WIN CASE FOR THRUWAY EMPLOYEE

ALBANY—An arbitration decision in a grievance case between the Civil Service Employees Assn. and the State Thruway Authority has resulted in the restoration, to a Thruway employee, of an increment that had been given and then taken away by the Authority.

CSEA brought the case to the arbitration stage in behalf of a member of the CSEA Syracuse Division Thruway chapter who had been hired by the Thruway Authority as a trainee with the promise that he would receive an increment after a half-year of employment. He got the increment back.

The decision, in favor of CSEA, states that the announcement for the job had definitely implied that applicants who passed the test and were hired as trainees would be eligible for an increment after six months, and that the Authority had improperly taken the increment away.

Vito Dardanone, left, Authorities representative to the CSEA Board of Directors, extends congratulations to Harold G. Beyer, CSEA counsel who won case restoring increment to Thruway employee.

On Construction Projects

CSEA Urges OGS Aides Come First In State Hiring

ALBANY—A bill before the State Legislature, which would give carte blanche to the Health and Mental Hygiene Facilities Improvement Corp. to hire outside consultants in place of qualified State employees for design and construction work in the Department of Correctional Services, has come under attack by the 200,000-member CSEA Service Employees Assn.

The measure, A-11990-a, has a companion bill in the Senate and was submitted to the Legislature by the State administration.

As presently written, it would give the quasi-State, non-civil service agency the exclusive right to determine whether outside consultants or State employees would be given the job to design new facilities or plan the reconstruction of existing structures in the Department of Correctional Services. The bill, before being amended, also permitted the corporation to use its own employees to perform the work.

CSEA strongly protested the wording of the original document, contesting that the agency did not have the qualified personnel to do this type of specialized work and that State employees in the Office of General Services should have first refusal on any job to be undertaken.

No Chance Given

"The amended version rules out the use of corporation employees, but did not give State employees the first crack at the design or reconstruction contracts," said Theodore C. Wenzl, CSEA president. "In its present form, the State administration through the agency in question could continue its indiscriminate and politically motivated hiring of consultants at fees far in excess of what it would cost to use qualified and experienced State employees in the OSS and other pertinent agencies," he said.

Table Shows County By County $$ To Be Given Under Mills' Proposal

As a service to its readers in political subdivisions, the Leader this week presents a county by county allocation of Federal funds that would be forthcoming should the Congress approve a revenue-sharing program created by U. S. Rep. Wilbur Mills, chairman of the House Ways & Means Committee.

Congressman Mills recently outlined his proposal at a joint session of the State Legislature in Albany to enthusiastic applause from both Republicans and Democrats. While the powerful congressional chairman feels the bill will pass the House, he said he could not speak for the U. S. Senate. The Leader last week wrote an editorial urging all public employees in the State to write to their Representatives in Congress and the two New York Senators to support the Mills proposal in order to bring financial relief to the State, its towns, counties and villages. The total amount authorized under the bill for New York is nearly $800,000,000, with the amount being divided about evenly between the State and local government units.

(Continued on Page 15)
Nassau CSEA Efforts Go On To Stop Firing Of Long Beach Aides

(From Leader Correspondent)

MINEOLA — Irving Flaumenbaum, president of the Nassau chapter, Civil Service Employees Assn., saw some progress this week in efforts to negotiate a settlement to the announced mass layoff of 44 employees in deficit-ridden Long Beach city.

The optimism was guarded, however, following a series of meetings undertaken by Flaumenbaum and unit president Robert Carroll with City officials.

Flaumenbaum had earlier demanded a detailed investigation of "shades of public trust and public funds" in telegrams to Governor Rockefeller, Controller Allevitt and Attorney General Louis LeFosnott.

The planned layoffs had been announced by City Manager James Nagourney, who charged that a previous administration had left the city city deep in debt.

The CSEA unit in the Atlantic coast city had voted 185-1 to support "any measures necessary" to protect the threatened employees.

The imminent firings were postponed to June 1 after the first conference with CSEA officials.

(Continued on Page 19)

Suffolk CSEA OKs Contract

(From Leader Correspondent)

SMITHTOWN — Members of the Suffolk chapter, Civil Service Employees Assn., last week approved a contract by a vote of 1,156 to 93.

The contract had been voted earlier by the Suffolk County Legislature, which made minor revisions to a salary plan recommended by a fast-finder. The new graded salary scale results from eight steps to the progression to top pay.

The proposed graded scale pay boosts for all employees and additional pay for some on July 1. The union employees at step eight will receive a 3 percent increase.

The contract is retroactive to Jan. 1.

