scheduled for April 6.

The demand for job action, according to Local 371 vice-president John Talbot, grows out of City inaction on its pledge to hire more income maintenance specialists to relieve caseworkers now doing out-of-title work.

Local 371 represents some 1,400 Social Service Department caseworkers citywide, as well as nearly 1,100 employees in departmental clerical positions.

Talbot contends that when the City reorganized the Department last October, many of his caseworkers were shunted into income maintenance roles, abandoning their traditional field casework. Negotiations between the City and Local 371 were then initiated. But current City practice is to hire only about 300 income maintenance specialists.

The union's position, which was endorsed by the City, calls for hiring 250 new specialists per year, beginning this year.

The union's delegate meeting will occur at the union's offices on May 2.

Receives Puppeteers; Practical Scheduled

An animation recruitment drive for puppeteers will open April 8 and continue for six weeks through April 25. For the $8.100 title is being conducted by the Parks, Recreation and Cultural Affairs Administration. Candidates must have an associate's degree in puppetry or similar field.

One incident that precipitated the recruitment drive was the union's position, which was endorsed by the City, calls for hiring 250 new specialists per year, beginning this year.

The union's delegate meeting will occur at the union's offices on May 2.

Recruitment

Practical Schedules

An animation recruitment drive for puppeteers will open April 8 and continue for six weeks through April 25. For the $8.100 title is being conducted by the Parks, Recreation and Cultural Affairs Administration. Candidates must have an associate's degree in puppetry or similar field.

One incident that precipitated the recruitment drive was the union's position, which was endorsed by the City, calls for hiring 250 new specialists per year, beginning this year.

The union's delegate meeting will occur at the union's offices on May 2.

Recruitment

Practical Schedules

An animation recruitment drive for puppeteers will open April 8 and continue for six weeks through April 25. For the $8.100 title is being conducted by the Parks, Recreation and Cultural Affairs Administration. Candidates must have an associate's degree in puppetry or similar field.

One incident that precipitated the recruitment drive was the union's position, which was endorsed by the City, calls for hiring 250 new specialists per year, beginning this year.

The union's delegate meeting will occur at the union's offices on May 2.

Recruitment

Practical Schedules

An animation recruitment drive for puppeteers will open April 8 and continue for six weeks through April 25. For the $8.100 title is being conducted by the Parks, Recreation and Cultural Affairs Administration. Candidates must have an associate's degree in puppetry or similar field.

One incident that precipitated the recruitment drive was the union's position, which was endorsed by the City, calls for hiring 250 new specialists per year, beginning this year.

The union's delegate meeting will occur at the union's offices on May 2.

Recruitment

Practical Schedules
How To End The Strike

A group of public employees are preparing to strike in an effort to secure a fair contract. The strike is scheduled to begin on April 15th, and is expected to last for at least one week. The employees are seeking a 10% wage increase, which they say is necessary to keep up with the cost of living.

The administration has offered a 5% wage increase, which the employees reject as insufficient. They are demanding a contract that reflects the changing economic conditions and the needs of their families.

The strike is expected to have a significant impact on public services, as many employees will be absent from work. The administration has urged the employees to consider the impact of their actions on the community and to work with them to find a mutually acceptable contract.

The strike is also expected to have political implications, as it is likely to be used as a thorn in the side of the Democratic Party, which has been in power for many years.

The strike is expected to be settled outside of the courts, as the employees are demanding changes that are not currently protected by law. They are seeking the recognition of employee unions and the implementation of grievance procedures that are fair and impartial.

The employees are also demanding the right to engage in collective bargaining and to have a say in the decisions that affect their lives. They are seeking a contract that respects their rights and their contributions to the community.

The administration has offered to negotiate, but the employees have rejected their offers as insufficient. They are seeking a contract that reflects their needs and their contributions to the community.

The strike is expected to be a test of the administration's ability to respond to the demands of the employees and to the needs of the community. The employees are determined to secure a fair contract, and they are willing to fight for it.

The strike is expected to be a turning point in the relationship between the employees and the administration. The employees are seeking a contract that reflects their contributions and their rights, and they are determined to fight for it.
The Real Problems Underlying Crisis

Letter to The Editor

The following letter is in reply to an editorial that appeared in the Albany Times Union. Since the paper has not yet printed the reply, I thought the CSEA membership should know that we do not let such unfavourable comment go unnoticed—especially as so crucial a time.

Well before the March 10 issue of the Times Union entitled "CSEA Contract Talks," which contained a very shallow and erroneous analysis of the current crisis facing C.S.E.A. and of the real problems underlying the situation.

The article makes reference to the State's "lavish" retirement system, and the recent call for reform by many State legislators. This turn of events is particularly ironic to rank and file civil servants, for many of them know that the very people writing the bills are the same people who are collecting the lumber noise concerning the retirement benefits that have the best retirement plan in the country. (The legislative retirement plan could be described as "lavish," considering the salaries and "Lu La's" of our senators and assembymen with a guarantee of half-pay retirement with twenty years of service. They are averaging about $12,000. State employees covered under their career plan have an average salary of $7,000 according to the latest figures available. Half of that at the end of twenty-five years is $3,125, less than one-third the average of legislators, and incidentally below poverty level subsistence. The legislators can certainly be said to be working less and enjoying it more. Small wonder that they are trying to place the blame on someone else in the need for reform.)

In the next paragraph you state that "Private industry in recent years has become increasingly complex. As a result of this increasing complexity, and because of the benefit scales that in most cases are far better than anything it can offer." If this refers to legislators and the $30,000 plus commissions you may find some agreement, but in view of the statistics quoted for the average State employee how can you make a plausible case for this statement? Your closing line about "employees who are already mostly very well paid and protected," has an added amount of credibility for those who are familiar with the facts.

"We are concerned with the State's insincerity concerning the economic features of our contract negotiations when we see that the cost escalation of the South Mall Project would have paid the entire State payroll, including operating costs for the next two years, and when the Governor admits that $200,000, 800 of the defeated Transportation Bond Issue funds was spent before it reached the voters. How would the employees of General Motors feel during these contract negotiations if they were told that the Corporation has the money that might have provided them with a rate, for fringe benefits? Would they feel they, the workers, have played an important role in the legislation for such benefits? No! and neither do we."

We wish to have the right to act responsibly on behalf of the employees we represent. It is time that the State did the same."

RICHARD W. KAGNER,
President, Capital District Conference

Need Firearms Training

Letter to The Editor

Editor, The Leader:

A daily newspaper recently had a news item regarding City Sanitation cops going back to school and "fireign" range," so says their Commissioner, Herbert El-

ish. It is interesting to note that Mr. Elash admits they never re-
cived any instruction beyond a day's practice in firearms. A spokesman stated, "They were operating on their instincts."

