NEW CSEA CONTRACT GIVES 5.5% PAY Hike

Don't Repeat This!

Outdated Taylor Law Should Not Be Used
As Tool Of Revenge

Ratification Ballots In Mail

Retirement And Other Benefits Are Intact

By PAUL KYER

ALBANY — Some 140,000 State employees represented by the Civil Service Employees Assn. in four bargaining units not only have a new work contract but a five and a half percent pay increase and all the benefits contained in their previous pact with the State.

The old contract had actually expired before the new agreement was reached and CSEA president Theodore C. Wenzl publicly expressed his thanks "to those dedicated employees who made the best possible contract." Wenzl said that "without the support of thousands of members who rallied to the cause, we would have no contract to present to our membership. These people deserve a vote of confidence and praise, from all of our members."

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Frederick Huber, left, president of the Buffalo chapter of the Civil Service Employees Assn., is seen as he moderated a session on political action and legislative contact at a recent meeting in Buffalo, attended by several local legislators or their representatives. Taking notes is Barbara Fayer, Man at right was not identified.

‘Get The People Behind You,’ Legislator Tells Buffalo Chapter On Political Action

BUFFALO — "Get the people behind you."

That was the message given members of the Civil Service Employees Assn. Western Conference during a political CSEA's strike week-end.

Assemblyman Richard J. Hogan of Niagara County offered the advice.

"They (teachers and CSEA) don't try to educate the public, they only try to educate the legislators. Let the people behind you. Some of your efforts should be dedicated toward educating the people," he suggested.

Assemblyman Hogan and Assemblyman Chester R. Hardt were the lawmakers attending the two-hour session in the motel restaurant in Amherst, a Buffalo suburb and Hardt's hometown. Two other legislators, State Sen. Thomas McConran of Buffalo and Assemblyman Ronald J. Willis of Hamburg, sent (Continued on Page 14)

(From Leader Correspondent)

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SINCE time immemorial, an act of forgiveness has been looked upon as graced with the blessings of deity. It is an axiom of modern labor relations, that when a labor dispute (Continued on Page 6)

(Continued on Page 6)

Mohamed Ali, left, and Muhammad Nosair, members of the CSEA, a branch of the Service Employees International Union, address a rally at City Hall, New York, Friday. The rally was part of a national strike in protest against the New York City Administration's refusal to accept a new contract. The strike was settled on April 9.

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Highlights of Terms

Here are the highlights from the new contract, which must

(Continued on Page 8)

Bendet Urges OK On New Pact

At a general membership meeting of the New York City chapter of the Civil Service Employees Assn. scheduled for April 10, Solomon Bendet, chapter president, informed The Leader that he would urge membership acceptance of a new contract recently negotiated between CSEA and the Rockefeller Administration.

He said that "based on my own knowledge of the negotiations and the opinion of two of my chapter members who are among the negotiators, I am convinced that CSEA received the best possible contract."

Jacobs In Rebudget To NBC Editorial

In reply to an editorial criticism by WNBC-TV last Tuesday evening over the job action at the State mental hospitals, Randolph V. Jacobs, president of the Metropolitan Conference of the Civil Service Employees Assn. (Continued on Page 8)
Man of the Year," will be presented to the Council president at 8:00 p.m. dinner on April 14th at Arnot's Restaurant.

Previous recipients include former Mayor Robert F. Wagner, John J. Gilmour, Peter Brennan, Teddy Gleeson and Jack McCarthy.

Run Like Clockwork

On the qualifying physical and medical exam for clock repairers (Exem. No. 1146), six candidates will be summoned. The exam takes place April 27.

Metro D of E Chapter Nominates For Officers

The nominating committee of the Division of Employment, metropolitan area, of the Civil Service Employees Asm., has submitted a report of the meeting of April 4, nominating the following for chapter officer:


Independent nominations may be submitted by five percent of valid signatures of members in good standing of the chapter, provided they are made within 20 days of the day of election. Contact Martin Berman, Di, Dir. of Employment Office, 147-10 90 Ave., Jamaica, N.Y., 11435.

New P.O. Comptroller

The U.S. Postal Service recently appointed John R. Bowen, of Painted Post, New York, to the position of Postal Service Comptroller. Bowen was most recently associated with the Corning International, and affiliated of the Corning Glass Co., as vice-president and comptroller.
Top price winner at Concord convention was Thomas Ligamari, left, shown here receiving brochure describing free trip for two people to Portugal. Ligamari, who is a member of Hudson River State Hospital chapter, receives the price from membership chairman Sam Emmett.

Three Separate Drawings Set For CSEA Membership Drive

Now more than ever before—the realization of the effectiveness of the CSEA membership drive should be apparent to everyone. It was a close call—but again with the largest civil service employee union speaking loud and clear—the voices were heard.