The vote among blue-collar workers was 343-238 in favor and among white-collar workers, 716-547 in favor.

43 Complete Course in Food Supervising Under CSEA Program

The first classes of 43 food managers and head cooks from Correctional Services and Mental Hygiene have completed a 5-week food service supervisor course, under the Civil Service Agency Experimental Training Program.

The training program has been designed for middle-management food service administrators, and combines supervisory training principles, personal adjustment training, and organization and management skills with the principles of quality food control.

The curriculum was developed jointly by Alice Deh, associate nutritionist; director of the Food Service Training School, Hudson River State Hospital; Jack Bell, associate director of the food services, New York State Department of Mental Hygiene; and Louis Pasaro, director of nutritional services of the Department of Correctional Services.

The agreement for funding this program was negotiated by Katherine Flack, director of the Department of Correctional Services; Herbert M. Ehrlich, director of public employee training and Mary Balkan, training supervisor of the Department of Civil Service.

Attention CSEA & R.A. Members!

Only a limited number of reservations are available for the annual CSEA & R.A. theater party. The date is June 17 and will include an orchestra seat for the Tony Award winning musical, Two Gentlemen from Verona; dinner and cocktails, followed by free admission to one of New York's most famous cabarets, with a drink on the house. All of this for only $20 per person.

For remaining seats write to: CSEA & R.A., Room 711, 1501 Broadway, New York, N.Y. 10036; enclosing a check for $20 per person.
that would be made available to various local governments in New York State in each of the five years following the effective date, Jan. 1, 1972, of the state and local Fiscal Service Act of 1972. All figures are estimates. Data on additional communities is being developed and will be available shortly.

CAYUGA COUNTY

Total to local governments 1,180,480
Cities and Villages:

1. City of Auburn 28,124
2. Village of Ithaca 9,345
3. Village of Skaneateles 3,217

CHEMUNG COUNTY

Total to local governments 2,650,363
Cities and Villages:

1. City of Elmira 85,718
2. Village of Horseheads 37,315
3. Village of Corning 27,952

CHENANGO COUNTY

Total to local governments 1,779,186
Cities and Villages:

1. City of Norwich 61,495
2. Village of Oneonta 25,613
3. Village of Susquehanna 12,973

CLINTON COUNTY

Total to local governments 1,606,149
Cities and Villages:

1. City of Plattsburgh 29,644
2. Village of Dannemora 20,228
3. Village of Ticonderoga 17,483

COOK COUNTY

Total to local governments 793,137
Cities and Villages:

1. City of Minocqua 13,847
2. Village of Casselton 7,878
3. Village of Wisconsin Dells 1,354

COUNTY’S DISTRIBUTION UNDER MILLS PROPOSAL

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

May

5—Non-Teaching Employees School District committee meeting, 1 p.m., Sherrill Inn Towne Motor Inn, 300 Broadway, Albany.

7—Monticello Chapter dinner dance, 6 p.m., Riverview Restaurant: 32 No. Main St. and open house, 8:10 p.m., 169 So. Main St., New York.

13—SUNY at Monticello chapter officers installation, 7:30 p.m., SUNY at Monticello Student Center, State College.

17—Buffalo chapter meeting, 6 p.m., Plaza Suite (24th floor), M & T Bank Building, Main at Eagle St., Buffalo.

19—Jefferson County installation dinner (time and place to be announced).

20—SUNY at Syracuse chapter annual dinner-dance, 6:30 p.m., Rams Head Inn, Syracuse.

23—Binghamton Area Retired Members chapter meeting, 8 p.m., Centennial Room (3rd floor), Binghamton Savings Bank, Exchange Bank, Binghamton.

29—New York City chapter workshop, Concord, Klamath, June.

4-6—County Division Workshop, Friar Tuck Inn, Cardi late.

9-11—Capital District and Central Conferences joint workshop, Otesaga Hotel, Cooperstown.

