Legislature OKs Pay Bill, But CSEA Irate At Changes

Assembly Amends Sections On Increments And Bonus

ALBANY – The State Legislature last week gave final approval to the bill implementing a pay raise and other benefits negotiated by the Civil Service Employees Assn. for 133,000 State employees. But there were some last minute changes that left the CSEA high and dry.

As State senators were heading for adjournment, the measure was approved by the Senate by a 55 to 1 margin and, later that day, in the Assembly by a 121 to 27 in the Assembly last Thursday, and, later that day, in the Senate by a 55 to 1 margin.

There was an intense effort by CSEA officials to ensure that the benefits contained in the legislation corresponded with the negotiated contract agreements. The Assembly, however, made last minute changes in several areas.

The bill, which now goes to Governor Rockefeller for signing into law, contains, among other things, a four percent increase effective April 1, 1972; a 1 1/2 percent “bonus” payment in April 1973 (Editor’s note: since this bonus will be funded in next year’s budget, it will require the approval of the 1973 Legislature); certain improvements in retirement, and other improvements requiring legislative approval.

Objections

One of the retirement benefits, however, which would have allowed the State Education Department employees who are members of the Teachers Retirement System to transfer their credits to the State Employees Retirement System, was rejected.

The seasonal workers have been in a representatives capacity since the Taylor Law came into effect in September 1967. Since that time, hearings have been conducted and much testimony heard as to the disposition of the employees.

CSEA To Bargain For Sheriffs In Delaware County

DELHI – The Civil Service Employees Assn’s Delaware County chapter has been recognized as sole and exclusive bargaining agent for employees of the Delaware County Sheriff’s Department.

The Board of Supervisors of Delaware County passed a resolution recognizing CSEA as representative in mid-April, pursuant to section 207 of the Civil Service Law. CSEA now has the exclusive right to represent the Sheriff’s Department employees in collective negotiations.

The sheriff, undersheriff and matron are excluded from the bargaining unit.

Seasonal Aides Now Under CSEA

ALBANY – All seasonal employees of the State of New York have been ordered placed under the jurisdiction of the Taylor Law, by the State Public Employment Relations Board.

The bulk of the seasonal workers will be placed in the four collective bargaining units now represented by the Civil Service Employees Assn. for purposes of negotiating work contracts—the Institutional, Administrative, Professional, Scientific, Technical and Operational Services Units. Lifeguards, however, will be assigned to the Security Services Unit.

The seasonal workers have been in a representative capacity since the Taylor Law became effective in September 1967. Since that time, hearings have been conducted and much testimony heard as to the disposition of the employees.

In the one-year pact closely paralleling the contract won by CSEA for State employees, said CSEA collective negotiating specialist Paul T. Burch, who assisted the employees’ bargaining team.

Included in the contract are a four percent pay raise with a 1 1/2 percent bonus to be paid next April 1, extension of existing retirement benefits, and health insurance benefits and other provisions.

Burch congratulated the employees negotiating team, which consisted of chairman Bob Summers, Mary Lynch, Eli Philips, Jack Gary, Ethel Rose, Stephen Cram, Henry Gould and Byron Pitapatrick.

Non-Judicial Aides OK Pact

(Special To The Leader)

ALBANY – The Civil Service Employees Assn. reported last week that State-paid, non-judicial employees of the New York State Judicial Conference have overwhelmingly ratified the contract negotiated for them by CSEA. The agreement covers some 1,600 employees.

The one-year pact closely paralleling the contract won by CSEA for State employees, said CSEA collective negotiating specialist Paul T. Burch, who assisted the employees’ bargaining team.

Included in the contract are a four percent pay raise with a 1 1/2 percent bonus to be paid next April 1, extension of existing retirement benefits and health insurance benefits, and other provisions.

Burch congratulated the employees negotiating team, which consisted of chairman Bob Summers, Mary Lynch, Eli Philips, Jack Gary, Ethel Rose, Stephen Cram, Henry Gould and Byron Pitapatrick.

Charges ‘Blundering In Name Of Economy’ Causes Absenteeism

BRENTWOOD—State blundering in the name of economy has caused a record-high rate of sickness absenteeism at Pilgrim State Hospital and other institutions, Pilgrim State Civil Service Employees Assn. chapter president Julia Duffy said this week.