To put it politely, this is one heck of an admission, even for a "Fire Cop" aide to utter.

Some other quotes are: "De-
mands made on the sanitation cops have been growing in the last two years and we feel they will continue to grow. It is the right that these men be trained to handle these increased responsibilities."

These men are armed on the grounds that they need protection for guard duty, night patrols and tours through dangerous neighborhoods.

It's a shame and a political

Letters To The Editor

The Real Problems Underlying Crisis

The following letter is in reply to an editorial that appeared in the Albany Times Union. Since the paper has not yet printed the reply, I thought the CSEA membership should know that we do not let such unfavourable comment go unnoticed—especially as so crucial a time.

Well before the March 10 issue of the Times Union entitled "CSEA Contract Talks," which contained a very shallow and erroneous analysis of the current crisis facing C.S.E.A. and of the real problems underlying the situation.

The article makes reference to the State's "lavish" retirement system, and the recent call for reform by many State legislators. This turn of events is particularly ironic to rank and file civil servants, for many of them know that the very people writing the bills are the same people who are collecting the lumber noise concerning the retirement benefits that have the best retirement plan in the country. (The legislative retirement plan could be described as "lavish," considering the salaries and "Lu La's" of our senators and assembymen with a guarantee of half-pay retirement with twenty years of service. They are averaging about $12,000. State employees covered under their career plan have an average salary of $7,000 according to the latest figures available. Half of that at the end of twenty-five years is $3,125, less than one-third the average of legislators, and incidentally below poverty level subsistence. The legislators can certainly be said to be working less and enjoying it more. Small wonder that they are trying to place the blame on someone else in the need for reform.)

In the next paragraph you state that "Private industry in recent years has become increasingly complex. As a result of this increasing complexity, and because of the benefit scales that in most cases are far better than anything it can offer." If this refers to legislators and the $30,000 plus commissions you may find some agreement, but in view of the statistics quoted for the average State employee how can you make a plausible case for this statement? Your closing line about "employees who are already mostly very well paid and protected," has an added amount of credibility for those who are familiar with the facts.

"We are concerned with the State's insincerity concerning the economic features of our contract negotiations when we see that the cost escalation of the South Mall Project would have paid the entire State payroll, including operating costs for the next two years, and when the Governor admits that $200,000, 800 of the defeated Transportation Bond Issue funds was spent before it reached the voters. How would the employees of General Motors feel during these contract negotiations if they were told that the Corporation has the money that might have provided them with a rate, for fringe benefits? Would they feel they, the workers, have played an important role in the legislation for such benefits? No! and neither do we."

We wish to have the right to act responsibly on behalf of the employees we represent. It is time that the State did the same."

RICHARD W. KAGNER,
President, Capital District Conference

Need Firearms Training

Letter to The Editor

Editor, The Leader:

A daily newspaper recently had a news item regarding City Sanitation cops going back to school and "fireign" range," so says their Commissioner, Herbert El-

ish. It is interesting to note that Mr. Elash admits they never re-
cived any instruction beyond a day's practice in firearms. A spokesman stated, "They were operating on their instincts."

To put it politely, this is one heck of an admission, even for a "Fire Cop" aide to utter.

Some other quotes are: "De-
mands made on the sanitation cops have been growing in the last two years and we feel they will continue to grow. It is the right that these men be trained to handle these increased responsibilities."

These men are armed on the grounds that they need protection for guard duty, night patrols and tours through dangerous neighborhoods.

It's a shame and a political

Letters To The Editor

The Real Problems Underlying Crisis

The following letter is in reply to an editorial that appeared in the Albany Times Union. Since the paper has not yet printed the reply, I thought the CSEA membership should know that we do not let such unfavourable comment go unnoticed—especially as so crucial a time.

Well before the March 10 issue of the Times Union entitled "CSEA Contract Talks," which contained a very shallow and erroneous analysis of the current crisis facing C.S.E.A. and of the real problems underlying the situation.

The article makes reference to the State's "lavish" retirement system, and the recent call for reform by many State legislators. This turn of events is particularly ironic to rank and file civil servants, for many of them know that the very people writing the bills are the same people who are collecting the lumber noise concerning the retirement benefits that have the best retirement plan in the country. (The legislative retirement plan could be described as "lavish," considering the salaries and "Lu La's" of our senators and assembymen with a guarantee of half-pay retirement with twenty years of service. They are averaging about $12,000. State employees covered under their career plan have an average salary of $7,000 according to the latest figures available. Half of that at the end of twenty-five years is $3,125, less than one-third the average of legislators, and incidentally below poverty level subsistence. The legislators can certainly be said to be working less and enjoying it more. Small wonder that they are trying to place the blame on someone else in the need for reform.)

In the next paragraph you state that "Private industry in recent years has become increasingly complex. As a result of this increasing complexity, and because of the benefit scales that in most cases are far better than anything it can offer." If this refers to legislators and the $30,000 plus commissions you may find some agreement, but in view of the statistics quoted for the average State employee how can you make a plausible case for this statement? Your closing line about "employees who are already mostly very well paid and protected," has an added amount of credibility for those who are familiar with the facts.

"We are concerned with the State's insincerity concerning the economic features of our contract negotiations when we see that the cost escalation of the South Mall Project would have paid the entire State payroll, including operating costs for the next two years, and when the Governor admits that $200,000, 800 of the defeated Transportation Bond Issue funds was spent before it reached the voters. How would the employees of General Motors feel during these contract negotiations if they were told that the Corporation has the money that might have provided them with a rate, for fringe benefits? Would they feel they, the workers, have played an important role in the legislation for such benefits? No! and neither do we."

We wish to have the right to act responsibly on behalf of the employees we represent. It is time that the State did the same."

RICHARD W. KAGNER,
President, Capital District Conference

Need Firearms Training

Letter to The Editor

Editor, The Leader:

A daily newspaper recently had a news item regarding City Sanitation cops going back to school and "fireign" range," so says their Commissioner, Herbert El-

ish. It is interesting to note that Mr. Elash admits they never re-
cived any instruction beyond a day's practice in firearms. A spokesman stated, "They were operating on their instincts."

To put it politely, this is one heck of an admission, even for a "Fire Cop" aide to utter.

Some other quotes are: "De-
mands made on the sanitation cops have been growing in the last two years and we feel they will continue to grow. It is the right that these men be trained to handle these increased responsibilities."

These men are armed on the grounds that they need protection for guard duty, night patrols and tours through dangerous neighborhoods.

It's a shame and a political
CSEA VOTES TO TAKE POLITICAL STANDS

KIAMESHA LAKE—Civil Service Employees Assn.'s tradition of neutrality in politics became a footnote in the annals of CSEA as the special political action committee and asked the legislature to erode the abandonment of CSEA's traditional role of non-partisanship and neutrality on a statewide basis, and more active participation in both local and statewide campaigns (e.g. through endorsement, fund raising and provision of personnel and services.)