CSEA CATALOG

NEW YORK CITY
Total $151,872,290

NIAGARA COUNTY
Total to local governments 1,464,736

Niagara County gov’t 364,568

Leawood 4,320

Lehigh 37,779

OTTAWA COUNTY
Total to local governments 1,250,160

Oswego County gov’t 225,160

Niagara Falls 3,246,049

North Tonawanda 506,489

Schoharie County gov’t 19,416

Grider 3,477

SENECA COUNTY
Total to local governments 1,199,274

Seneca County gov’t 216,591

New York Mills 62,358

Saratoga Springs 89,975

Schenectady County 1,087,644

Schenectady County 1,291,335

Schoharie County 47,907

SULLIVAN COUNTY
Total to local governments 1,165,155

Sullivan County gov’t 325,749

Village of Port Jervis 58,934

STEWEN COUNTY
Total to local governments 1,115,552

Steuben County gov’t 247,135

Village of Bath 51,260

SUFFOLK COUNTY
Total to local governments 2,713,491

Suffolk County gov’t 1,154,178

Village of Patchogue 60,952

TIOGA COUNTY
Total to local governments 509,908

Tioga County gov’t 331,118

VALIANT COUNTY
Total to local governments 355,361

Valiant County gov’t 28,844

WASHINGTON COUNTY
Total to local governments 1,061,199

Washington County gov’t 650,833

Village of Gloversville 2,046

WESTCHESTER COUNTY
Total to local governments 16,370,707

Westchester County gov’t 13,631,747

Village of Pound Ridge 194,851

WAYNE COUNTY
Total to local governments 897,847

Wayne County gov’t 509,300

Village of Lyons 126,951

1. CSEA CALENDAR
The Statewide Plan is the best coverage you can buy.

Compare health insurance plans. It's a sensible thing to do before making a choice. But keep your eye on what's really important.

Never mind the little nickel and dime options that you can take care of yourself. What about the serious illnesses and operations? Hospital and medical costs that could wipe you out?

When it comes to realistic benefits—there when you need them most—the experienced STATEWIDE PLAN provides the most complete protection ever devised for public employees.

That's a fact. It's what keeps us No. 1.

Because there's no such thing as a "bargain" in health care protection. Dollar for dollar. In terms of what you pay and what you get.

But there IS a best buy.

why
pay more
and
get less?

THE STATEWIDE PLAN
BLUE CROSS/BLUE SHIELD

Provided through:

BLUESHIELD PLAN OF NEW YORK STATE
METROPOLITAN LIFE
Attention all New York State employees—

Blue Cross Statewide insurance plan covers

Rehabilitation Medicine at Brunswick Hospital Center

in beautiful new buildings with expert resident staffs

Physical Disabilities

An individual treatment program is carefully established by our Physiatrists (physician specialists) in physical medicine. It is implemented by a team of rehabilitation professionals including nurses, physical, occupational, recreational and speech therapists, psychologists and social service counselors.

The Hydrotherapy Department includes a therapeutic Swimming pool, Hubbard tanks, and whirlpools; the Physio-therapy Department administers electro-thermo treatments and massage in private treatment areas and therapeutic exercise in a professionally equipped gymnasium. The patient who is chronically ill can also receive special care in this facility.

Joseph J. Panzarella, Jr., M.D.  
Medical Director

Mental Health

Most effective is the teamwork approach of psychiatrists, nurses, psychologists, social workers, occupational and recreational therapists. All modalities of psychiatric treatment are available—individual and group psychotherapy, hypnotherapy, electroshock, new multi-vitamin and supplemental drug therapy. Bright cheerful colors and spacious socialization areas immediately key this modern therapeutic approach to the care of the mentally and emotionally ill, the drug and alcohol addicted and those in need of custodial care.

Philip Goldberg, M.D.  
Medical Director

* Most major medical insurance plans, the Blue Cross statewide Plan for employees of New York State, local subdivisions of New York State, and appropriate participating agencies, and Medigas are applicable at these Divisions of the fully accredited Hospital Center.
Clearing The Air

We wish to congratulate the New York Daily News, the Albany Knickerbocker News and several editorial writers for their recent editorial outbursts, a job that should do much to swell the picture of public pensions for the rank-and-file civil servant.

What these stories and editorials have done is to illustrate the gulf between the pension benefits of elected officials and the ordinary public employee. This should do much to re-ignite the opinion which in recent months, has held that civil servant pensions are an outrage on the public purse.

Few of the State's 150,000 workers, for instance, will draw a pension higher than $4,000 a year, at best. The astronomical pensions—ranging from $10,000 to $20,000 and upward—earned by people in office who can vote themselves such benefits.

Congressman Ogden Reid, of Westchester County, also added another note to the debate on civil service pensions. He pointed out that for decades, public employees' salaries were rarely on a par with similar pay for similar work in the private sector. Decent pensions, he noted, were instituted to make up for years of being undersold.

All in all we see a hopeful trend, one that may bring about public realization that the average, hard-working civil servant should not be punished for an absence of any nature—whether short-term or partial disability.

We are glad to see that democracy has not undergone a complete turnaround in the face of a conflict between the government and the public. The Social Security Administration has been told by the courts that it is illegal to refuse benefits to a young voter who does not have parents or other relatives to support him. This is a victory for those who believe in the right of all citizens to receive old-age benefits.