Weren’t you represented? Everyone benefits who is employed by the State, but there are still some who have not listed their name on the membership rolls. What better time to make the point by using the example of this past week?

Let’s not forget the prizes. This is your reward for enthusiastically supporting the membership drive.

At the kick-off of the membership drive at the March convention, one of each of the prizes were awarded to the lucky people whose names were drawn, with the exception of the grand prize, the 1972 Monte Carlo automobile.

CSEA is appealing to all members in good standing as of April 1, 1972, to really push this drive over the top of the 28,000 hoped-for new members.

Each time a new member is signed, the old member will receive an award check of two ($2.00) dollars and the old member’s name will be submitted into the Jackpot for the drawings. The first drawings will take place on May 1st, and two others at the end of each month following. The Grand Prize, the Monte Carlo, will be drawn on the third and final drawings in July.

For information on whether a person has been signed before, check with chapter or unit membership chairmen or presidents.

Names, Please

Due to circumstances beyond control, the names of the winners of the black and white portable television, the cassette recorder and the Blue Max Transistor radio were lost. Would the winners please identify themselves by calling the Public Relations Office at CSEA Headquarters, Albany, N. Y. collect on (518) 434-0191.

CSEA calendar

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

April
11—Metro D of E general membership meeting, 6 p.m., 335 W. 34th St. (Apparel Office).
14—Syracuse State School dinner-dance for retirees; 6:30 p.m., Country House, Syracuse.
14—Town of No. Hampton unit annual dinner-dance, Leonard’s, Great Neck, L.I.
14—L-11 Western Conference meeting, 7 p.m. (Friday), 10:30 a.m. (Saturday), Sheraton-Brock Hotel, Niagara Falls, Ont.
16-18—Tri-Conference Workshop (Long Island, Metropolitan, Southward, Kutsher’s, Monticello).
21-22—Central Conference meeting, Holiday Inn, Cortland.
20—SUNY at Syracuse chapter annual dinner-dance, 6:15 p.m., Remax Inn, Syracuse.
29—New York City chapter workshop, Concord, Kiamshaa Lake.

Mary Ann Joyce of Binghamton chapter is a double prize winner: first a kiss from membership chairman Sam Emmett, and second, a GE portable color television set.

Ronald Friedman, Dutchess County chapter treasurer, does the kissing here. Friedman, who won transistor radio, thanks Concord employee who drew his name.
Jackson, Michael G Shimizu, Susan Amato, James M McWilliams, Dorothy M Brown, Jane A Passamani, Abraham Sanabria, Angelo A Iaseli, Louis G Bynum, Sandra Koppie, Janis B Bratman, Doris F Frick, Richard J Healy.
124 Jacob Kekere, Laconia Francisca, Lawrence E Reade, Peter P Randsano, Adele Marie, Michael M Lindsay, Jessica D Plant, Timothy T Norris, Nicholas J Ingresa, Laura B Moes, James W Sottile, Lois M Redmond, Michael J Corcos, Paul J Shuplik, Christina Follmhe, Annie B Green, Wilma B Geller, Jean C Lovengood, Michelle Malos, Rocco Darmantini.
(To Be Continued)

Sp. Office Exams
Qualifying medical and physical testing began yesterday for the 2,801 eligibles for special office. Tests were slated for 255 eligibles a day on April 10, 12, 13, and 14 at 55 Thomas St. in Manhattan.

Help Wanted M/F
TRUCK DRIVER, steady job 6 A.M. to 6 P.M., $300 a month, salary $3,500 per yr. Civil Service employee only, 903-1329.

OVERSEAS JOBS
High Pay, No Taxes, Married or Single Status
(212) 682-1043
INTERNATIONAL JOBS LTD.
561 Fifth Ave., Suite 1110
New York City

1972 TOYOTA
* LARGE INVENTORY
* FAST DELIVERY
* NO WAITING
FANTASTIC SAVINGS* M.F.I.
LIMITED EDITION OF 1,000

FIVE TOWN TOYOTA
285 BURSHINE AVE., LAWRENCE, L.I.
(516) 239-6636
SALES • SERVICE • PARTS
SHOPROOM INSTORE
Mon-Thurs. 9-9, Fri-Sat. 9-6

*Announced the Corner from Kearsarge

Chief Dieticians
Eighty-nine dieticians have been called to write exam No. 591, to prome chief dieti-

cian, to be held April 15 at 9 a.m. at Los brandes Bldg., 1st fl., Buffalo 44, 3rd floor, in Machina.