On December 22, 1971 President Wenzl wrote all state officers, members of the State Board of Directors and committee and chapter presidents regarding the necessity for innovative and progressive action in all areas of CSEA operations, including legislative and political activity. He outlined steps taken to ensure that our membership would be represented in the critical period facing CSEA.

The text below is from the president's letter:

"Since the beginning, we announced the appointment of a new and expanded Legislative Committee and asked the special political action committee to review our current legislative and political efforts. Specifically, we asked the two committees to consider various recommendations regarding abandonment of CSEA's traditional role of non-partisanship and neutrality on a statewide basis, and more active participation in both local and statewide campaigns (e.g. through endorsement, fund raising and provision of personnel and services.)"

He reported further that he was recommending to the Committee on Legislation and By-Laws Committee that they include in their report at this delegate meeting the following: they should consider the legislative and Political Action Committee to give credibility and meaning to the committee as a result of their review and recommendations of our current legislation and the development of a statewide legislative and Political Action Program and any alteration in existing policies previously adopted by the delegates.

On December 23, 1971 President Wenzl wrote all state officers, members of the State Board of Directors and committee and chapter presidents regarding our legislative and political program. He emphasized in this letter that the reports to top State and local CSEA officials a schedule for meetings among state and local officers, directors, committees and local members which occur on the first and third Monday of each month.

1. January 12, 1972 at 7:30 p.m. — Joint meeting of statewide Legislative and Political Action Committees at the Concord, N.H. State Board of Directors meeting.
2. January 23, 1972 at 9 a.m. — Statewide officers meeting.
3. February 25, 1972 at 1 p.m. — Joint meeting of statewide Legislative and Political Action Committees with delegates and conference and legislative committees.

The text below is from the president's letter:

"The committee, therefore, concluded that CSEA's current policy of non-partisanship and neutrality should be continued."

Richard Tarmey

The committee finds the advantages obtainable from organizational endorsement of any specific statewide candidate or expressed positions. It investigated the possibilities of competing labor groups and recommends the establishment of a "Pension Commission" to review all negotiated compensation and pension agreements was a further recommendation. The committee concludes that the current policy of non-partisanship and neutrality should be continued.

The bases of our current policy were therefore determined to be (1) a recognition that membership interest and desires in this field are urgent and difficult to determine accurately, (2) the Taylor Law placed emphasis on collective bargaining as the method for securing member benefit improvements. While the results of this method have been lacking, the committee refuses to abandon the approach in this field, but the vestiges of both these approaches are still retained."

CSEA first vice-president Thomas McDonough, center, in his role as chairman of the political action committee, votes to delegate a statewide meeting at the Concord, as CSEA president Theodore C. Wenzl, left, and counsel Jack C. Rice deliberate the situation.

CSEA VOTES TO TAKE POLITICAL STANDS

The text below is from the president's letter:

"The committee, therefore, concluded that CSEA's current policy of non-partisanship and neutrality should be continued."

Richard Tarmey

The committee finds the advantages obtainable from organizational endorsement of any specific statewide candidate or expressed positions. It investigated the possibilities of competing labor groups and recommends the establishment of a "Pension Commission" to review all negotiated compensation and pension agreements was a further recommendation. The committee concludes that the current policy of non-partisanship and neutrality should be continued.

The bases of our current policy were therefore determined to be (1) a recognition that membership interest and desires in this field are urgent and difficult to determine accurately, (2) the Taylor Law placed emphasis on collective bargaining as the method for securing member benefit improvements. While the results of this method have been lacking, the committee refuses to abandon the approach in this field, but the vestiges of both these approaches are still retained."

CSEA first vice-president Thomas McDonough, center, in his role as chairman of the political action committee, votes to delegate a statewide meeting at the Concord, as CSEA president Theodore C. Wenzl, left, and counsel Jack C. Rice deliberate the situation.

"The committee, therefore, concluded that CSEA's current policy of non-partisanship and neutrality should be continued."

Richard Tarmey

The committee finds the advantages obtainable from organizational endorsement of any specific statewide candidate or expressed positions. It investigated the possibilities of competing labor groups and recommends the establishment of a "Pension Commission" to review all negotiated compensation and pension agreements was a further recommendation. The committee concludes that the current policy of non-partisanship and neutrality should be continued.

The bases of our current policy were therefore determined to be (1) a recognition that membership interest and desires in this field are urgent and difficult to determine accurately, (2) the Taylor Law placed emphasis on collective bargaining as the method for securing member benefit improvements. While the results of this method have been lacking, the committee refuses to abandon the approach in this field, but the vestiges of both these approaches are still retained."

CSEA first vice-president Thomas McDonough, center, in his role as chairman of the political action committee, votes to delegate a statewide meeting at the Concord, as CSEA president Theodore C. Wenzl, left, and counsel Jack C. Rice deliberate the situation.

"The committee, therefore, concluded that CSEA's current policy of non-partisanship and neutrality should be continued."

Richard Tarmey

The committee finds the advantages obtainable from organizational endorsement of any specific statewide candidate or expressed positions. It investigated the possibilities of competing labor groups and recommends the establishment of a "Pension Commission" to review all negotiated compensation and pension agreements was a further recommendation. The committee concludes that the current policy of non-partisanship and neutrality should be continued.

The bases of our current policy were therefore determined to be (1) a recognition that membership interest and desires in this field are urgent and difficult to determine accurately, (2) the Taylor Law placed emphasis on collective bargaining as the method for securing member benefit improvements. While the results of this method have been lacking, the committee refuses to abandon the approach in this field, but the vestiges of both these approaches are still retained."

CSEA first vice-president Thomas McDonough, center, in his role as chairman of the political action committee, votes to delegate a statewide meeting at the Concord, as CSEA president Theodore C. Wenzl, left, and counsel Jack C. Rice deliberate the situation.
Statewide education committee chairman Celeste Rosenkranz discusses some points that Ter Bush and Powell executive vice-president Roger Anderson brought out when he talked to delegates at Concord about insurance.

New York State Comptroller Arthur Levitt, left, confers with statewide CSEA president Theodore C. Wendel, center, and SUNY at Buffalo chapter president Edward Dudek before the Thursday evening banquet at which Levitt addressed the delegates.

Meetings—Large and Small—Occupy Delegates at Concord

Timothy J. Mcinerney, Transportation representative to the CSEA Board of Directors, faces a full room of delegates in a departmental meeting preceding the general session.

State Senator John Flynn

Jesse Davis

Robert Carruthers

Jack Daley

"I sure appreciate this," said surprised Joseph Lochner, right, as he sought words to express his gratitude to James Welch, who presented the CSEA executive secretary with a set of mugs from the New York State Police chapter in observance of Lochner's 40 years service as a CSEA staff member.