In conclusion, we would like to thank the New York Daily News, the Albany Knickerbocker News and several editorial writers for their recent editorial outbursts, a job that should do much to swell the picture of public pensions for the rank-and-file civil servant.

Question and Answers

Q. I will be 65 next year and I'm thinking of retiring. How long do I have to work to qualify for retirement?

A. The Social Security Administration has defined the minimum retirement age as age 62. However, if you retire at age 62, you will receive a reduced benefit. If you can save enough before retirement, you may want to consider delaying retirement.

Q. I became disabled and unable to work on May 10, 1969. Social Security started paying disability benefits to me, my wife and child beginning in December, 1969. The checks were for just one month. Shouldn't my benefits have been in place for the entire five months after the disability began? I became disabled in March, 1969.

A. The law does not permit payment of benefits during the first four months after the disability began. You became disabled in March, 1969, and your 6-month waiting period ended in November; therefore your first monthly payment was for December, 1969. The law also requires that all the benefits have already been paid to the urban employees of the Sheriff's Office. However, the county's own policy is to pay benefits on a monthly basis, regardless of the employee's employment status.

That last base of the gavel was not only a sightly size deal but also a significant step in the direction of the Legislature. It will also serve as the start of a new era for control of the legislative bodies. Senator Zaccardi and other top GOP and Democratic leaders have already spent countless hours planning their campaigns for the next session. In the meantime, the leaders have already begun to plan for the next session.

Another imponderable in the campaign, apart from the youth vote, is the effect of the Census Bureau's estimate that there were 26,097,000 people living in the United States in 1960, of whom 12,737,000 were under 18 years old. This is a sizable group and one that is unlikely to be represented in the Census Bureau's estimate.

In addition to percentage increases in salaries in both 1976 and 1977, CSSEA achieved substantial improvements in the area of health care. The requested unit was granted a separate negotiating unit. However, the proposed wage increase was significantly less than that negotiated by the CSSEA.

In conclusion, we believe that the CSSEA has achieved its goals and that the workers of the Nassau County Police Department are well represented by the CSSEA. We congratulate the CSSEA on its accomplishments and look forward to future successes.

(Continued on Page 10)
To all members of
Nassau Chapter, CSEA:
if you think you’re paying too much for your auto insurance, maybe you are.

And maybe you can do something about it.

Nassau Chapter, CSEA now has a voluntary auto insurance plan that will give you all the high quality auto insurance you want. And no more than you want. All at low cost—and with premiums payable by convenient, easy-to-take automatic payroll deduction.

Watch your mail for details about our new Royal Guard Automobile Insurance plan.

It may help you out of your auto insurance premium squeeze. Because Royal Guard takes a smaller bite.
The resolution when first introduced would have ordered the Conference to establish a committee to investigate actions of chapter presidents during the strike.

But Claire Rosekrans of the Buffalo chapter raised the question that the Conference was only a geographic entity and had no investigatory powers. After Sandler agreed with her interpretation of the CSEA and Conference constitution, Anitmore withdrew his resolution and offered the second one, which was passed, 18-7.

Later in the season, the Conference passed another resolution urging the CSEA to extract $1 from each CSEA member to pay for loss of fines or penalties that might arise from the strike.

Officer Nominations

During the afternoon business session, a slate of candidates for Conference office was presented by William Boyle, president of the Niagara County chapter. Grossfield, Fred Huber of Buffalo and Frank Palmitie of Ontario County. Conference first vice-president, were nominated for president, but Huber declined to run in the June elections and accepted instead nomination as third vice-president.

Other nominees were: Al Galiant and Edward Dadek for first vice-president; Genevieve Clark, Geraldine McGraw and George Fassil for second vice-president; Huber and Neil Gruppo for third vice-president; Genevieve Luce, Dorothy Haney and Stephen Muscirella for treasurer, and Judy Burgess and June Doyle for secretary.

John Hennessey registers with Mary Gormley, left, and Marian Trippe while Frederick Huber, president of host Buffalo chapter, watches.

Donald Antinore, left, of State School of Industry, introduces resolution as Margaret Anastasis, right, holds out microphone.

William Blom, CSEA director of research tells Conference about new contract.
Participating in Saturday morning meeting of resolutions committee are, from left, Harriet Casey, Francis McDonald, Art Sheley, Beverly McDonald, Grace Tohin and Esther Thanye.

