Membership Vote Heavily In Favor Of New Contract

Pact Now Only Awaits Legislative Approval

ALBANY—At Leader presstime, Civil Service Employees Asso. members were reported to be voting overwhelmingly in favor of a new work contract recently negotiated by CSEA in behalf of some 140,000 State workers whom it represents in four bargaining units.

Dr. Theodore C. Witzen, CSEA president, said he viewed the favorable balloting as "a vote of confidence from the membership in CSEA's leadership and the magnificent effort of its negotiating team."

Highlights of Terms

Here are the highlights from the new contract, which may now be approved by the general membership.

A. Five and one-half percent pay increase, on base salary, with four percent being paid immediately and the remaining one and one-half percent being paid in a lump sum next April 1.

B. Continuation of salary increments.

C. Implementation of career ladder in all four units.

D. Lay-offs of permanent employees.

E. Retirement

Employees will be able to withdraw excess contributions they may have drawn excess contributions they made to their retirement plan, if they had been Division of Employment employees on March 30, 1970, are given one year to purchase such credit.

State employees of the Education Department who are members of the State Teachers Retirement System.

Those employed by the Education Department, (Continued on Page 5)

Tri-Conference Workshop

CSEA-sponsored the recent Tri-Conference Workshop at Kutsher's Country Club. The presidents, from left, are Long Island's George Kehl, Southern's Nicholas Pannaforte and Metropolitan's Randolph V. Jacobs.

Samuels, who was principal dinner speaker, was interrupted by applause on numerous occasions during his speech wherein he warned that "civil service is in danger of becoming the scapegoat for the failure of the political institutions." (See page 8 for full coverage.)

Tri-Conf Conference

TRI-CONFERENCE WORKSHOP — Off-Track Betting Corp. president Howard Samuels, second from right, is greeted by presidents of the three Civil Service Employees Asso. conference sponsoring the recent Tri-Conference Workshop at Kutsher's Country Club. The presidents, from left, are Long Island's George Kehl, Southern's Nicholas Pannaforte and Metropolitan's Randolph V. Jacobs. Samuels, who was principal dinner speaker, was interrupted by applause on numerous occasions during his speech wherein he warned that "civil service is in danger of becoming the scapegoat for the failure of the political institutions." (See page 8 for full coverage.)

Summaries of New Unit Contract Shows Many New Benefits For Aides

ALBANY—Negotiators for the four collective bargaining units of State employees represented by the Civil Service Employees Asso. have reached agreement on new improvements in the contracts for employees in those units.

Following are the new improvements in the benefits for the four units:

Institutional Services Unit

Seniority

A. Shift Assignments—Seniority will be the criteria on shift assignments when all other factors are equal.

B. Transfers—Seniority will be the criteria for transfers when all other factors are equal.

C. Pss days will be based on seniority.

D. Overtime will be based on seniority.

E. Holiday Time—The same provision will be used as in vacation time.

Posting And Job Vacancies

Employees will have the opportunity to bid on jobs in a noncompetitive and competitive opening, and seniority shall be the criteria for appointment when all other factors are equal. (Lateral movement) Employees may bid for jobs of like title in other work locations and seniority will be the criteria when all other factors are equal.

Disciplinary Procedure

The appointing authority will inform the employee of his right to consult with a CSEA representative before:

A. The employee is suspended (except in emergencies — an emergency will be identified as an employee who may harm himself or others).

B. Accepting a resignation from an employee who has been informed that disciplinary action is being taken.

Safety Program

On a Statewide level with the authority to enforce masters mutually agreed to and to also have the authority to create local safety committees where necessary. Those conditions that can not be mutually agreed to shall be appealable under the grievance majority. This committee to be established thirty days after the signing of the contract.

Compensatory time off in lieu of holidays shall be added to the employee's vacation accruals. (Continued on Page 18)

Inside the Leader

Membership Drive—See Pages 5 and 12
William Campo To Be Honored—See Page 3
Erie Aides End Dispute—See Page 3
Support The Mills Bill—See Page 6

Congressman Withur D. Mills of Arkansas, the powerful Chairman of the House Ways and Means Committee, "delivers"—and consequently he should stand out as an important candidate or a "Kingmaker" for the Democratic Presidential nomination. His most recent contribution to the public (Continued on Page 11)
BRADLEY MOORE

NEW CITY—Bradley Moore, a member of the parks and recreation committee of the Civil Service Employees Assn. and sergeant-at-arms for the Southern Conference of CSEA, who died last week, was buried Saturday morning from the Higgins Funeral Home, New City.