Social committee members are, from left, front; acting chairman Mary McCarthy, Ethel Chapman, Irene Carr, Joyce Beckley, Mary Hart and Joyce Jewell; back: Edward Dudek, John Tani, Robert Carruthers, Raymond Hunter and Phil Wexler.

James Gamble, right, Conservation representative to the CSEA Board of Directors, is joined by CSEA staffer Henry Galpin as he conducts departmental meeting.
This list of 680 eligibles was established on March 23, resulted from 1,920 candidates applied for this title, which appeared on New York City Examination List, held on Feb. 27, 1971, of 3rd Qualifying Grade. This list of 680 eligibles was established on March 23, resulted from 1,920 candidates applied for this title, which appeared on New York City Examination List, held on Feb. 27, 1971, of 3rd Qualifying Grade. This list of 680 eligibles was established on March 23, resulted from 1,920 candidates applied for this title, which appeared on New York City Examination List, held on Feb. 27, 1971, of 3rd Qualifying Grade.
Retiree Committee Initiates Legislation On Pensions: Cites Membership Growth

KIAMESHA LAKE — Improved retirement benefits, recognition of retirees as “public employees” for the purpose of collective bargaining and formation of new retiree chapters throughout the State were among the major topics covered by the report of the Statewide Retirees Committee at the Civil Service Employees Assn. Delegates Meeting at the Concord here.

The report, submitted by chairman Lawrence W. Kerwin and presented to the delegates by statewide fifth vice-president Hazel G. Abrams, was framed after numerous meetings by committee members, who also included: Melba Binn, Raymond G. Castle, Charlotte Clapper, Jack De Lisi, Florence Drew, Emmett J. Durr, Clifton C. Flather, Charles A. Foster, Andrew P. Frey, John H. Foster, George P. Halbig, Andrew Hritz, John Joyce, Angelo Donato and John Tonzi.

The full report follows:

THE TEXT

The Retirees Committee wishes to express its thanks to the delegates for their kind and prompt action at the September 1971 annual meeting dealing with benefits for retirees. At this meeting the delegates approved requests for:

1. Special legislation regarding retirement of all employees who retired at least 25 years of service be raised to $4,000 per annum.
2. Provision for retirees to accept Permanent Health Insurance.
3. Providing for other benefits to be mandated by administrative provisions through Statewide negotiations pertaining to retirement cost-of-living allowances, re-employment in State or local government services and improvements in dental, medical and health insurance.

As a result of your actions on the above matters, the Committee has initiated the following legislative bills introduced:

1. S.3347—To provide that “O” option retirement allowances of all employees who retired at least 25 years of service be raised to $4,000 per annum.
2. A.3449—To provide that counsel to provide permanent health insurance.
3. S.3347, A.3449—To provide for amendments to the Taylor Law to include retirees within the definition of “public employees” for the purpose of providing them with the right to collective bargaining.

Legislation is being drawn by counsel to provide permanent cost-of-living increases for retirees who retired prior to April 1, 1970, to be used to increase their retirement benefits.

Wade (Pete) Granell, center, who is retiring to Florida. A sendoff party was held on April 1, 1972, at 1 p.m. Your statewide committee has been actively cooperating in all of the above organization endeavors.

In cooperation with Headquarters staff, the Committee has arranged for the presentation of the Classification Review, an Auto and Homeowner’s Insurance for all retired members. Also the Committee is working on providing additional cash indemnity hospitalization insurance for all retirees chapters of the Civil Service Employees Association, being authorized for membership at Central Islip Hospital on April 1, 1972, at 1 p.m.

Your statewide committee has been actively cooperating in all of the above organization endeavors.

A special committee for the Capital District area chapter is working on a housing development for retirees and their families. A survey of all retirees of the Capital District chapter will be conducted to obtain information needed to determine interest in such a project, including type of housing desired, location, and number of retirees interested. The Committee is also working on the present time, a method of providing payroll deduction authorization for membership dues. We are presently working with the Comptroller’s Office on this and other types of payroll deduction.

Gowanda’s Mary And Harry Spire Retire

GOWANDA — When Mary and Harry Spire retire, they will be among the “simple, common, community-minded, church-going people,” they underrate themselves, for few people become as actively involved in community, church and union activities as this modest couple.

Together they have devoted 25 years to State service, but a good many more years to serving mankind.

Spire has been a 24-year employee in the maintenance department at Gowanda State Hospital as a carpenter. His wife has been employed there for 15 years as an occupational therapist.

Her enthusiasm carried over to Harry, who has been the maintenance representative in the chapter board for six years and a statewide delegate for the past four years. Both Spire attended the delegates meeting last month at the Concord.

Harry is not a latecomer to community activities. He has participated for the past 25 years with the Boy Scouts at the local, (Erie) county and area levels. Mary has been active with Girl Scouts and the Cataract County Home Extension. He is also president of the Holy Name Society at St. Joseph’s Church in Gowanda.

The Spire’s have also had their share of attention from this charming couple. Harry’s 20-year avocation has been gardening, particularly roses. For a number of years, his garden was used as a test area for a major rose grower. Mary teaches leathercraft.

All this is not to say that they are mere housewives. The first item on their retirement agenda is a vacation to Hawaii. After 45 years of marriage, two children and four grandchildren, the Spire’s have a lot of good will to share with the rest of the world.

HARRY and MARY SPIRE

LONG ISLAND MEETING — Civil Service Employees Assn. retirees on Long Island gathered last week at Central Islip Hospital for an exploratory meeting on the advisability of forming a retirees chapter. Statewide CSEA fifth vice-president Hazel Abrams, second from left, was on hand to bring attendees up to date on current benefits available to retirees and to lead discussion on other needs. Here she is joined by Mary Rabitt and Lawrence Martinson, both retired from Central Islip State Hospital, and by Mike Murphy, right, who also serves on the statewide retirees committee.

Three Retire From Reg. 10

(From Leader Correspondent)

BABYLON—Three retirees from Region 10, Department of Transportation got the sendoff treatment at Barnebille’s restaurant, Lindenhurst, March 16. They were Maximilian Smith, Paul Hrusas and Jack Keene. Among the crowd were Walter Libeskind, Ralph Condil and Thomas Gibbons of the executive staff and Joseph Gambino, president of the Region 10 chapter of the Civil Service Employees Assn.

Smith had been an highway maintenance foreman at the Melville garage. Hrusas had been general foreman at the Bollon garage. Keene was an engineer at the Melville yard.

Recipe To Advance

Here dietitian hopefuls in quest of that promotional title will compete on a written exam April 15, the key answers of which will be published in The Leader.