She said the State reported 700 out of 3,800 employees at Pilgrim out for sickness and charged that “it is all caused by the fact that they took away clinic privileges.”

The traditional right of employees to clinic treatment on the job was recently cancelled, Ms. Duffy said. “The result is that the employee goes to his private physician, and he says to stay away. Before, if you went to the clinic, in many cases you didn’t have to stay out of work.”

The sickness rate is compounded by a rash of back injuries attributable to another ‘economy move:’ staff members attempting to lift patients into and out of their beds suffer back injuries because there is no other employee to help, she said.

State officials, she declared, called for an inquiry into the high rate of sickness absenteeism and CSEA has expressed similar concern.

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Pilgrim CSEA Donates Over $5,000 To Welfare Fund.

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CSEA Calendar.

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Wenzl Urges Bond Buying

See Page 2
Two Women Sue N.Y. City On Discrimination Charge

Sexual bias in the administration of physical exams is the charge in a lawsuit being leveled against the City Civil Service Commission by two women, seeking to change their status from provisional to permanent. They are pressing to eliminate physical exams for their titles.

The City employees are Sophie Stepinoff, an audio visual technician, and Marilyn Sontag, a graphic artist, both employed at Hunter College High School in Manhattan.

Both took the written test for the audio-visual aide technician post, conducted last Jan. 21, and passed. But the unapproachable hurdle came March 14, when a physical consisting of an obstacle course run and dumbbell press took place.

The matter is now in Manhattan Supreme Court, before Judge Max Bloom. The case had been slated for firing May 4, but the judge reserved decision and ordered that they not be fired "individually but as a class.

"The Commission never stated specifically what a physical would test," said Ms. Stepinoff, who had been in the provisional spot more than two years. Prior to that, she had done similar work at Lehman College.

"The first I heard of it," she continued, "was when I received a notice in the mail saying to come to 55 Thomas St. wearing gum-soled shoes. I thought maybe we would have to run around between the buildings. It was called a performance test — but we had no idea what it would consist of."

She explained that first the candidate was made to leap 20 lb. weight with her left hand and to stretch out on a four-foot-hurdle; then, run a obstacle course in 59 seconds. Everyone was successful through this portion. But then came the dumbbell lift.

"I lifted the 25-lb. weight with my right hand, extended that, and went all right," she recalled. "Then with my right hand, I tried to raise the 25-lb. dumbbell and could only lift it to my ear, not beyond that. I was then told: 'You failed.'"

Asked whether the exam occurred the same way as one of the examiners, she claimed she never received such a notice.

Ms. Stepinoff also noted that she filed on the last day "just 10 minutes before the deadline," and that she didn't examine the bulletin board too carefully to see if detailed information on the exam had been posted.

She stated that the reason the City apparently requires a physical "is that they say some people might try to fake a marriage (projectors) to get the job, but I'm in my seventh year at this work and we've never had to do that. We use a cart on wheels, and I've never injured myself during the entire time."

Both civil service provisions have surveys others taking the test, and say that only a doctor's medical exam was given during the 1950s, and that a woman was appointed in 1970 "with no physical whatsoever."

The City's statement that they always gave a physical is "absolutely untrue," according to the women.

Meeting On New State Pact Set By City Chapter

A general membership meeting to discuss the impact on State Assembly changes made to the one-year contract negotiated between the Civil Service Employees' Union and Rockefeller Administration will be held by CSEA's New York City chapter at 9:30 p.m. in Hearing Room 1 and 2 on 80th St. on May 27.

Roeburn Bendet, chapter president, said one change of major concern was the loss of increments in the future because an Assembly amendment to the salary legislation had mandated the termination of such increments in future contract talks.

Another area of concern, said Bendet, was that the one-and-one-half percent "bonus" on top of the four percent current increase "is no longer guaranteed."

Nassau Notes School Custodian Openings

Openings for school custodian in Nassau, at varying salaries, remain open to non-residents.

Qualifications take in having one year of related work, or six months as a skilled maintenance man.

Applications will be accepted continuously, states the Nassau County Civil Service Department. For additional information, call their office at 0161-535-2101.