County Workshop nominations chairman S. Samuel Borely reads off names of nominees as those at head table listen. From left, they are Workshop secretary Leona Aypel, statewide County Division chairman Joseph Lazarony, Workshop president Francis Miller, statewide president Theodore C. Wenzl and Workshop treasurer Bonnie Barker.

Central Conf
(See story on Page 16)

On their way to dinner are, from left, Mary Pompeii, Broome County; Jack Gallagher, statewide treasurer; Raymond Castle, statewide public relations chairman, and Eleanor Percy, Jefferson County president.

Willard State walked off with top honors this year in the annual scrapbook contest. Here Harriet Casey, center, poses with winning entry and trophy, along with runners-up Rae Scharfeld, left, of Onondaga County and Hazel Van Tassell of Binghamton.

State University College at Cortland and Cortland County served as host chapters for the Central Conference's spring meeting. Shown here are SUNY's Jack Nolten, second from left, with her husband Charles, and chapter v-p Sharon Kinsey, with her husband Stephen.

Statewide third vice-president Richard Tarney, right, welcomes first-time attendee at Central Conference event: from left, Madison County's delegate Barbara Kezner and treasurer Jean Livermore and Chenango County's v-p Richard Romano and president Frank Knapp.
Imholz Declines Suffolk Chapter Presidency Race

(From Leader Correspondent)
SMITHTOWN — Frank Imholz announced last week that he will not be a candidate for re-election as president of the Suffolk chapter, Civil Service Employees Assn. Imholz, who served two years during a turbulent time of union
raising, said the CSEA had defied the raiders and turned to
the offensive. "We accomplished our purpose," he said.
"We are on the offensive now, whereas we were being attacked
to a fault. The chapter office has been
reorganized by the chapter grievance
committee which has not met
Tuesday night for two years."
Imholz, an employee of the Department of Social Services, qualified by civil service exam-
ination last January for promotion to a
supervisory position and
will assume that position upon
completion of his term.

New State

With Imholz withdrawal, the
chapter will vote on a full ballot
headed by three candidates for the
governorship. James Winch
was named by the chapter
calling committee, and tickets
headed by Ben Porter and John Wolter had been
nominated by petition.

The vote will be conducted by
the Albany headquarters. Ballots
will be mailed from Albany May
and must be received at the
Albany office by May 15.

Dental Assis.

Thirty-nine open competitive candidates for assistant dental
assistant were turned down as
unqualified for exam No. 1202.

Don't Repeat This!

(Continued from Page 6)
ski are hopeful that the Mayor's
charisma will be a decisive fac-
tor in some of these marginal
districts. The closing moments of the
Legislature will drip with nos-
talgia and fellowship, while those
in the loins for victory.

The vote will be conducted by
the Albany headquarters. Ballots
will be mailed from Albany May
and must be received at the
Albany office by May 15.

Urban Designs

Twenty-nine open competitive
applications for dental
personal satisfaction

Delehanty Embattled Over Layoffs

(Continued from Page 2)

School Equiv. Diploma

7 Week Course — $60.

High School
Equiv. Diploma

5 Week Course — $80.

High School
Equiv. Diploma

200 W. 23 St. (W. 4th Ave.) N.Y., N.Y., 10011

115 East 15 St., N.Y., 10003

Every Sunday
The New York Antiques Flea Market

1:00-7:00 P.M. At 6th Avenue and 25th Street Admission $1.00

SOMETHING TO SMILE ABOUT
Agreement on

automobile insurance at attractive rates for members of Nassau
chapter, CSEA, brings smiles to faces of, from left, insurance agents
Edward Shea, Robert Cooper of Royal-Globe Insurance Co.,
chapter president, and chapter administrative assistant
Edward Logan.

The negotiations may qualify for lower rates, and they
may shop and compare by using rate quotation forms being distrib-
uted.

Join the
Delehanty Police Promotion Course
and Start Preparing Now for the
Lieutenant Examination
(Excepted by the end of this year)

- Question Analysis
- Speed Reading
- Testing Techniques
- plus comprehensive coverage of English Grammar, Word Usage, Graphs, Tables and Charts

For complete details G R 3-6900

The Delehanty Institute

115 East 15 St., N.Y., 10003

situations faced by the
City as means of saving $155,000 this year, assured the
amount the City will have to pay on bonds being floated to
retire accumulated deficit inherited from a previous administration
that was defeated in a stunning upset
election last fall.

Delehanty Police Promotion Course

School Directory

Gourmet's Guide

Persian • Italian • American

Teheran at W. 42nd St. • New York, N.Y. • norskランチタイム
for free hors d'oeuvres luncheon dinner

Upsetter Seeks Den Nom For Appeals Court

Justice Lawrence H. Cooke of the Appellate Division, Third Department, that sits in
Albany, is a Democratic candidate for nomination and election as Judge of the Court
of Appeals. Justice Cooke is the only Democratic Appellate Division Justice in the
upstate area.