FLORIDA-BOUND — Stony Brook University CSEA chapter scrap and a snow shovel were presented recently to Joseph (Pete) Granell, center, who is retiring to Florida. A sendoff party was attended by about 40 friends and co-workers, including chapter president Albert J. Vazquez, right, and CSEA field representative Nicholas Pollicino. Granell attended the university for seven years on a carpenter. Among the farewell gifts was a snow shovel bearing the signatures of his friends.
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
TELEPHONE: 754-1144

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 HIP, HIP has now confirmed that it is 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 of HIP requests 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.

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 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 requests 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.

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 injury.

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

LABORATORY PROCEDURES. Laboratory procedures, especially fasting blood workups, which are ordered by the member's medical group of record, may be arranged by any HIP group. This important benefit makes it possible for a subscriber to select a center that is convenient and readily accessible when tests are required.

The Subscriber Service Department at 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.

LEGAL NOTICE

FILE NO. 1641, 1972—LEGAL NOTICE

FOR ALL PERSONS OF AGE, both male and female, residing within the CITY AND STATE OF NEW YORK, by the Grace of God, Free, Independent, and Sovereign City and State, under the Acts of Assembly, Chapter 2, Section 5, of the New York State Legislature, for the purpose of providing medical care and assistance to such persons as may be necessary, hereby give notice of the availability of a new program offered by the HIP Health Maintenance Organization, which provides for the delivery of comprehensive health services through our prepaid group practice plan.

HIP is an prepaid group practice plan that offers a wide range of benefits including:

- Coverage for preventive care services
- Hospitalization and surgical care
- Medical and surgical care
- Dental care
- Prescription drugs
- Mental health services
- Weekly seminars and lectures on health topics

HIP is designed to provide comprehensive health care services to its members at an affordable cost. HIP offers a variety of plans to meet the needs of individuals, families, and businesses. HIP membership is open to anyone who resides in the New York City area.

HIP Membership:

- HIP offers a variety of plans to meet the needs of individuals, families, and businesses.
- HIP membership is open to anyone who resides in the New York City area.
- HIP provides affordable health care services.

HIP Health Maintenance Organization

New York City, New York

Sincerely,

[Signature]

President, HIP Health Maintenance Organization

(Continued from Page 15)
On March 24th around 7:45 a.m., my sister who lives in Valley Cottage, N.Y., phoned 17-year-old Richard Macaylo, a neighbor, and asked him to drop over after school to perform a few chores. He said he would be happy to do so. 

The tragic irony of this whole affair is that the head of the bus was Fireman Joseph Larkin of Engine Company 84. When his name is mentioned, everyone seems either to lapse into embarrassed silence or instantly to cry out for his blood, his police, his prosecutor, his judge and jury as people these days seem to do. No matter what the findings of the investigative prove to be, there is one man which stands out from the crowd, a man who is so little understood that even his friends think he is a firelighter. 

The job of a Brooklyn firefighter to rescue Lien, William Harold of England, was to slide the rope into the hold to the bottom of the hold. Lieutenant Parfait was joined by Fireman Price Harvill of Engine 131; and together they rigged a "stokes basket" for the injured fellow officer. Lieutenant Harold sustained a broken elbow and pelvis and will be in Long Island College Hospital, Brooklyn, for at least a month. Send him plenty of cards to cheer him up.

Congratulations to Ken Fisher, Bronx Dispositor No. 56, who has just been notified by UPA map. Mike Mayo that he has received a special award for his photo showing Fireman Croce of Rescue 3 rescuing a nine-month-old baby from a basement of a house which was in the rear of a Brooklyn freighter to rescue Lien, William Harold of England, was to slide the rope into the hold to the bottom of the hold. Lieutenant Parfait was joined by Fireman Price Harvill of Engine 131; and together they rigged a "stokes basket" for the injured fellow officer. Lieutenant Harold sustained a broken elbow and pelvis and will be in Long Island College Hospital, Brooklyn, for at least a month. Send him plenty of cards to cheer him up.

Congratulations to Pat McCormick, an up-and-coming freelance photographer with a great love of the firefighter and the hardware, and his shot of a firefighter in a state of despair in the hold of Ladder 66. Send him a card to cheer him up.

The scholarship is to be awarded to a current student who has been notified by the record of the 20 models with prices starting at $2,000.00. More Congrats to Fireman Val Morrisett of 33 Truck for bringing down eight people at Popham and 175th St., the Bronx. One woman, intent on jumping, was physically prevented from doing so by its masterful use of the aerial ladder at which he is a master. Well done, Val!

The following are the 37 police probationary patrolmen who were made, effective March 30: John J. Latrani, Joseph T. Mazur, Joseph J. Melito, Stephen R. Powers, Vincent A. Pozzolano, John J. Ward. 

The most important change, according to New York State Civil Service Commission officials, is the granting of contingent permanent status, and the granting of contingent permanent status is accorded all the rights of a permanent employee, including the accumulation of seniority credits and the option to take promotional examinations. Formally, provisions are made to fill such vacancies (military, maternity leave, etc.) were made only on a temporary basis.

The Administrative Board also ruled that, in the area of probationary officers, an employee who has been given a "probationary period" of more than 1 year, in order to keep the provisions for service from more than nine months. 

The Board also formalized the procedure for accepting employee applications in the event of a new promotional exam be ordered, opening this procedure as well to "certified employee examinations."

On page 45 it appears that Mr. Thayer also received a similar award. (Ed Note: Thayer has just been notified by UPA map that he has received a special award for his photo showing Fireman Croce of Rescue 3 rescuing a nine-month-old baby from a basement of a house which was in the rear of a Brooklyn freighter to rescue Lien, William Harold of England, was to slide the rope into the hold to the bottom of the hold. Lieutenant Parfait was joined by Fireman Price Harvill of Engine 131; and together they rigged a "stokes basket" for the injured fellow officer. Lieutenant Harold sustained a broken elbow and pelvis and will be in Long Island College Hospital, Brooklyn, for at least a month. Send him plenty of cards to cheer him up.

The scholarship is to be awarded to a current student who has been notified by the record of the 20 models with prices starting at $2,000.00. More Congrats to Fireman Val Morrisett of 33 Truck for bringing down eight people at Popham and 175th St., the Bronx. One woman, intent on jumping, was physically prevented from doing so by its masterful use of the aerial ladder at which he is a master. Well done, Val!

The following are the 37 police probationary patrolmen who were made, effective March 30: John J. Latrani, Joseph T. Mazur, Joseph J. Melito, Stephen R. Powers, Vincent A. Pozzolano, John J. Ward. 

The most important change, according to New York State Civil Service Commission officials, is the granting of contingent permanent status, and the granting of contingent permanent status is accorded all the rights of a permanent employee, including the accumulation of seniority credits and the option to take promotional examinations. Formally, provisions are made to fill such vacancies (military, maternity leave, etc.) were made only on a temporary basis.