Dr. Theodore C. Wenzl, president of the CSEA chapter since 1947, is survived by his wife and daughter.

Columbia Dance

The annual scholarship dinner dance of the Columbia Assn. of the City Fire Department will be held on May 19 at Maccabees Terrace, 1531 86th St., Brooklyn.

Nix Nursing Exams

The New York State Department of Civil Service has announced suspension of examinations for two continuous recruitment titles. They are for certified public health nurse (No. 20-290) and nursing services consultant (No. 20-496). The suspensions were effective April 7.

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America’s Leading Weekly
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Pay Pact Getting The 'OK'
(From Leader Correspondent)
BUFFALO—A tentative accord has been reached be-
 tween Erie County and X-ray technologists at the county
Meyer Memorial Hospital, who staged a sick call April 13 to
protest overtime procedures and unsatisfactory vacation
schedules.
George A. Clark Jr., president of the Erie County chapter, and
Peter J. Wacks, county director of labor relations, reached the
accord after the sick call which included 283 X-ray technologists
who attended a one-hour meeting April 13 to discuss their
problems in a meeting that lasted for 1½ hours.
The sick call was announced by William Campo, president of
the Erie County chapter, and the meeting was called by Field Judge
Donald J. Smith, who was a member of the Erie County chapter.
A hospital official reported that overtime funds for the hospital
have been cut off.
The workers had to cover their own expenses for the time-
ly meetings with the head of the hospital's department of radiology,
and the meeting was apparently unsuccessful and the sick call ensued.

Nassau Chapter Voting
For Officers Under Way
(From Leader Correspondent)
MINEOLA — Mail balloting is under way for officers,
directors and State directors and delegates for the Nassau
chapter of the Civil Service Employees Assn.
The ballots, headed by Irving Flaumenbaum, candidate
to succeed himself as president, have been mailed to members
and must be returned post-
marked by midnight, May 7.
The nominees for chapter of-
cers are as follows: Irving Flaumenbaum for president; Edward
Perrotti for first vice-presi-
dent; Ralph Natale or Kenneth
Cadieux for second vice-presi-
dent; Alexander Bozza for third
vice-president; Beatrice Jeanson for secre-
tary; Fran Piettielli for treas-
urer; Harry Barson for correspon-
ding secretary, and Dudley Kin-
sley for sergeant-at-arms.
For representatives of the County Executive Committee and
State Board of Directors: Irving
Flaumenbaum, Ralph Natale and
Blanche Rettig.
There are 12 candidates for 18 positions as State directors. Ken-
eth Chiusano is a candidate for director, and Kenneth Darby and Itala
Walter is opposed by James Callan.
Unopposed:
Bosco; Ruth Braverman, Ken-
neth Cadieux, Muriel Chiusano,
Molly Falk, Frank Panzini, Irving
Flaumenbaum, Anthony Gian-
nettli, Beatrice Jeanson, Ralph
Natale, Ann Rehak, Blanche Rettig,
David Silberman, Thomas
Slapetin and Gerard Sullivan.
The ballot for chapter direc-
tors representing county employ-
ees includes: Robert Scrausa,
Vernon Josephs, John Jakubowski;
Bosco; Ruth Braverman, Kenneth
Cadieux, Muriel Chiusano, Molly Falk, Frank Panzini, Irving
Flaumenbaum, Anthony Gian-
nettli, Beatrice Jeanson, Ralph
Natale, Ann Rehak, Blanche Rettig,
David Silberman, Thomas
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Flaumenbaum, Anthony Gian-
nettli, Beatrice Jeanson, Ralph
Natale, Ann Rehak, Blanche Rettig,
David Silberman, Thomas
Slapetin and Gerard Sullivan.