Anchor Meeting
A regular meeting of the An- cles of Sanitation will be held April 13 at 8 p.m. at 128 W. 17th St., N.Y.C. WHERE TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City should file at the Department of Personnel, 49 Thomas St., New York 10013, open weekdays between 9 a.m. and 5 p.m. Special hours on Thursdays are 11 a.m. to 5:30 p.m. Those requesting applications by mail must include a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline.

By subway, applicants can reach the filing office via the B/D (Chambers St.): B/F (Cory City Hall); Lexington BRT (Brooklyn Bridge). For advance information call 566-8706.

Several City agencies do their own recruiting and hiring. They include: Board of Education, 55 Court St., Brooklyn 11201, phone: 596-8050; Board of Higher Education, 230 E. 80th St., New York 10021, phone: 246-2414; Health & Hospitals Corp, 125 Worth St., New York 10007, phone: 566-7000; NYC Transit Authority, 375 Jay St., Brook.

(111) 1101, phone: 585-8580.

STATE—Regional offices of the Department of Civil Service are located at: 1800 Ave. of the Americas, New York 10019, phone: 997-3000; State Office, 145 West 84th St., New York 10021, phone: 596-4090; Board of Education, 65 Court St., Brooklyn 11201, phone: 596-8050; Board of Higher Education, 230 E. 80th St., New York 10021, phone: 246-2414; Health & Hospitals Corp, 125 Worth St., New York 10007, phone: 566-7000; NYC Transit Authority, 375 Jay St., Brook.

Judicial Conference jobs are filled at 270 Broadway, New York, 10006, phone: 483-4141. Post Authority jobseekers should contact their offices at 111 Eighth Ave., New York, phone: 630-7000.

FEDERAL—The U.S. Civil Service Commission, New York Region, runs a Job Information Center at 36 Federal Plaza, New York 10007. Its hours are 8:30 a.m. to 6 p.m., weekdays only, telephone 264-0322. 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 1506, New York 10001. Applications are also available at main post offices in all boroughs.

AFRICA 21 DAYS
$4175
SENEGAL, GHANA, NIGERIA
AND THE IVORY COAST
Fly July 22, 1972, Return August 11, 1972
To price includes roundtrip Airfare and Land Arrangements.
Information: Mrs. C. Hampton
Cranberry Island, (111) 352-4245
365 W. Cranberry Road
Durability requirements involved. There’s an April
Suffolk are available with no
work. A satisfactory equivalent
year in cleaning or maintenance
for this $7,500 title are comple-
ined. Applications and further infor-
may be secured from the
Suffolk County Civil Service De-
artment at Riverhead. LI. Call
(516) 727-4700.

Cite 7 Specialties
For State Post Of
Industrial Foreman

Seven specialties are on
tap for the State title of In-
dustrial foreman with a sal-
ary of $9,167.

Filling remains in effect until all
vacancies are filled, but those
who file by May 1 will be con-
sidered for the initial evaluation.

No written test is scheduled;
rather, training and experience
will assume full weight. Five
years in the manufacturing pro-
cess or trade of one of the spe-
cialties makes candidates eligible
to compete. The required back-
ground must include a detailed
knowledge “of the processes, ma-
terials, machines and tools used
in the specialty.” Ability to in-
struct and deal effectively with
correctional institution inmates
is also needed.

Specialties and the locations of
existing vacancies include: broom
and brush manufacturing, Elm-
ira; woodworking, Napanoch and
Elmira; fotonisk finish finishing,
Stormville; metal products
manufacturing, Attica and Au-
burn; mattress and pillow,
Stormville; metal products
manufacturing, Attica and Auburn;
mattress and pillow, Stormville;
Cotton knit fabric manufacturing,
Napanoch; woodworking, Napano-
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Elmira; and Elmira; woodworking,
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Elmira; woodworking, Napano-
ch.

Information on job duties is

Deadline May 1
Having State Driver’s Permit
Sole Standard For Toll Jobs:

No minimum training or expe-
rience requirements will
confront candidates for toll collector, a State title now pay-
ning the range of $6,800-6,130, and closing May 1. Only can-
didates above 17 who possess a driver’s license will be con-
sidered, however.

Numerous positions are open
statewide. The Thruway Au-
nority, the prime toll agency,
says vacancies exist along the
Thruway from New York City to
Buffalo. Additionally, the East
Hudson Parkway Authority has
openings at toll stations in Yonk-
ers and Pelham, while the Jones
Beach Parkway Authority antici-
pates vacant posts both in Nas-
sau and Suffolk.

Physical, medical and charac-
ter requirements will have to be
met prior to appointment. A
minimum height of five feet has
been established, and the re-
quired vision must be at least
20/30 in each eye. Conviction of
a felony or misdemeanor will bar
appointment in most instances.