The Administrative Board also ruled that, in the area of probationary officers, an employee who has been given a "probationary period" of more than 1 year, in order to keep the provisions for service from more than nine months.

The Board also formalized the procedure for accepting employee applications in the event of a new promotional exam be ordered, opening this procedure as well to "certified employee examinations."

The scholarship is to be awarded to a current student who has been notified by the record of the 20 models with prices starting at $2,000.00. More Congrats to Fireman Val Morrisett of 33 Truck for bringing down eight people at Popham and 175th St., the Bronx. One woman, intent on jumping, was physically prevented from doing so by its masterful use of the aerial ladder at which he is a master. Well done, Val!

The following are the 37 police probationary patrolmen who were made, effective March 30: John J. Latrani, Joseph T. Mazur, Joseph J. Melito, Stephen R. Powers, Vincent A. Pozzolano, John J. Ward. 

The most important change, according to New York State Civil Service Commission officials, is the granting of contingent permanent status, and the granting of contingent permanent status is accorded all the rights of a permanent employee, including the accumulation of seniority credits and the option to take promotional examinations. Formally, provisions are made to fill such vacancies (military, maternity leave, etc.) were made only on a temporary basis.

The Administrative Board also ruled that, in the area of probationary officers, an employee who has been given a "probationary period" of more than 1 year, in order to keep the provisions for service from more than nine months.

The Board also formalized the procedure for accepting employee applications in the event of a new promotional exam be ordered, opening this procedure as well to "certified employee examinations."

The scholarship is to be awarded to a current student who has been notified by the record of the 20 models with prices starting at $2,000.00. More Congrats to Fireman Val Morrisett of 33 Truck for bringing down eight people at Popham and 175th St., the Bronx. One woman, intent on jumping, was physically prevented from doing so by its masterful use of the aerial ladder at which he is a master. Well done, Val!

The following are the 37 police probationary patrolmen who were made, effective March 30: John J. Latrani, Joseph T. Mazur, Joseph J. Melito, Stephen R. Powers, Vincent A. Pozzolano, John J. Ward. 

The most important change, according to New York State Civil Service Commission officials, is the granting of contingent permanent status, and the granting of contingent permanent status is accorded all the rights of a permanent employee, including the accumulation of seniority credits and the option to take promotional examinations. Formally, provisions are made to fill such vacancies (military, maternity leave, etc.) were made only on a temporary basis.

The Administrative Board also ruled that, in the area of probationary officers, an employee who has been given a "probationary period" of more than 1 year, in order to keep the provisions for service from more than nine months.

The Board also formalized the procedure for accepting employee applications in the event of a new promotional exam be ordered, opening this procedure as well to "certified employee examinations."

The scholarship is to be awarded to a current student who has been notified by the record of the 20 models with prices starting at $2,000.00. More Congrats to Fireman Val Morrisett of 33 Truck for bringing down eight people at Popham and 175th St., the Bronx. One woman, intent on jumping, was physically prevented from doing so by its masterful use of the aerial ladder at which he is a master. Well done, Val!

The following are the 37 police probationary patrolmen who were made, effective March 30: John J. Latrani, Joseph T. Mazur, Joseph J. Melito, Stephen R. Powers, Vincent A. Pozzolano, John J. Ward. 

The most important change, according to New York State Civil Service Commission officials, is the granting of contingent permanent status, and the granting of contingent permanent status is accorded all the rights of a permanent employee, including the accumulation of seniority credits and the option to take promotional examinations. Formally, provisions are made to fill such vacancies (military, maternity leave, etc.) were made only on a temporary basis.

The Administrative Board also ruled that, in the area of probationary officers, an employee who has been given a "probationary period" of more than 1 year, in order to keep the provisions for service from more than nine months.

The Board also formalized the procedure for accepting employee applications in the event of a new promotional exam be ordered, opening this procedure as well to "certified employee examinations."

The scholarship is to be awarded to a current student who has been notified by the record of the 20 models with prices starting at $2,000.00. More Congrats to Fireman Val Morrisett of 33 Truck for bringing down eight people at Popham and 175th St., the Bronx. One woman, intent on jumping, was physically prevented from doing so by its masterful use of the aerial ladder at which he is a master. Well done, Val!

The following are the 37 police probationary patrolmen who were made, effective March 30: John J. Latrani, Joseph T. Mazur, Joseph J. Melito, Stephen R. Powers, Vincent A. Pozzolano, John J. Ward. 

The most important change, according to New York State Civil Service Commission officials, is the granting of contingent permanent status, and the granting of contingent permanent status is accorded all the rights of a permanent employee, including the accumulation of seniority credits and the option to take promotional examinations. Formally, provisions are made to fill such vacancies (military, maternity leave, etc.) were made only on a temporary basis.

The Administrative Board also ruled that, in the area of probationary officers, an employee who has been given a "probationary period" of more than 1 year, in order to keep the provisions for service from more than nine months.

The Board also formalized the procedure for accepting employee applications in the event of a new promotional exam be ordered, opening this procedure as well to "certified employee examinations."

The scholarship is to be awarded to a current student who has been notified by the record of the 20 models with prices starting at $2,000.00. More Congrats to Fireman Val Morrisett of 33 Truck for bringing down eight people at Popham and 175th St., the Bronx. One woman, intent on jumping, was physically prevented from doing so by its masterful use of the aerial ladder at which he is a master. Well done, Val!
CONFERENCES PREPARE FOR WORST

By mandate of the delegate body of the Civil Service Employees Assn. all six CSEA conferences met on Monday, March 27 to prepare for the possibility of a job action in the event that the Association contract remained unsettled.

Although Ernest Wagner's Capital District Conference had already scheduled its regular bi-monthly meeting for that date, the other five conference presidents had to call emergency sessions for the sole purpose of discussing the crisis.

Essentially, the conferences set up their own chains of command to keep members informed. For example, Nicholas Puzziferri's Southern Conference established the Holiday Inn in Middletown as its command headquarters, with regional field supervisor Thomas Luposello taking charge during the crisis. George Koch's Long Island Conference designated CSEA headquarters in Smithtown as its control center, commanded by regional field supervisor Edwin Cleary.

Metropolitan

New York City regional field supervisor William Farrell outlines procedures to be followed in event State fails to settle contract with CSEA. From left are Metropolitan Conference treasurer Michael Seivek, regional attorney Stanley Mailman, Conference first vice-president Jack Weisz (partially hidden), Conference president Randolph V. Jacobs, Conference secretary Edna Percoco and second vice-president Phillip Wexler.

Central

Central Conference first vice-president Floyd Peashey answers one of the many questions asked by members attending the meeting in Syracuse. Questions at meeting dealt with many topics, particularly status of negotiations, "job action" plans and procedures. Charles Ecker considered meeting "excellent," adding "we accomplished a lot." One official said "county workers are fully supporting State employees."