City Chapter To
Fete Wm. Campo
J. William Campo, president of Ter Bush & Powell, Inc.,
will be the honored guest at the annual workshop of the
New York City chapter of the Civil Service Employees Assn.,
being held May 29 to May 31 at the Concord Hotel.
Campo has been president of Ter Bush & Powell, insurance
agents to the Employee Association, since 1967. During his
tenure in office he created a supplemental life insurance pro-
gram and a "Masterpiece" containing automobile and home
owner insurance for CSEA members.
Among those previously honored by the chapter were Joseph
D. Loehr, executive director of the Employee Association; the late Joseph P. Peto, former CSEA president, and Paul Kryer,
editor of The Civil Service Leader.
The workshop program will consist of panel discussions on
labor relations and the results for CSEA from the current eucation of the State Leg-

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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
25—Statewide Membership Committee meeting, 5:30 p.m.,
Ambassador Restaurant, Albany.
27—Jefferson County chapter general membership meeting, 7:30
p.m., VFV Clubhouse, Watertown.
29—Metropolitan Conference meeting, 12 noon, Tavern on the
Green, New Dorp, S.I.
May
19—Jefferson County installation dinner (time and place to be
announced).
26—GUIDE at Syracuse chapter annual dinner-dance, 6:15 p.m.,
Ramada Inn, Syracuse.
29—New York City chapter workshop, Concord, Kiamsha Lake.
June
9.11— Capital District and Central Conferences joint workshop,
Otesaga Hotel, Cooperstown.
The largest retail business in New York City isn't a department store.

It's Off-Track Betting's first birthday. And we are pleased to report that OTB is now the largest "retailer" in New York City—doing business at the rate of $465 million per year. (By next September we expect business at the rate of $750 million per year.)

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Last April 8th we opened with just two offices. Today we're in all five boroughs with 61 offices. In three months we'll have 90 offices.

Last April 8th we handled $66,000 in bets. Today we're handling an average of $1,400,000 daily. That's approximately 500,000 individual bets on a typical day.

Last April 8th we opened with a manual betting system. Today every office is computerized and we now pay winners after each race.

Of course we're still not satisfied, but our customer service is continually improving. We already have the world's most sophisti-
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Peck, Jack Redmond, John Redmond,
Rosal Redmond, David Redmond, El
Redmond, Edward Redmond, Ermita
Gribben, Liddy Ringgold, Rachel Heible
William Ringgold. If living, and if dead
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tributary where names and places of
residence are unknown, and if he died
subsequent to the decease herein, to his
executors, administrators, legatees,
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cendants, and successors in interest
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unknown, to Howard Kingsland, if
living, and if dead to his heirs at law,
next of kin, distributees, and executors,
where names and places of residence
are unknown, and if he died subsequent
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unknown, and if he died subsequent to the
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cendants, administrators, legatees,
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Support The Mills Plan

Congressman Wilbur Mills, chairman of the House Ways and Means Committee, appeared at a joint session of the State Legislature to support the Mills Plan. The funds, it is not surprising that the cheering in the State Legislature was vociferous. Congressman Mills told the legislators that he felt quite certain that the House of Representatives would approve his committee's revenue sharing plan but could not predict its passage by the U.S. Senate.

For that reason, it is vital that every civil service employee in the State be a member of his or her family write to their Congressmen and the two U.S. Senators from New York urging support of the Mills proposal. No one knows better than public employees the difficulty in bargaining for economic justice or the desire of every citizen to have the character of a nation self-interest to help bring financial relief to New York State and its citizens.

We urge all of our readers to let their representatives know immediately that they stand firmly behind Congressman Mills' proposal.

Leader Publisher Resigns Democratic Party Post To Help War On Drug Addiction

Jerry Finkelstein, publisher of The Civil Service Leader, has resigned from the Democratic State Committee in order to give more time and effort to his proposal for a "Manhattan Project" to conquer the drug problem in this country.

The Leader publisher has proposed and promoted the idea of an effort to beat the drug problem that would be on the same vast scale of talent and money that was used to develop the atom bomb. The initial call for the attack on drug abuse was carried in The New York Law Journal, of which Finkelstein is also publisher, and has received nationwide acclaim.

Commenting on his decision to fight the drug problem, Finkelstein declared:

"When I proposed a new Manhattan Project to conquer the drug problem, I couched it on a nerve center that troubles all our people, and I became a rallying point for Republicans, Democrats and Independents. On this issue we have been able to bring together elements that are not more diverse than those among the New York City Democrats. The Manhattan Project's idea was to collect the worthwhile support of all the Democratic candidates for the Presidency, Governor Rockefeller and many other state executives, irrespective of their party faith, of United States Senators and Congressmen, from State Legislators and of Mayor Lindsay and other City Mayors, in a common effort to counteract the discouraging consequences of drug abuse.