His election to the Court of Appeals will continue a tradi-
tion that has been a number of Third Department Appellate Dis-
trict justices elevated to the State's highest court. Court of
Appeals Judges Frances Vogel and James Gibbon, both of
whom will retire this year be-
cause of Constitutional age lim-
thations, had previously served on the Third Department's Ap-
peal Division bench.

Justice Cooke is a graduate of Georgetown University and
Albany Law School, and has been
involved in a great many civic
activities, including service as the
President of the 16-county Hudson
Valley Volunteer Firemen's Assn. Cooke, who had previ-
ously served as Sullivan County
Court Judge, and was elected a
Judge of the State Supreme
Court in 1981.

Justice Cooke has already been
elevated by both the Sullivan County and American Bar
Associations as qualified for the
Court of Appeals post.

For U.S. Bonds

Join the
Delehanty Police Promotion Course
and Start Preparing Now for the
Lieutenant Examination

Every Sunday
ARTS AND ANTIQUES
Flea Market

1:00-7:00 P.M. At 6th Avenue and 25th Street Admission $1.00

Gourmet's Guide

Persian • Italian • American

Teheran at W. 42nd St. • New York, N.Y. • norskランチタイム
for free hors d'oeuvres luncheon dinner
Has your family protection kept pace with today's inflation!

NOW!
Additional Life Insurance
At Remarkably Low Cost
Available To
CSEA Members!

Supplements present group plan.
Up to $40,000 available.
Optional coverage for family.

Today's rapidly rising prices have made many a man's life insurance portfolio inadequate.

What about yours?
If your wife and children were suddenly deprived of your income, getting along on your present insurance in the face of today's or tomorrow's costs would probably be a tremendous hardship, if not impossible.

What You Can Do
With this in mind, The Civil Service Employees Assn. has arranged to make available to you additional coverage at remarkably low rates. In many instances premiums will be below what you'd have to pay if you arranged for the insurance on your own. The table at right gives you the story at a glance. And low cost is only one advantage. There are many other wonderful features, which make this plan, we believe, one of the finest ever offered to any group.

Other Important Features
Eligible members may apply for $5,000 to $40,000 in multiples of $5,000. However, the amount, when combined with the Association's Group Life Insurance Plan, may not exceed three times your salary.

Optional Coverage For Your Dependents
If you are insured under this program you may also apply for coverage for your spouse and each unmarried child (including legally adopted children and stepchildren) who has not reached his 18th birthday.

In addition, you get WAIVER OF PREMIUM in certain cases involving total disability, plus broad conversion privileges and liberal renewal agreements.

Rates Guaranteed by MONY
The entire plan is underwritten by MONY (Mutual Of New York), one of the oldest and strongest insurance companies in the world. MONY guarantees the premiums for each age bracket. They cannot be increased as long as your policy remains in force. In fact, dividends, as declared, may further reduce your cost.

Who May Apply
Members of the Association who are under age 70 and regularly and actively at full-time work for at least 30 hours per week, and insured by the CSEA Group Life Plan, may apply.

Special Liberal Rules During Enrollment Period
There are extra advantages for applying during the Enrollment Period. That's why we urge you to send for the pamphlet giving complete details—now. Just use coupon below.

For Complete Details, Fill Out And Mail Today
TER BUSH & POWELL, INC.
Civil Service Department
P.O. Box 954
Schenectady, N.Y. 12301

Please send me information about the CSEA Supplementary Life Insurance Program.

Name ____________________________ Age ______

Home Address ____________________ City __________ State __________ Zip ______

Place of Employment ______________

Employment Address ______________

In addition, you can get WAIVER OF PREMIUM in certain cases involving total disability, plus broad conversion privileges and liberal renewal agreements.

Rates Guaranteed by MONY
The entire plan is underwritten by MONY ( Mutual Of New York ), one of the oldest and strongest insurance companies in the world. MONY guarantees the premiums for each age bracket. They cannot be increased as long as your policy remains in force. In fact, dividends, as declared, may further reduce your cost.

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Special Liberal Rules During Enrollment Period
There are extra advantages for applying during the Enrollment Period. That's why we urge you to send for the pamphlet giving complete details—now. Just use coupon below.
EXAM NO. 6086
COMMUNITY LIASON WORKER

There were 1,185 eligibles drawn from the 1,493 applicants for the position of community liaison worker.