Southern

Regional field supervisor Thomas Luposello, Southern Conference president Nicholas Puzziferri and Conference vice-president James Lennon get together to go over plans formulated at Conference meeting in Frischkill. Meeting, attended by some 90 people representing 24 chapters, set up command post at Holiday Inn in Middletown with a hot line for communications to keep Conference members abreast of developments.

Capital District

James Welch, Executive Department representative to the Board of Directors, helps Santa Orsino, secretary of the Tax and Finance chapter, on with her coat as Capital District Conference first vice-president Jack Dougherty waits. The threesome had to leave the meeting early in order to return to Unit negotiations which were slated to resume during the evening. Other delegates, in background, continue discussion on contract.

Long Island

Fieldman Nick Pellicino, right, is surrounded during break in Long Island Conference meeting to answer questions by, from left, Betty Dore, Vic Ruggi and Al Castaldi, all of SUNY at Stony Brook. The emergency meeting, held at Bethpage State Park Clubhouse, was called to enable Conference member chapters to coordinate their efforts in the event a showdown with the State became necessary in the current State contract negotiations.

Western

In foreground, someone holds up brochure entitled "You Have a Lot to Lose," as Western Conference leaders and fieldmen crowd doorway in emergency meeting of Western Conference. Seated at desk is regional field supervisor James Powers and, to his immediate right, Conference president John Adamski. The brochure features material that CSEA has been running in newspaper ads in order to alert the membership of the crisis.
STONY BROOK—In a letter to Jurgen Krause, chairman of the Stony Brook University management negotiation team, the Stony Brook CSEA negotiation team said that some good might have occurred through the mutual discussions, but the negative attitude displayed during the entire negotiation by the administration leaves us no recourse.

The action taken by the management team issues again demonstrates that some good might have occurred through the mutual discussions, but the negative attitude displayed during the entire negotiation by the administration leaves us no recourse.

Our letter may seem quite negative, but we feel it is necessary to state our position.

Our letter may seem quite negative, but we feel it is necessary to state our position.

The negotiating team consists of: Rocco Varacchi, Elizabeth Greenfield of the university administration, Gerald Lenox of the office of the chancellor, which is the institution and Alfred Cassad of the CSEA, assisted by field representative Nicholas Polizzi.

Negative Attitude

The essentially negative attitude of management became more pronounced with each meeting. Varacchi said, the team felt that the problems were so inescapable that a decision had to be made.

On Dec. 12 a tentative agreement was reached, but on Dec. 19 the administrator presented a document supposedly representing the language of the agreement which the negotiating team wanted to be reviewed by the commission on management.

The team immediately objected to the terms and language of the document. Elia said that if the document had been agreed to by the team.

The team went two additional months to try to improve the document, but it had not been agreed to by the team.

For Information

The dispute boiled down to two questions:

1. Institute a "buddy system."  
2. CSEA representation on committees pertaining to labor.

The administration insisted on both of these questions. The negotiating team felt that the problems were so inescapable that a decision had to be made.

The negotiating team immediately objected to the terms and language of the document.

The letter was signed by Albert E. Varacchi, Elizabeth Greenfield of the university administration, Gerald Lenox of the office of the chancellor, which is the institution and Alfred Cassad of the CSEA, assisted by field representative Nicholas Polizzi.

Negative Attitude

The essentially negative attitude of management became more pronounced with each meeting. Varacchi said, the team felt that the problems were so inescapable that a decision had to be made.

On Dec. 12 a tentative agreement was reached, but on Dec. 19 the administrator presented a document supposedly representing the language of the agreement which the negotiating team wanted to be reviewed by the commission on management.

The team immediately objected to the terms and language of the document. Elia said that if the document had been agreed to by the team.

The team went two additional months to try to improve the document, but it had not been agreed to by the team.

For Information

The dispute boiled down to two questions:

1. Institute a "buddy system."  
2. CSEA representation on committees pertaining to labor.

The administration insisted on both of these questions. The negotiating team felt that the problems were so inescapable that a decision had to be made.

The letter was signed by Albert E. Varacchi, Elizabeth Greenfield of the university administration, Gerald Lenox of the office of the chancellor, which is the institution and Alfred Cassad of the CSEA, assisted by field representative Nicholas Polizzi.

Negative Attitude

The essentially negative attitude of management became more pronounced with each meeting. Varacchi said, the team felt that the problems were so inescapable that a decision had to be made.

On Dec. 12 a tentative agreement was reached, but on Dec. 19 the administrator presented a document supposedly representing the language of the agreement which the negotiating team wanted to be reviewed by the commission on management.

The team immediately objected to the terms and language of the document. Elia said that if the document had been agreed to by the team.

The team went two additional months to try to improve the document, but it had not been agreed to by the team.

For Information

The dispute boiled down to two questions:

1. Institute a "buddy system."  
2. CSEA representation on committees pertaining to labor.

The administration insisted on both of these questions. The negotiating team felt that the problems were so inescapable that a decision had to be made.

The letter was signed by Albert E. Varacchi, Elizabeth Greenfield of the university administration, Gerald Lenox of the office of the chancellor, which is the institution and Alfred Cassad of the CSEA, assisted by field representative Nicholas Polizzi.

Negative Attitude

The essentially negative attitude of management became more pronounced with each meeting. Varacchi said, the team felt that the problems were so inescapable that a decision had to be made.

On Dec. 12 a tentative agreement was reached, but on Dec. 19 the administrator presented a document supposedly representing the language of the agreement which the negotiating team wanted to be reviewed by the commission on management.

The team immediately objected to the terms and language of the document. Elia said that if the document had been agreed to by the team.

The team went two additional months to try to improve the document, but it had not been agreed to by the team.

For Information

The dispute boiled down to two questions:

1. Institute a "buddy system."  
2. CSEA representation on committees pertaining to labor.

The administration insisted on both of these questions. The negotiating team felt that the problems were so inescapable that a decision had to be made.

The letter was signed by Albert E. Varacchi, Elizabeth Greenfield of the university administration, Gerald Lenox of the office of the chancellor, which is the institution and Alfred Cassad of the CSEA, assisted by field representative Nicholas Polizzi.

Negative Attitude

The essentially negative attitude of management became more pronounced with each meeting. Varacchi said, the team felt that the problems were so inescapable that a decision had to be made.

On Dec. 12 a tentative agreement was reached, but on Dec. 19 the administrator presented a document supposedly representing the language of the agreement which the negotiating team wanted to be reviewed by the commission on management.

The team immediately objected to the terms and language of the document. Elia said that if the document had been agreed to by the team.

The team went two additional months to try to improve the document, but it had not been agreed to by the team.