"The fight against drug abuse represents a common ground that unites the support of everyone in the United States, and I cannot ignore the potential for being able to solve one of the problems that threatens the fabric of our society. It may sound trite, but I feel it is my duty to dedicate my life to the future of our country, and the greatest contribution I can make towards that goal is to coalesce total support for an effective solution to the drug abuse problem.

"I do not believe that this time will permit me do to what needs to be done in these areas while simultaneously serving as Chairman of the New York City Democratic Committee, a matter of enlightened self interest to help bring financial relief to New York State and its citizens.

We urge all of our readers to let their representatives know immediately that they stand firmly behind Congressman Mills' proposal.

Out-Of-Title Assignments

The Unified Court System Employment Relations Review Board has found that the continuation of temporary out-of-title assignments of non-judicial court personnel beyond a temporary period is improper.

The person making one of the assignments of nine Civil Court Judges to the Supreme Court, First Judicial District, for the months of April, May and June 1971, or as long as necessary, until the unfinished business which caused the assignments to be made was completed, was improper. The Appellate Divisions of the First and Second Judicial Departments did not provide or refer to the assignment of non-judicial personnel, the Civil Court assigned nine Court Reporters I to these judges. A grievance was filed charging that the report- ers were being ordered to perform out-of-title work as Court Reporters I.

The first step in the grievance procedure was held before Howard F. Mager, chairman of the Civil Service Employees Association. The grievance was filed charging that the report- ers were being ordered to perform out-of-title work as Court Reporters I.

The second step in the grievance procedure was then held on May 31, 1971, in a formal hearing before Judge Maurice W. Waltz, designated representative of the Administrative Judge of the Civil Court of the City of New York. In his decision, Judge Waltz held that the assignment of non-judicial personnel was made in order to effectuate the implementation of the order assigning the Civil Court Judges to sit temporarily on the Supreme Court. The State Civil Service Commission has found that the assignment of non-judicial personnel was improper.

The prerequisites for taking an examination for Court Reporters I is three years of permanent, competitive service in the title of Court Reporter I. A current eligibility list established for Court Reporters I was established as a result of a competitive examination.

The Section 2325(d) of the Rules of the Administrative Board of the Judicial Conference provides that no employee will be employed under another title "not properly equated with a comparable pay plan." The grievance, filed by the Civil Court Judges, held that the assignment of non-judicial personnel was improper.

Budgetary reasons were the main motivating factors behind the appointment of non-Judicial court personnel. The appointment of non-Judicial court personnel is not proper. The appointment of non-judicial court personnel is not proper. The appointment of non-Judicial court personnel is not proper.

While an emergency situation clearly existed by reason of the severe backlog of cases in the Supreme Court, there was no finding that the situation was temporary. The non-judicial personnel "temporarily" assigned to the Supreme Court are "being employed under a title not properly equated with a comparable pay plan." The civil court in the emergency situation was found to be temporary. The Civil Service Commission has found that the appointment of non-judicial court personnel is not proper.

$3.9 Million Grant

The Civil Service Commission has granted a $3.9 million grant to the Civil Service Commission to assist it in implementing the recommendations of the Civil Service Commission in the Governor's Public Service Career Development Program. The funds are to be used to improve the recruitment and training of employees in the Governor's Public Service Career Development Program.
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And gives you the results in plain English. The computer will be at Volkswagen dealers starting later this year, so you can come in and let your brain take the load off yours.

REMARKABLE NEW INVENTION IN EVERY 1972 VOLKSWAGEN.
Some Delegates Seek Answers, Others Give Them In Monday Workshop

Seminar Leaders Discuss Phase II And Insurance Masterplan

Felix Vogler, attorney in the Transportation Branch of the assistant regional commissioner of the Office of Stabilization in the North Atlantic Region, provides some explanations of the Nixon Administration's Phase II program.

Meetings In Hallways, Doorways And Many More Ways

Southern Conference first vice-president James Lennon, left, and Conference third vice-president Lynn Casnave, right, are joined by statewide president Theodore Fred.

Use Political Power, Samuels Advises Tri-Workshop

KIAMESHA LAKE—"You've got political power and that political power must be put to work. Political power must be used to ensure that civil service is not the scapegoat."

The speaker was Howard Samuels, president of the Off-Track Betting Corp., who had moved to the hotel to address the Tri-Workshop in Market House at Kutsher's Country Club. The hotel was selected as he wanted delegates that "can't service" in danger of becoming the culprits for the failure of the political institutions.