Among the eligibles were:

- 641 Samuel Perez, Alameda, California
- 641 Maria E Torres, Los Angeles, California

Candidates were rated on their training and experience.

Salary ranges from $7,200 to $7,650.

New HIP Health Benefits Effective Now!

Dear Subscriber:

I am pleased to tell you about one of the most important organizational undertakings of HIP. The newly expanded benefits are available now for all HIP members.

**CHOICE OF MEDICAL GROUP**

HIP now offers a choice of medical groups in the HIP system. This is an important benefit that makes it possible for members of HIP to select a medical group that best fits their needs.

**EMERGENCY VISITS**

A subscriber may, without referral, seek emergency care from any HIP medical group for treatment of illness or accident, regardless of their membership status.

**SECOND SPECIALIST OPINION**

HIP also offers a second specialist opinion for medical care, making it easier for members to seek additional opinions from medical professionals.

**LABORATORY PROCEDURES**

HIP provides comprehensive laboratory services, including blood workup, which are included in the expanded benefits.

Sincerely yours,

James Brindle
President
State Action Awaited

Last-minute State legislative "slips" which were to have ordered the delay of "pink slips" to have been distributed yesterday to 977 City employees. The layoffs would have brought the total to 1,097, the future president of March as necessary because of State cuts in matching funds to City programs.

The May 1 deadline was originally set on the assumption that the Legislature would adjourn by that date, but it is now expected to be in session for another week.

To date, the only layoffs have been of 91 provisional employees who received their notices two weeks ago. These layoffs, effective yesterday, were final and the Health Services Administration, 50 from the Housing and Development Administration, and the Environmental Protection Administration.

Pending the outcome of State action on the City's budget crisis, no steps have yet been taken on the Mayor's threat of payless furloughs of 150 City employees including teachers.

Mayor Lindsay, Budget Director David Grossman and other City officials have been in Albany lobbying for $227 million in Federal aid to balance the City's $18 billion budget for 1972-73.

With little hope of that much in outright aid, the City is said to be negotiating with the State for the O.K. to finance operating costs from the capital budget and for borrowing power of $400 million.

The Lindsay administration has also expressed the hope to approve increased insurance taxes to produce another $141 million.

"New York City's budget situation remains critical," the Mayor said after announcing the postponement of layoffs. "If the City is to avoid additional cutbacks in personnel and services on top of the severe reduction already imposed in the 1971-72 and 1972-73 budgets, these two legislative bodies must act now."

State 57 Promotions To Four Park Titles

The Parks, Recreation and Cultural Affairs Administration is ushering in the warm weather with a total of 47 promotions to four new titles for general park foreman, assistant park director and assistant superintendent of recreation.

The PCRA plans 22 promotions to the $12,975 post of park foreman, 16 to the $14,035 assistant park director and 15 to the $16,975 superintendent of recreation.

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Seven spots for the $10,000 general park foreman $14,035 will range between numbers 24.7 and 50.

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HERE WE GROW AGAIN

CSEA 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 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. Each month, 57 prizes will be given away during the first drawing. 74 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.
Have a Happy Anniversary Family Plan

You, your wife and all your children... including those yet to come... can be insured for 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.

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TEL: 937-6429

CSEA Extends Super Sign-Up Membership Drive To July 13

(Special to The Leader)

Cash in quick! For every new CSEA member you sign up, you will receive a check for $2. Instantly. Your name, and the new member’s name will be entered in the drawing for a $15,000 jackpot of prizes. There will be three drawings. The sooner you get your names in the drawing the more chances you’ll have to win. A 1972 Monte Carlo will be given away at the final drawing.

First Drawing

May 26

Due to events of Easter Week, the first drawing of the Super Sign-Up Membership Drive has been postponed to May 26, opening date for eligibility is May 18. Each new member and his or her recruiter will be entered for the drawing.

Non-Teaching Comm. Sets May 5 Meeting

ALBANY—Election of a chairman will be the first order of business at the initial meeting of the CSEA non-teaching employees school district committee set for May 5 here.

In making the announcement, committee coordinator Danny Jinks listed the time as 1 p.m. at the Sherinans Inn Tweeie Hotel, 19 Broadway.

Committee members are Jacob Banker, Howard Crosby, John Fansette, Frank Passo, James Kelly, Lin Lilly, Charles Lux, Anne Marxel, Harold McCallan, Salvatore Megare, Edward Perroti and Patrick O’Connor.

New Housing Title

The Civil Service Commission last week approved the new title of housing police administrative aide, placing it in the Competitive Class, Rate XIII.