The toll collector has many
duties aside from collecting and
recording tolls. He or she checks
vehicle classification; totals re-
cords, and handles various emer-
gency situations with passengers
that may arise.

Applicants for this title will
take a written exam come June
3. Expected content will consist of
questions on clerical accuracy;
change-making; interpreting
written and tabular material. An-
nouncement No. 28-861 provides
more details on this open-com-
petitive position.

Candidates should file with the
State Civil Service Department, as
per instructions outlined on
page 4 of The Leader.

The Greater Buying Power in Greater New York

CIVIL SERVICE LEADER
Tuesday, April 11, 1972
The SCOPE of mandatory areas for collective bargaining under the Taylor Law has been extended to include changes in the length of the work year.

The Association of Administrative Personnel of the Enlarged City School District of Oswego, filed an improper practice charge against the City School Board of the City of Oswego, contending that the district had violated section 206-a (1) of the Taylor Law. This section of the act makes it an improper practice for a public employer to take a strike or to strike a public employer who has violated the Taylor Act.

The District was ordered to negotiate in good faith with the Association upon the impact of its action with the Association. Thus, the issue before the EERA was clearly defined as to whether the unilateral modification of the length of the work year without prior negotiation was an unfair practice.

WHILE REDUCING the length of the work year of some of its employees from one to two months each, the response of the School Board was that such action would not be affected in the affected employees’ salaries. This occurred during the course of negotiations between the Board and the Association and was consequently effectuated by the employer without proper notice and the reduction was to lower costs.

The hearing officer concluded that the reduction was not taken to lower costs and there was no motivation to embark or compromise the Association.

Section 204 of the Act requires public employers and recognized or certified public employee organizations to negotiate in good faith in the determination of the terms and conditions of employment of its represented employees. Section 204 of the Act defines “terms and conditions of employment” to mean “salaries, wages, hours, and other conditions of employment.”

In the New Rochelle case to support their positions. In that case, PERB said that although an employer’s decision may affect its employees’ “conditions of employment, it does not follow that every decision of a public employer which affects the economic well-being of an employer is a mandatory subject for bargaining.” It went on to say that:

“Decisions of a public employer with respect to the carrying out of its mission (such as a decision to eliminate or curtail a service, are matters that a public employer should not be compelled to negotiate with its employees.” (emphasis added)

THE HEARING OFFICER distinguished the Oswego case from New Rochelle by pointing out that Oswego did not involve the termination of the employer-employee relationship but merely a contemplated a reduction in costs without any change in the level of services provided to the public.

The hearing officer pointed out in his decision that it was necessary to strike a balance between the duties of government officials to make decisions directly affecting its employees’ salaries. This occurred during the course of negotiations between the Board and the Association, and was consequently effectuated by the employer without proper notice and the reduction was to lower costs. The hearing officer concluded that the reduction was not taken to lower costs and there was no motivation to embark or compromise the Association.

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The hearing officer pointed out in his decision that it was necessary to strike a balance between the duties of government officials to make decisions directly affecting its basic mission and the statutory right of employees to negotiate terms which are terms and conditions of employment. The length of an employee’s work week is a mandatory subject for bargaining, but matters that a public employer should not be compelled to negotiate with its employees.” (emphasis added)
A car so advanced, it can tell you just about everything that's right or wrong with it.

Remarkable new invention in every 1972 Volkswagen.

We've all been through it. The agony of an automotive check-up. You sit nervously thumbing through old magazines, praying that somehow you can get out of there for less than $50.

Then, the moment of truth: A Service Manager telling you that one of his best mechanics thinks you need a new generator.

Those days will be over soon if you own a 1972 Volkswagen. For instead of a mechanic telling you what he thinks is wrong with your car, now your car can tell you for sure. Sound amazing? It is.

A car wired like a space capsule.

When Man went to the Moon, the success of each mission depended a great deal on a highly technical computerized system that told the Astronauts the exact condition of their space vehicle.

A similar system is now built into every 1972 Volkswagen.

The system in the car.

Running throughout the car is a network of sensors, each reporting the condition of various parts of the car. Most of these sensor points are located in key areas like the engine or the electrical system, but many are found in seemingly insignificant places like the heated rear window.

The information from all areas is channeled to one central socket located in the rear engine compartment. The socket is about the size of a pack of cigarettes. We mention the size only because of what happens next. And that's what this amazing socket can do.

60 vital service checks.

Soon you'll be able to take any 1972 Volkswagen to an authorized VW dealership for the most advanced automotive check-up in the world today. Self that time, your car will actually be plugged into a computer.

And in half the time it takes to perform a conventional check-up, 60 vital service checks will be made and recorded.

Checks wheel alignment in 10 seconds.