In elaborating his report with the delegates, the Off-Track betting Corp, now known also as 'Horse the Horse," said, "I tell that the quality of civil service and the quality of leadership that is support is not in what to do "Too Narrow And Archaic" He also charged that the re-enacting program for civil service is narrow and archaic. He was defeated when he asked, "What is there for those that don't have anything to do with jobs, pre-existing opportunities are non-existent."

Samuels had been introduced as a none. He is one of two for over-orange today, would be one out to be exemplary."

The action, taken at the suggestion of the statewide political leaders and a legislative committee was one of the first items on the agenda when the delegation from the Long Island, Metropolitan, and Southern Conferences gathered at the annual Tri-Conference Workshop.

Samuels noted that on the Masterplan automobile and home owners/tenants insurance policies being offered on a voluntary basis to State employees.

Speaker Arrives By Helicopter

Off-Track Betting president Howard Samuels, center, is greeted upon his arrival by David Wagner, director of non-profit relations for MGT, left, and Philip Weiler, second vice-president of the Metropolitan Conference.

Informal Meetings, Too

TOP RIGHT: Carol Sanders, wife of New York City Chap, for third vice-president Frank Sanders, has the ear of CSEA president Theodore C. Wred. LOWER RIGHT: Long Island's Jim and Olivia Hollins are shown together at Monday evening dinner.

BELOW: Mr. and Mrs. Joe House of Nassau were among those delegates who attended seminars.

Letter-writing campaign in triple form, from left, CSEA treasurer Andy Gallagher, CSEA first vice-president Thomas Lippard and Nassau County chapter president Louis Cough.
In the mail today I received a gold presentation piece for my beautiful helmet presented by Ray Gimmler and the U.F.O. last January 25th. I'm a sentimental guy and a bit of a kid at heart about such things and I may even think that when nobody is around to see, I have slipped it on just to get the feel of it and, if I'm really sure nobody is looking, I even whip out and sneak a look at that beautiful badge which Commissioner Lowery was so kind as to bestow. I may even tuck it under the pillow once in a while. .. and like all kids, large or small, young or old, I believe that sweet dreams can happen to you, and you can tuck it under the pillow once in a while. . . . keeps you as to bestow. I may even tuck it under the pillow once in a while. . . .

I get Department Orders in the mail and if there is a need for volunteers, I would see the regulations and take a look at that. My interest in efficiency and dispatch, more and more important businesses these days, as I say, will bring in via "circular orders" and the punch in this case was telegraphed and I detect that it could have happened to a nicer guy!

At the same Communion Breakfast, Chief of Department John O'Hagen proclaimed that the fire department is Number One and always will be. The Chief's words delighted me and I felt like an old and sage member of an exclusive club which had taken in another distinguished member. Inasmuch as speaking spots are few at F.D.N.Y. are rare, it was nice of the Chief to say it. It gave me faith in my own ability to judge such matters, having been a defender of F.D.N.Y. since age seven when I went to Hoboken on the Special "John Parry Mitchell" for end.

Incidentally, to Mike Maye, Chief O'Hagen, Ray Gimmler and all who may eventually have anything to do with the feder-cal Fund of the National Fire Safety Research Institute, being created and located in New York which would make F.D.N.Y. the center for programs in matters fire-prevention... I was told too over the possibility of the National Fire Safety Research Institute being created and located in New York which would make F.D.N.Y. the center for programs in matters fire-prevention... I was told over the possibility of the National Fire Safety Research Institute being created and located in New York which would make F.D.N.Y. the center for programs in matters fire-prevention... I was told over the possibility of the National Fire Safety Research Institute being created and located in New York which would make F.D.N.Y. the center for programs in matters fire-prevention... 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SOUTHERN CONF DISCUSSES CONTRACT

MIDDLETOWN—An at-large meeting of the Southern Conference was called here to update Civil Service Employees Assn. representatives on the on-going contract situation.

The key word in the preceding sentence is "large," for the issues to be discussed were very much on people's minds, and they wanted to know—right away. So Southern officials, namely Conference president Nicholas Puzziferri and regional field supervisor Thomas Luposello, decided to take direct action to inform their constituencies.

Major subjects for consideration were:

- Contract provisions for the four bargaining units of the State (Professional and Scientific, Administrative, Operational and Institutional). The subject included contract language and the balloting procedure.
- The role the executive and the legislative branches of the State of New York may play pending ratification of the CSEA contract by members of the bargaining units.
- The effect of legislative action as it relates to hundreds of existing and pending contracts in the political subdivisions in the seven counties.