Thayer Appointed

Mrs. Walter Thayer, of Rye, has been named chairman of the Council for the State University College at Purchase. A member since 1969, she succeeds the late Edward J. Hughes in the chairmanship. At the same time, the College named Leonard Berman, of Mt. Vernon, to a term on the Council ending July 1, 1974, and William L. Butcher, of White Plains, to a term ending July 1, 1976. There are no salaries.

Named To Board

Mrs. Morris Krantz, of Scarsdale, has been appointed to the 35-year-old County Board of Education. She succeeds the recently resigned Mrs. Walter Thayer, of Rye.

Irish Shindig

The Irish-American Association of the Board of Education of the City of New York held its annual St. Patrick's Day dance recently at the Biltmore Hotel.

Presented were various groups, including Native Irish and Irish American dance groups, a band, and a comedian. The event was sponsored by the Board of Education of the City of New York.

Taxes and gratuities 21.00

Present Plaque — Benjamin J. Malcolm, entering commissioner of the Department of Correction of New York City, receives plaque from Sr. Parole Officer Edward Graham, left, while Jack Weiss, president of the NY Parole District chapter of the Civil Service Employees Association, looks on. The presentation was made at a recent luncheon in honor of Malcolm's 25-plus years of service in the correctional field. The affair was sponsored by former NYC Commissioner of the Department of Corrections of New York City as the State of New York.

Turned Downs

Ten candidates for promotion to junior civil engineer were turned down by the Department of Transportation.

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THE PUBLIC EMPLOYEE

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Dear CSEA Member:

Since Series E U. S. Savings Bonds first went on sale in 1941, they have had the unquestioned support of the American Labor Movement. With the growing importance of the Payroll Savings Plan for the purchase of bonds, Labor has proudly assumed an increasingly important role in making the Savings Bonds Program a success. It is today more than $55 billion in U. S. Savings Bonds are presently owned by tens of millions of Americans.

I can think of no program that offers the direct opportunity for you to serve yourself and your country as does the Savings Bonds Program. And in the light of the economic challenges which face our nation, you along with all Americans should act on that opportunity now.

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When you are contacted by a fellow worker in a Bond Campaign in 1972—I hope you will respond by enrolling in the Payroll Savings Plan or by increasing your savings; you are already buying bonds.

In doing so, you will be putting your money where your heart is—in America.

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DID YOU GIVE?

Support your fellow employees who made sacrifices for you—

To The
CSEA Welfare Fund

Mail contributions to
CSEA Welfare Fund,
Box 1201,
Albany, N.Y. 12201

To The
CSEA Welfare Fund

Mail contributions to
CSEA Welfare Fund,
Box 1201,
Albany, N.Y. 12201
Western Conf Plans Meeting In Rochester

From Leader Correspondent
ROCHESTER—Mayor Stephen May of Rochester will speak at the dinner concluding the Civil Service Employees Assn.'s Western New York Conference meeting June 10 at the Binion conference room, Hotel Midtown, Rochester.

Statewide CSEA president Theodore C. Wenzl and other statewide officers also have been invited to attend.

The Rochester State Hospital chapter will host the meeting, which will open Friday, June 9, at 7:30 p.m., with an Edmona Committee program. The meeting will continue Saturday, June 10, with a dinner luncheon at noon and the regular Western Conference meeting at 2 p.m. Cocktails should be served from 6:30 to 7:30 p.m., with the dinner, featuring Rock Cornish, at 7:30. George Creola is dinner chairman.

Dorothy Hall, chairman, asks that all reservations be mailed to:
To: Director, Rochester State Hospital CSEA chapter, care of Miss Helen A. Vogel, Rochester State Hospital CSEA chapter, Rochester, N.Y. 14602.

Mail reservations should be made payable to: To: Director, Rochester State Hospital CSEA chapter, care of Miss Helen A. Vogel, Rochester State Hospital CSEA chapter, Rochester, N.Y. 14602.

William Rosseter, former chapter president, is publicity chairman for the meeting.

Officer Elections for Metro Conf. Set For May 23

The officer election for the Metropolitan Conference of the Civil Service Employees Assn. has been set for May 23, following a meeting of the conference president, Randolph Y. Jacoby. The meeting will be at 8 p.m. in the auditorium of the State Insurance Fund Building at 190 Church St., Manhattan.