In 10 seconds, you'll know if your front wheels are properly aligned.

In a minute, you'll know the condition of the compression of all engine cylinders.

Without a mechanic so much as taking a peek, you'll know whether or not your battery needs water.

Ignition, cylinder compression, dwell angle, generator, electrical system—All checked out without human error.

In effect, your car will be telling you how it feels directly.

And once again, this information is emanating from that one tiny socket built into the back of every 1972 Volkswagen.

Results printed out in plain English.

One-half of the system is already here. Built into every new Volkswagen.

The other half, the computer, is on its way. Imagine. A computer five feet away from your car is printing out in plain English just about everything that's right or wrong with that car.

When all 60 service checks have been made, the print-out sheet is yours to keep. What better proof to show that your automobile has finally had a thorough physical check-up?

A new way to look at a VW.

It started with economy, back in 1949, when it wasn't fashionable for an automobile to be economical. But since when has a VW been fashionable? Since never. Obviously, the Volkswagen Beetle hasn't made it on looks alone. But then, that's always been the plan. While everyone else has been worrying about how their cars looked, we've been worrying about how ours acted.

And now, after all that time, we've even advanced it to a stage where it can speak.

VISIT ONE OF YOUR LOCAL AUTHORIZED NEW YORK, NEW JERSEY OR CONNECTICUT VOLKSWAGEN DEALERS.
At Improved Communications

KIAMESHA LAKE—In its report at the statewide Delegates Meeting of the Civil Service Employees Association, the Public Relations Committee discussed expansion of the professional public relations staff and praised The Civil Service Leader. These two sources are on February 24, 1972. The session was attended by Peter D’Albert, Virginia Colgan, Mildred Wands, Evelyn Glenn, Forsbach, Virginia Leathem, Lorimer, and Arthur Bolton.


The committee concluded its deliberations and sent resolutions to the Civil Service Employees Association on or before April 15. The resolutions were adopted by the Board of Visitors to Sunnyside School for a term ending Dec. 31, 1978.

Provisions Of New Pact

(Continued from Page 1)

The Civil Service Employees Association said that its contract was a triumph for the membership. A five and one-half percent pay increase, on base salary, with four percent or being paid immediately and the remaining one and one-half percent being paid in a lump sum next April 1.

Continuation of salary increment

Implementation of career ladder

in all four units.

No layoffs of permanent employees.

Retirement

Employees will be entitled to withdraw from service and not be made to their retirement plan, at the time of their retirement. All temporary benefits will be continued, EXCEPT World War II credit (see 8.13 of old contract) or paid in a lump sum (see 8.8 of old contract).

A joint CSEA-State committee will be established to make a comprehensive study as to the possibility of making reciprocal arrangements with the federal government and to transfer employees between State and federal retirement systems. The CSEA and State shall jointly undertake a comprehensive

How the Courts Must Make Some Hard Decisions

ALBANY—Individual contract negotiations with the State Board of Mediation and Arbitration for the Civil Service Employees Association will continue, the Board of Directors has announced. The contract negotiations will continue, the Board of Directors has announced. The contract negotiations will continue, the Board of Directors has announced. The contract negotiations will continue, the Board of Directors has announced.
STRAIN OF DECISION:
REFLECTS IN FACES...

Restructuring committee members: from right, Nicholas Pazziferri, S. Samuel Borelty, Sam Magavero, Howard Cresapay, George Koch, Charles Ecker and Ronald Friedman. (Full committee report will appear in future issue of The Leader.)

Narcotic delegates at Correction departmental meeting: from left, Salvatore Bonfante and Tony Gelia, both of Masten Park Rehabilitation Center, and Larry Matoli of Ray Brook.

Among the attentive delegates were, from left, Darvin Dale of Bedford Hills Correctional Institute, Leo Hipp of Walkill and John Everley of New York Parole.

AS DELEGATES SEEK ACCORD AT CONCORD

Division of Youth departmental meeting is conducted at head table by, from left, regional field supervisor Thomas Luposello, Joan Nickerson of South Kortright and Carmen Massanoti of Otisville.
Want Typists, Stenos For West Point

Clerk-typist jobs are available on two appointment levels, discloses the U.S. Military Academy. In most cases, candidates must be high school graduates. Those hired at GS-2 ($5,166) need simply have a high school diploma or an equivalency. How- ever, persons with six months to one year of typist work history will also qualify, said a spokesman for the Civilian Personnel Division.

Appointees at GS-3 earn $5,826 and must present six months of typing experience, full-time, or one year of studies beyond high school as an alternate.

Clerk-stenographers at GS-3 have similar requirements to GS-2 typists, with the needed experience being in transcription. GS-4 stenographers also are open at West Point, those jobs calling for a half year of experience or one year of studies above the high school level.