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Job Action Still Emotional

McDONOUGH HAILS BIRTH OF UNION AT FIERY WESTERN CONF MEETING

(By Leader Correspondent)

NIAGARA FALLS, Ont.—“At 12:01 A.M. April 1 a union was born in New York State.”

That message, repeated twice by two different speakers, highlighted a recent Western Conference meeting of the Civil Service Employees Assn. that sometimes sported enough verbal fury inside to match that of the cascading water outside the Sheraton-Brock Hotel.

Thomas McDonough, CSEA first vice-president, told of the birth of CSEA, offering fiery comments on the job action subject when he addressed the more than 200 Conference delegates.

“We're going to be stronger in the long run. The last few weeks did more for CSEA than anything we've done in the last 20 years,” McDonough said in explaining the two-day work stoppage against New York State April 1 and 2.

He told the delegates in his after-dinner speech that the State prodded the CSEA into not working “by refusing to bargain in good faith.”

“The State caused this. The State actually drove us into this job action,” he added.

The words “job action” also prompted some emotional oratory at the afternoon meeting from William McGowan, CSEA fourth vice-president and Mental Hygiene regional representative.

“You can use any damn word you like,” McGowan said when he was asked what CSEA's official terminology was on the work stoppage.

“As far as I'm concerned,” he added, “we went out. The State of New York was going to rape us clear and simple and without any provocation on our part if we didn’t stand up. If we didn’t stand up, there wouldn't have been any CSEA the next day.”

His remarks came nearly two hours after equally emotional outpourings were voiced as delegates passed by a 2-1 margin a resolution asking the CSEA Board of Directors to investigate possible prejudicial action by Conference members and chapter presidents during the CSEA work stoppage.

The resolution's introduction by Donald Antinore of the State School of Industry created a furor that caused Charles S. Sandler, regional attorney, to remark when a legal interpretation was sought:

“I wish I wasn’t here.”

Samuel Grossfield of Rochester offered that not to participate in the job action was “treason.” He voted against it, Grossfield said, but “each chapter is only one part of the spoke in a giant wheel . . . which transcends individual chapters or conferences.”

He was accorded sustained applause when he characterized the strike as “a time to fight, to do and to die if need be.”

“We do not question your motives, we question your actions,” he said in calling for “a cleaning of the house.”

(Continued on Page 8)

CENTRAL CONFERENCE VOTES IMMEDIATE SHOW OF SUPPORT

By MARYN BAXLEY

CORTLAND—“It's a new CSEA,” said Dr. Theodore C. Wenzl, statewide president of the Civil Service Employees Assn., as he spoke to delegates as the Central Conference's County Workshop.

“The action which we took as a union in response to extreme provocation was an overwhelming surprise to many elements throughout the State, as well as throughout the nation,” he said.

The statewide president then went on to say that people now knew that “here is a public sector union that really knows its business and can face up to any problems.”

Comparing the current situation to the recent baseball strike, Dr. Wenzl explained that “right now we are on first base, but we have at least three more moves to reach home safely.” He then pointed out the probable legal hazards over the Taylor Law, efforts to achieve CSEA objectives and guarantees that no member will be hurt in any manner.

Support for members under harassment for alleged participation in the Easter week contract confrontation was a major topic of discussion during the Central Conference’s meeting.

Resulting from a motion first introduced by Marcy State chapter president William Deck, the Conference voted to set up a committee to study and come forward with some financial aid for “these people to let them know we stand behind them.” During the discussion, Syracuse State chapter president Clarence Laufer let it be known that he was among those who had served.

(Note: Definite action by the Conference was to await action by the statewide Board of Directors on the same subject. The Board met last week and unanimously voted to aid, but exact wording has been referred to legal counsel to work out.)

As the Central Conference discussion was being held, Willard State's Dorothy Moses passed through the audience for spontaneous voluntary donations. This resulted in the collection of $95.10, which was earmarked for a separate emergency fund.

Named to study committee by Conference president Charles Ecker were William Deck, chairman, John Synog, Dorothy Moses, Ed Knight, William Caruso, James Solinske, Audrey Snyder, Belene Callahan and Louis Bnderha. The Conference also approved a motion to raise dues from $1.25 to $2.50.

At the morning County Workshop meeting, S. Samuel Borelly presented nominations for Workshop officers. These are: for president—Frances Miller and Angelo Valione; vice-president, Fannie Smith and Jack Banek; secretary, Leona Appel and Mary Battista, and treasurer, Bonnie Barker and Marsha Coppola. (First person named is the incumbent.)

(Picture coverage on Page 9)