In addition, a beginning was made toward developing a County program for the Conference, as Conference president Puzziferri charged the representatives of the six counties in attendance to submit recommendations for county operations within the framework of the Southern Conference.

Westchester chapter president John Haack will serve as temporary chairman.

Statewide president Wenzl, second from right, discusses matters with Hudson River chapter president Tris Schwartz, while Conference president Puzziferri, partially seen far right, engages in conversation with County Executive Committee vice-chairman Arthur Bolton of Sullivan County. At far left is Bernie Veit of Dutchess County.

A full turn-out of delegates from nearly all regions of the Southern Conference jammed Holiday Inn in Middletown to be brought up to date on latest information.
Old And New Members Receive Benefits From Super Sign-Up Drive

(Special to The Leader)

The time has come, the walrus said, to speak of many things — of cabbages? of kings? Food for thought — OSBA Membership Drive now under way, with 20,000 new members as the goal!

Twenty thousand new voices to join the largest bargaining instrument for civil service employees, and the delivery of comprehensive health services through our prepaid group practice plan, the delivery of comprehensive health services through our prepaid group practice plan, the delivery of comprehensive health services through our prepaid group practice plan, and 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:

365 W. Clarkstown Road
Spring Valley, N.Y. 10977

Arrangements.

All

Department.

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

near your home, place of

employment, or any other area of the city that is convenient. However, unless a

member resides in his medical group's service area, the medical group will not be

required to provide home calls during normal business hours. During the evening

hours, weekends, and holidays when the member's medical group is not open, services

will be provided through the Emergency Service Program operated by HIP.

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

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

EMERGENCY VISITS. A subscriber may, without referral, elect to seek an emergency

visit from any HIP medical group for treatment of illness or accident.

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

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

Sincerely yours,

President

New HIP Health Benefits Effective Now!
Springtime is bungalow rental time in the Sullivan County Catskills.

Choose from the largest selection of bungalows and cottages. Luxury to budget rentals will please every taste and style.

And Sullivan County is a great place to stay! Pure mountain air, golf, swimming, fishing, hiking, municipal parks and lakes, barbecues, tennis, canoeing — and much, much more!

Write today to:
Sullivan County Publicity & Tourism
Dept. C, Monticello, New York 12701
Summary Of Unit Contracts Given

(Continued from Page 1)

Written Tests

The State shall make reasonable effort to ensure that an employee will take a written Civil Service test as required by the Civil Service Law. The test is not required to work during the eight hour period in which the employee is scheduled to report for such test.

Vacation Credit Accruals

The State shall prepare and distribute to employees forms for maintaining leave records on a self-accounting basis. Each employee shall be advised of the leave accruals to his credit and of the records at least once each year.

Review of Personal History Folder

An employee shall have an opportunity to review his personal history folder: in the presence of an appropriate official of the department or agency upon on 15 days notice, and to place in such file a response of reasonable length to anything contained therein which such employee deems to be adverse. The personal history folder shall contain all memoranda or documents relating to such employee's performance on his job, including criticisms, commendations, complaints, appointments, demotions, and memoranda or documents shall be sent to such employee simultaneously to be included in his personal history folder.

Supplement To Attendance And Leave Vacation Use

If an employee's properly submitted request for use of accrued vacation credits is denied, the employee shall receive, upon written request, a written statement of the reasons for such denial.

Administrative Services Unit

Holiday Accruals

Compensation time off in lieu of holidays earned after the effective date of this agreement shall be shown on the employee's compensation accruals and employees shall liquidate such time according to written guidelines for the use of vacation credits.

Nothing in this section shall be construed as preventing the maximum vacation accruals permitted except that in cases in which the addition of earned vacation time would exceed the employee's basic length of employment, the employee will be assisted in arranging transportation as necessary to a general hospital, clinic doctor of other location for more complete treatment as appropriate.

Payment Of Personal Property Damage Claims - Fines

Appointments to provide for security and introduction and recommendation by the Legislature to appropriate legislation to provide subject to reasonable rules and regulations of the Board approved by the State and CSEA for the payment of claims not in excess of three hundred dollars ($300) submitted in any employee approved by the appointing authority, or his designee, for personal property damage to an inmate, patient or client of such department or agency in the course of such employee's performance of his official duties without fault.

Day Care Centers

Local labor-management committees may lend support and assistance, at no cost to the State, to non-profit groups interested in establishing day care centers.