For follow-up on applications and the practical test to be held, call the chief of recruitment and placement at the U.S. Military Academy, W. E. Pinnigan. His phone number: (611) 938-2115.

R. R. Watchman Eligibles

On Feb. 10 this list of 888 eligibles for the title of railroad watchman was established; the list will be valid for at least one year from that date. Candidates competed on open competitive exam No. 1056 on a written exam held Nov. 21, 1971, after a filing period of Sept. 2 through 15. Appearing for the test were 1,559 candidates. 671 failed the exam.

The percentage grades for the following names begins with 80 percent.

(Continued From Last Week)


(To Be Continued)

State Calendar Calls For 25 Promo-Posts, April 24 Cutoff

The State Department of Civil Service plans to keep some 25 federal personnel positions open to applicants up to April 24. These positions mainly have written tests excepted due to oral exams.

Ten separate exam agencies are involved, with the largest number of titles set for the Insurance and Mental Hygiene Department—four apiece.

Filing is conducted according to the procedure listed on page 4 of The Leader.

The applicable positions are grouped by agency or department.

Air/Marines
Sr. Horticulture Inspector, Grade 10, open to horticulture inspectors (see Exam No. 2804-790).

Audit & Control
Principal accountant, Grade 27, open to associate and assistant accountants. Oral test slated.

Arts/Markets
Sr. audiologist, Grade 10, open to audiology inspectors (see Exam No. 2801-790).

Mental Hygiene
Sr. Identification Clerk, Grade 10, open to identification clerks (see Exam No. 2803-790).

Public Service
Sr. Gas Inspector, Grade 10, open to gas inspectors (see Exam No. 2802-789).

For complete details, see Exam No. 2802-789.

Join the Delehanty Police Promotion Course and Start Preparing NOW for the Lieutentant Examination

(See Exam No. 2907-790).

Course highlights include emphasis on: • QUESTION ANALYSIS • SPEED READING • TESTING TECHNIQUES — plus comprehensive coverage of English Grammar, Word Usage, Graphs, Tables and Charts

For complete details, call THE DELEHANTY INSTITUTE

116 East 15 St., NY 10003
**Sergeant Exam Still in Limbo**

The status of promotional opportunities for current New York City patrolmen remains in limbo. The city has not released any new exam for sergeant promotions for some time. There are 11 names left of the original 794 on the existing eligible list from Exam No. 8329, representing those eligible passed over for appointment. These eligible may be re-certified as the result of the Police Department's policy, or their names may be used for the promulgation of a new list.

The outcome of Gillmott vs. Brown in the Courts case which could restore upwards of 50 names to the existing list may be known in the next several weeks. Argument in the case was heard last year, and a stipulation is currently being prepared for presentation to the Court very shortly.

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**Challenge To Police Critics**

**THE TRIALS** and tribulations confronting the police officer in his everyday life have been mentioned many times in articles in this publication and in this section and indeed, have been echoed set to set and to music.

The challenge is hurled back at supposed do-gooders and doubters Thomasians alike, who openly criticize the performance of law enforcement departments. Policemen use the prescribed method of testifying, in court, on the spot, in peace and order and effect arrests. This challenge is for the critic to walk a post or perform in high tension areas in uniform for any eight-hour tour of duty and see if any situation could be handled in any other way.

Needless to say, this challenge has never been accepted. The critic never becomes part of the cast of characters who go into making up the play of life in the daily drama of society.

He who removes himself from direct involvement in performance can sit back, view the situation, ponder the developments, feel out opinion, then Monday-morning-quarterback the entire acts of all the personalities involved. The critic, on the other hand, has no options open to him after this type of character assassination has taken place.

HE CAN QUIT. new never to perform again, or he can go on living with the knowledge that under the circumstances he did the best he could. There are no better reasons than the available who could have called the play any different. What the critic always fails to take into consideration of course is the true character of the police officer.

He is a human being, he has feelings, he wants to do a job. He is somebody's son, somebody's brother, somebody's father. He wasn't born a police officer. He was an ordinary citizen until he became a police officer. He is sworn to uphold and enforce the laws of the city, state and federal government. So far as his orders are concerned, he is to hold and enforce the laws of the city, state and federal government. The action he takes, more often than not, is the necessary? Ask the 125 widows and families of police officers who have gained a Bill of Rights, which gives him almost the same protection as the common fellow. You may ask why does a police officer have to act on living with the knowledge that under the circumstances he did the best he could. There were no better reasons than the available who could have called the play any different. What the critic always fails to take into consideration of course is the true character of the police officer.