For Information

The dispute boiled down to two questions:

1. Institute a "buddy system."  
2. CSEA representation on committees pertaining to labor.

The administration insisted on both of these questions. The negotiating team felt that the problems were so inescapable that a decision had to be made.

The letter was signed by Albert E. Varacchi, Elizabeth Greenfield of the university administration, Gerald Lenox of the office of the chancellor, which is the institution and Alfred Cassad of the CSEA, assisted by field representative Nicholas Polizzi.

Negative Attitude

The essentially negative attitude of management became more pronounced with each meeting. Varacchi said, the team felt that the problems were so inescapable that a decision had to be made.

On Dec. 12 a tentative agreement was reached, but on Dec. 19 the administrator presented a document supposedly representing the language of the agreement which the negotiating team wanted to be reviewed by the commission on management.

The team immediately objected to the terms and language of the document. Elia said that if the document had been agreed to by the team.

The team went two additional months to try to improve the document, but it had not been agreed to by the team.

For Information

The dispute boiled down to two questions:

1. Institute a "buddy system."  
2. CSEA representation on committees pertaining to labor.

The administration insisted on both of these questions. The negotiating team felt that the problems were so inescapable that a decision had to be made.

The letter was signed by Albert E. Varacchi, Elizabeth Greenfield of the university administration, Gerald Lenox of the office of the chancellor, which is the institution and Alfred Cassad of the CSEA, assisted by field representative Nicholas Polizzi.

Negative Attitude

The essentially negative attitude of management became more pronounced with each meeting. Varacchi said, the team felt that the problems were so inescapable that a decision had to be made.

On Dec. 12 a tentative agreement was reached, but on Dec. 19 the administrator presented a document supposedly representing the language of the agreement which the negotiating team wanted to be reviewed by the commission on management.

The team immediately objected to the terms and language of the document. Elia said that if the document had been agreed to by the team.

The team went two additional months to try to improve the document, but it had not been agreed to by the team.

For Information

The dispute boiled down to two questions:

1. Institute a "buddy system."  
2. CSEA representation on committees pertaining to labor.

The administration insisted on both of these questions. The negotiating team felt that the problems were so inescapable that a decision had to be made.

The letter was signed by Albert E. Varacchi, Elizabeth Greenfield of the university administration, Gerald Lenox of the office of the chancellor, which is the institution and Alfred Cassad of the CSEA, assisted by field representative Nicholas Polizzi.

Negative Attitude

The essentially negative attitude of management became more pronounced with each meeting. Varacchi said, the team felt that the problems were so inescapable that a decision had to be made.

On Dec. 12 a tentative agreement was reached, but on Dec. 19 the administrator presented a document supposedly representing the language of the agreement which the negotiating team wanted to be reviewed by the commission on management.

The team immediately objected to the terms and language of the document. Elia said that if the document had been agreed to by the team.

The team went two additional months to try to improve the document, but it had not been agreed to by the team.

For Information

The dispute boiled down to two questions:

1. Institute a "buddy system."  
2. CSEA representation on committees pertaining to labor.

The administration insisted on both of these questions. The negotiating team felt that the problems were so inescapable that a decision had to be made.

The letter was signed by Albert E. Varacchi, Elizabeth Greenfield of the university administration, Gerald Lenox of the office of the chancellor, which is the institution and Alfred Cassad of the CSEA, assisted by field representative Nicholas Polizzi.

Negative Attitude

The essentially negative attitude of management became more pronounced with each meeting. Varacchi said, the team felt that the problems were so inescapable that a decision had to be made.

On Dec. 12 a tentative agreement was reached, but on Dec. 19 the administrator presented a document supposedly representing the language of the agreement which the negotiating team wanted to be reviewed by the commission on management.

The team immediately objected to the terms and language of the document. Elia said that if the document had been agreed to by the team.

The team went two additional months to try to improve the document, but it had not been agreed to by the team.

For Information

The dispute boiled down to two questions:

1. Institute a "buddy system."  
2. CSEA representation on committees pertaining to labor.

The administration insisted on both of these questions. The negotiating team felt that the problems were so inescapable that a decision had to be made.

The letter was signed by Albert E. Varacchi, Elizabeth Greenfield of the university administration, Gerald Lenox of the office of the chancellor, which is the institution and Alfred Cassad of the CSEA, assisted by field representative Nicholas Polizzi.

Negative Attitude

The essentially negative attitude of management became more pronounced with each meeting. Varacchi said, the team felt that the problems were so inescapable that a decision had to be made.

On Dec. 12 a tentative agreement was reached, but on Dec. 19 the administrator presented a document supposedly representing the language of the agreement which the negotiating team wanted to be reviewed by the commission on management.

The team immediately objected to the terms and language of the document. Elia said that if the document had been agreed to by the team.

The team went two additional months to try to improve the document, but it had not been agreed to by the team.

For Information

The dispute boiled down to two questions:

1. Institute a "buddy system."  
2. CSEA representation on committees pertaining to labor.

The administration insisted on both of these questions. The negotiating team felt that the problems were so inescapable that a decision had to be made.

The letter was signed by Albert E. Varacchi, Elizabeth Greenfield of the university administration, Gerald Lenox of the office of the chancellor, which is the institution and Alfred Cassad of the CSEA, assisted by field representative Nicholas Polizzi.
Cash in quick! For every new CSEA Member you sign up, we'll send you a check for $2.00—instantly. We'll also enter your name, and the new member's name in the drawing for our $15,000 jackpot of prizes. There will be three drawings. The sooner you get your names in—the more chances you'll have to win. The 1972 Monte Carlo will be given away at the final drawing.

Rules for CSEA Super Sign-Up/72 Membership Drive

(1) Only CSEA members in good standing as of April 1 are eligible to sign up new members.

(2) For each new member signed up during the period of April 3, 1972 through June 23, 1972, the person recruiting receives a special award check worth $2.00 in cash.

(3) For each new member signed up during the eligible period, the recruiter also has his name entered in the prize jackpot. (Thus, if a person signs up 10 members—he has 10 chances to win a jackpot prize).

(4) The new member's name also goes into the jackpot drawing.

(5) There will be three drawings. One each month. 57 prizes will be given away during the first drawing, 74 prizes will be given away during the second drawing, 109 prizes will be given away at the final drawing, approximately July 1. The Monte Carlo will be given away at the final drawing. All names received in time for the first drawing will be carried over to the second drawing . . . and so on. All winners in the first and second drawings will also be eligible for prizes in the third drawing.

(6) To be eligible for cash awards and jackpot prizes, the recruiter must sign up new members on special Super Sign-Up/72 application forms (PDA cards) supplied to each chapter and unit prior to this drive. These cards must be filled in properly and transmitted to CSEA through the designated membership chairman in your unit or chapter.

(7) Members of the board of directors and the State membership committee are eligible for cash awards for signing up new members—but not for jackpot prizes.