Verification Of Doctor's Statement

When the State requests med-

cal examination of an employee who has been absent on sick leave by a doctor selected by the assigning authority, the appointing authority shall require the employee to return to work, the appointing authority shall make reasonable efforts to schedule such medical examination within five working days of the date upon which notice is received that the employee has the approval of his own physician to return to work.

Operational Services Unit

1. Balancing space for CSEA organizational elections.

2. Compensatory time off in lieu of holidays shall be added to an employee's vacation accruals.

3. Accumulation of up to 40 days of vacation credit.

4. Seniority shall be the determining factor when choosing vacations.

5. Sick Leave shall not be required that vacation credits, however, that if unforeseeable circumstances require notice to appear in contract.

6. The State shall make all reasonable efforts to give at least one week's notice of any change in status thereafter. Each employee will be assisted in arranging transportation as necessary to obtain the hospital in excess of 48 hours in the workweek.

7. Nothing contained in this Agreement is intended to authorize any claim for wages or overtime premiums for hours not worked.

Payment Of Overtime

Payment of overtime compensation shall be made by the close of the second bi-weekly payroll period following the period during which the overtime was earned.

Emergency First Aid

At an institution or facility where an inmate, patient or client is on duty, an employee is permitted except that in cases in which the addition of earned vacation time would exceed the employee's basic length of employment, the employee will be assisted in arranging transportation as necessary to a general hospital, clinic doctor or other location for more complete treatment as appropriate.

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VETERINARIAN JOBS
Veterinarian is the last
title to be placed on the
city's open-continuous list,
Department of Personnel
officials disclosed this week.
The $11,850 title opens May
on Monday, 60 West St.,
Manhattan.
Requirements call only for a
State license to practice veteri-
narian medicine, with training
and experience receiving total
weight. However, higher credits
will be
248 candidates out of the 437
called.
3, C; 2, C; 3, C; 4, C; 5, B;
6, B; 7, B; 8, A; 9, A; 10, B;
11, A; 12, A; 13, A; 14, A; 15, C;
16, C; 17, D; 18, C; 19, D; 20, D;
21, A; 22, A; 23, A; 24, C; 26, D;
26, D; 27, B; 28, B; 29, C;
30, D; 31, C; 32, B; 13, C; 34, B;
35, B; 36, C; 37, D; 38, A; 39, A;
40, D; 41, C; 42, B; 43, A; 44, D;
45, C; 46, D; 47, A; 48, A; 49, D;
50, C; 51, C; 52, C; 53, D; 54, C;
55, C; 56, D; 57, C; 58, C; 59, A;
60, D; 61, D; 62, C; 63, C; 64, C;
65, A; 66, B; 67, A; 68, B; 69, B;
70, D; 71, B; 72, A; 73, D; 74, A;
75, A; 76, C; 77, A; 78, D; 79, C; 80.

Key Answers
Exam No. 1553
PROM TO TRACKMAN
NYC TA
Test Held April 8, 1972
Candidates who wish to file
protests against these proposed
key answers have until May 8,
1972 to submit their protests.

Have a Happy
Anniversary Family Plan
You, your wife and all your children—
including those yet to come—can be
insured with one low-cost policy,
in all, it can be worth initially $34,000 to
your family in total payments over
20 years. And a man 25 years old
would pay as little as
$16.65 a month for this new plan.
You owe it to yourself to know all the
possibilities. Call me today for
complete information. And there's no
obligation...except to those you love.

Metropolitan Life
New York, N.Y.
We sell life insurance.
But our business is life.

EXAM NO. 1061
PROM TO MR. STATISTICIAN
Test Held April 11, 1972
Candidates who wish to file
protests against these tentative
key answers have until May 11,
1972 to submit their protests in
writing, together with the evidence
upon which such protests are based.
Twenty-seven applicants
were called; 20 appeared for the test.

Exam No. 1357
PROM TO CONDUCTOR
NYCTA
Test Held July 29, 1972
The final key answers for this
exam were adopted on April 13,
without any changes from the
proposed key answers. The test
was taken by 464 candidates; one
candidate had protested 8 key answers.
HERE WE GROW AGAIN
SUPER SIGN-UP '72
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 $15,000 jackpot. (Thus, if a person signs up 10 members — he has 10 chances to win a jackpot prize).
(4) The recruiter must fill out a special Super Sign-Up/’72 application form (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.
(5) 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.