The tools that the police officer has on hand are his discretion, his training and the orders he is given. How well he uses this discretion is up for review both on and off duty. The tools that the police officer has on hand are his discretion, his training and the orders he is given. How well he uses this discretion is up for review both on and off duty. The tools that the police officer has on hand are his discretion, his training and the orders he is given. How well he uses this discretion is up for review both on and off duty. The tools that the police officer has on hand are his discretion, his training and the orders he is given. How well he uses this discretion is up for review both on and off duty. The tools that the police officer has on hand are his discretion, his training and the orders he is given. How well he uses this discretion is up for review both on and off duty. The tools that the police officer has on hand are his discretion, his training and the orders he is given. How well he uses this discretion is up for review both on and off duty. The tools that the police officer has on hand are his discretion, his training and the orders he is given. How well he uses this discretion is up for review both on and off duty. The tools that the police officer has on hand are his discretion, his training and the orders he is given. How well he uses this discretion is up for review both on and off duty. The tools that the police officer has on hand are his discretion, his training and the orders he is given. How well he uses this discretion is up for review both on and off duty. The tools that the police officer has on hand are his discretion, his training and the orders he is given. How well he uses this discretion is up for review both on and off duty. The tools that the police officer has on hand are his discretion, his training and the orders he is given. How well he uses this discretion is up for review both on and off duty. The tools that the police officer has on hand are his discretion, his training and the orders he is given. How well he uses this discretion is up for review both on and off duty. The tools that the police officer has on hand are his discretion, his training and the orders he is given. How well he uses this discretion is up for review both on and off duty. The tools that the police officer has on hand are his discretion, his training and the orders he is given. How well he uses this discretion is up for review both on and off duty. The tools that the police officer has on hand are his discretion, his training and the orders he is given. How well he uses this discretion is up for review both on and off duty.

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**Diet Chiefs**

Seventy-four candidates for senior chief dietician, open-competitive Exam No. 1038 for investigator were 1041 candidates, who filled between Nos. 3 and Nos. 23, 1971. Salary is set at $7,500.

A Lombardi, Mitchell P. Gerber, Carl L Algood, Edward P. Kam-

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**Don't Repeat This!**

(Continued from Page 6)

(Continued from Page 6)

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**OPEN APRIL 16TH & EASTER SUNDAY THEREAFTER**

**ARTS AND THE NEW YORK ANTIQUES FLEA MARKET**

1:00-7:00 P.M. At 26th Avenue and 25th Street Admission $1.00
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!

Dear Subscriber:

I am pleased to tell you about one of the most important reorganization 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 programs by HIP, and its affiliated medical groups, a Medical Group Agreement which marks a new era in the delivery of comprehensive health services through our prepaid group practice plan.

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

The following expanded benefits are immediately available to you:

CHOICE OF MEDICAL GROUP. You may now select 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 required to provide home calls during normal business hours.

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

SECOND SPECIALIST OPINION. This new benefit provides for a second specialist consultation from a 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.

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 regarding the expanded benefits.

Sincerely yours,

James Bridge
President

P.S. City and State HIP members now enjoy these new Benefits.
This is one organization which never wants another member. "This is a curse from the President of the Police and Fire Line Duty Widows as she's interviewed while marching around.

"This is one organization which never wants another member. "This is a curse from the President of the Police and Fire Line Duty Widows as she's interviewed while marching around.

As a firefighter dies, we say "May his soul rest in eternal and everlasting peace, no matter how fractional scientific discovery has been aroused by the circumstances."

"May his soul rest in eternal and everlasting peace, no matter how fractional scientific discovery has been aroused by the circumstances."

"May his soul rest in eternal and everlasting peace, no matter how fractional scientific discovery has been aroused by the circumstances."
Vincent Alessi: After Years In Dual Role, He Adds A Third—Active Retirement

(From Leader Correspondent)

ROCHESTER—Vincent A. (Jim) Alessi told his boss three months ago that he was going to retire, but "he wouldn't believe me," the president of the CSEA's Monroe chapter said.

"He kept saying, 'Nuts, you'll never retire,' but now he has a ticket to my retirement party," Alessi added.

That party on April 7 at Logan's honored the affable man with the perennial smile in his hand who has served as executive director of Monroe County Family Court since its conception in 1969.

And it also honored the man who has seen membership grow from about 700 to about 3,000 during the 10 years he has served as chapter president.

But membership isn't the only thing that's grown.

"Since adoption of the Taylor Law," Alessi said, "we've signed two contracts with the County covering four years. These contracts have given us four consecutive seven percent pay increases, the 75-1 retirement plan and many fringe benefits."

His term as president is up in June and he won't run for re-election. He will, however, run for election in the CSEA's statewide Executive Committee.