Any member of the chapter, on or before May 1, may file as a proxy. Jacoby warned, must have a written confirmation of that fact in order to be duly recognized as the official vote-caster for his or her chapter.

Within 10 days of the official announcement of candidates for the offices, there will be two withdrawals. Powel, who was second vice-president and Ronnie Smith for treasurer.

Metro D of E Donates To CSEA Welfare Fund

A $500 contribution to the recently initiated Civil Service Employees Assn. Welfare Fund has been made by the Metropolitan Conference of Democrats.

The money had been earmarked for this purpose at the chapter's recent general membership meeting.

CSEA Recommended As Bargaining Agent For Ulster Deputy Sheriffs

(Special To The Leader)
ALBANY—It has been recommended to the Public Employment Relations Board by its directors of representation that the Civil Service Employees Assn. be their bargaining agent for the sole and exclusive bargaining of the County of Ulster, a CSEA spokesman said last week.

The decision, from PERB's Paul R. Klein, director of public employment practices and representation, effectively ends a battle started by CSEA for representation of the 32 employees in the unit.

CSEA presented as evidence deduced from a survey of employees who filed unfair labor practice cards from the deputy sheriff's department, indicating that they wanted to be represented by CSEA.

The struggle for representation began in January 1970, when PERB established the unit of deputy sheriffs for purposes of collective bargaining under Taylor Law. He said the County and the sheriff's office were joint employers, and ordered an election for representation, unless evidence was submitted indicating that a majority of the employees wanted CSEA.

In April 1970, the Supreme Court, Albany County, reversed the PERB's finding with regard to the joint employer status of CSEA. Then in December 1971, the Appellate Division of the Supreme Court, Third Judicial Department, reversed that decision and affirmed the prior decision and order of PERB.

An appeal by the Ulster County Sheriff's Office to the Court of Appeals was dismissed "for want of prosecution" by the clerk of that court. CSEA "Confident"

In discussing the PERB official's decision, CSEA director of local government affairs Joseph J. Dolan Jr. said, "We are confident now that PERB will certify CSEA as the unit of the Ulster County SCSA chapter as the legal bargaining representative of the deputy sheriffs, without an election. The director of public employment practices and representation, Mr. Klein, found

Robert Anderson
Funeral services were conducted last Saturday by Mr. J. Anderson, executive vice-president of Ter Bush and Powell, who died May 8 at a local hospital, golf club chairman.

Anderson, who was well known to CSEA members, was the chief executive of the insurance company which handled CSEA's membership insurance program.

A resident of 2143 Orchard Drive, Schenectady, Anderson became executive vice-president of Ter Bush and Powell in 1969. He was formerly executive vice-president and director of the National and Hartford Companies and vice-president of Continental Casualty of Continental National American.

He began his insurance career as a trainee for the National Fire Insurance Co. In Hartford and worked in various capacities for several insurance companies and organizations before joining Ter Bush and Powell.

He is survived by his wife, a son, and a daughter.

CSEA president Theodore C. Wenzl praised the Pilgrim chapter for its generosity, noting that this tremendous gift will hopefully generate a mass outpouring of donations from CSEA chapters, units and individual members. Wenzl said, "It is every CSEA member's responsibility to protect and assist those several thousand dedicated and courageous members who give time all for CSEA. All employees will benefit from the sacrifices made by these loyal members. It is imperative that those who have made CSEA the strong organization it is today, and they should not be forgotten. The United Fund is here for us now, is due to their untiring efforts."
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Philip Goldberg, M.D.
Medical Director

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Is The Merit System Being Undermined?

When the State Legislature approved creation of the Taylor Law it was assumed that work contracts would be left to negotiation between the Office of Employee Relations, representing the legislature, and the recognized bargaining agents, such as the Civil Service Employees, which represents the vast majority of State workers.

Although the Legislature does have the final word on any such contracts, it was also assumed that the final agreements reached between the State and representative unions would be approved unless there was some dire reason to change the language and terms arrived at by both sides.