Dennis A. Walsh, former deputy director of mental health for Monroe County, has replaced Alessi as executive director of Family Court.

Once an administrator I expect employees to work as hard as the directors in private industry.

results available in early June, to determine Alessi's successor as chapter president.

Alessi said he's never considered his dual role as departmental administrator and CSEA leader to be any kind of a conflict.

Binghamton To Hold Spring Dinner-Dance

BINGHAMTON — The Binghamton Chapter, Civil Service Employees Assn. will hold its 1st annual Spring Dinner Dance Saturday, April 15, at the Owego, New York Trainway Inn.

Tickets for this event may be reserved by contacting Binghamton chapter representatives or the Binghamton Regional Office at (607) 723-1341.

Western Political Action

(Continued from Page 1)

representatives to the luncheon.

Assemblyman James Moreland of the Town of Towanda also attended.

A total of 17 lawmakers from Ithaca and Ithaca Counties had been invited and 16 responded that they will send their representatives would attend.

Frederick Huber Jr., president of the CSEA Buffalo chapter and co-chairman of the Western Conference political action committee, moderated the season.

He said the luncheon was for the purpose of discussing management and personnel meetings meeting the board of directors.

Four Topics

The after-lunch discussion was divided into four topics, with Stanley Jarosz outlining the Taylor Law and Peter Blau- boer in charge of discussing the salary.

Jarosz complained that talks were in the early stages of taking place regarding benefits from state employees, cut the unused sick leave option of the retirement plan and eliminate the $2,000 death benefit.

The State says he good children's competitive Union, the next year we'll cut your salary and kick you in the rear of the pants," Jarosz said.

Sees Agreement

Assemblyman Hardt said lawmakers were waiting for recommendations from the State senate commission on pension and retirement before going ahead with any drastic action in workers' benefits. "I think they're trying to come with a uniform plan. We can't see any major change, even in this career plan, for a year or two until this permanent commission comes in with all of their recommendations," Hardt said.

"I think they [the lawmakers] can come up with something that all of us can agree on."

Other speakers included retired state executives who attended as consultants at half their former salaries and Hardt reported that negotiations were "in a holding pattern.""It's not to eliminate this inadequacy."

Mo. Boyd's told the legislators that their main concern is continued coverage under present health plans and eliminating the nonpartisan plan to plan in order to cover or his her family.

Paine Elected President Of Buffalo Unit

BUFFALO—James G. Paine, financial executive and secretary of the Department of Social Services, has been elected chapter president, according to Paine, who was the treasurer of the State CSEA.

The unit represents all employees of the Department of Social Services.

The Governor has named Mrs. Charles Ashley, of Western Political Action, as a member, to be chairman of the Council of the State Union.

Oneonta Changes

The Governor has named Mrs. Charles Ashley, of Oneonta, as a member of the Council of the State Union.

Political Action

Concluding the discussion, Huber reminded the lawmakers that the CSEA planned to work for candidates agreeing with the organization's tenets, but work just as enthusiastically for candidates opposing it in the CSEA.

"We've been sleeping giants and never took political action because we were too timid," he said.
Eligible New York City Examination for October 25, 1971 (Continued From Last Week)

The Hebrew Spiritual Society of the New York City Board of Sanitation will meet at 7 p.m., on Monday, June 26, with 303 applicants summoned to that test.

Status Shackled

There were 118 eligibles registered for police administrative aide (Exam No. 8602), while 810 candidates made the eligibility list.

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Steuben Auction

The Grand Council of Steuben Associations' Annual Spring Auction will sponsor a country auction on Sunday, April 16 at the Levittown Hotel, 109 Turkey Ave., Levittown, N.Y.

The donated items will be on view at 1 p.m., with the auction beginning at 3 p.m. Refreshments will be served and admission is $1, with all proceeds going to the Steuben education fund.

Wrong Elements

Among candidates for lab technician (Exam No. 1128), 3 were ruled not qualified. Some 250 others were granted eligibility status.

Hebrew Society

The Hebrew Spiritual Society of the New York City Board of Sanitation will meet at 7 p.m., on Monday, June 26, with 303 applicants summoned to that test.
HERE WE GROW AGAIN
CSEA SUPER SIGN-UP'72 $15,000 SUPER-PRIZE JACKPOT!
SEASON MEMBERSHIP DRIVE
April 3-June 23

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.

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.

GRAND PRIZE
1972 Chevrolet Monte Carlo

Three exciting trips for two abroad
(One each drawing)

- 10 GE Portable Color TV Sets
- 45 GE Casette Tape Recorders
- 70 GE "Blue Max" Radios
- 95 GE Pocket Transistor Radios

Travel arrangements by CSEA and Knickerbocker Travel Service