We view with great alarm, therefore, two of several changes made in the State-CSIA-negotiated contract by the Assembly in the closing days of the Legislature. The first of these changes is a mandate that increments must be negotiated in the next contract. Such a mandate could not possibly, one of the most important conditions of public employment in the State. Increments came into being because they were a very sensible answer to the frustration of lack of promotion opportunities that exist in so many areas of civil service work.

The second dangerous change is setting definite layoff procedures when such procedures were not even an item of concern. Although the Legislature does have the final word on layoffs, workers and too late for the Employees Association to exercise their right to lobby and fight against such changes.

The opinion of the Attorney General (1952 at page 122) goes into an extended discussion of the conglomeration of federal statutes pertaining to retirement in the Federal service and the use of disability benefits from such sources which bear upon this issue. It would appear, after examining all of the relevant material, that the purpose of the constitutional requirement was merely to lock in the selection of the U.S. veterans of the State of New York for the purpose of determining whether or not a veteran is a disabled veteran. There is provision in the U.S. statutes for a disabled veteran who receives his retirement benefits from his branch of service to receive disability benefits from the VA or is actually receiving them from another source.

However, this is nothing more than a bookkeeping entry, and the present law would appear to be adequately protected by following the definitions contained in Section 85 of the Civil Service Law which require only that the VA certify the facts rather than make the actual money payments to the disabled veteran.

The 1952 opinion of the Attorney General ought to be re-examined in light of the purposes to be accomplished by the constitutional provision and the amendments to the State Constitution and the Civil Service Law in 1958. I believe the opinion is unduly restricting in light of the legislative purpose sought to be accomplished.

Q. Am I program chairman for a local civic organization and we are of the opinion that we need to know more about the medical matters, especially Medicare. Does the Social Security Administration provide material for such organization as ours?

A. Yes. Besides the speakers which are available without cost, we have all types of literature and material. Contact your local social security office and they will help you make the necessary arrangements.

Q. Next month, I plan to apply for Social Security retirement benefits. I had a heart attack last year. Do I need anything?

A. No, a social security number of your own is not required to obtain your heart attack benefits. You will need your husband's social security number, however, to bring your birth or baptismal certificate. If you have neither, you should bring some old documents which show your age or date of birth.

Schwenk As Trustee

Edwin M. Schwenk, of Southhampton, has been named to a $12,500 post as a trustee of the State Police Authority.

Calls For Auxiliary Police In Schools

Congressman Mario Biaggi last week called for the use of auxiliary police in New York City public schools to help cut down on incidents of violence and crime.

Biaggi, a 23-year police force veteran, said he would also give to the present school police force in the event of an emergency. In the event of a fire, he said, should also be used more extensively in the high crime school districts to supplement the regular police force.

Biaggi is a member of the House General Subcommittee on Education and represents New York's 24th Congressional District.

Credit For Disabled Vets

The New York State Constitution, in Article V, Section 6, provides for a disabled veteran to receive ten points additional credit on a competitive examination for original appointment and five points additional credit in a promotion, effecting the change on Jan. 1, 1950. On Feb. 27, 1952, the New York State Attorney General rendered an opinion to the effect that in order for a disabled veteran to receive the additional credits, he must have been: certified by the United States Veterans Administration as specified in Article V, Section 6, of the New York State Constitution. It was not sufficient, in the opinion of the Attorney General, that a veteran was receiving disability pensions from the Armed Service in which he served and in which he incurred his disability.

In 1958, the civil service law was completely rewritten, which resulted in a new section 85 referring to additional credits to be allowed veterans in competitive examinations. That section defines disabled veteran as a person who has been certified as disabled and entitled to receive disability benefit from the Veterans Administration, and, in addition, one who is certified by the Veterans Administration as receiving disability benefit from some other source upon certification by the VA of the veteran's disability.

ON THE SURFACE, there appears to be a conflict between the constitutional provision, which requires the actual receipt of payments from the VA, and the statutory provisions which require certification from the VA that the veteran was entitled to receive disability benefits from the VA or is actually receiving them from some other source.

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Albright Heads Banks

Albright, a former associate counsel to the Civil Service Employees Union and, most recently, executive director of the Governor's Committee on Arts, has been named State Superintendent of Banks to succeed [[null]] Reuben J. Miller, who resigned. The post pays $4,000.

Council On Arts

Governor Rockefeller has appointed Seymour Knox, of Elmira, Dr. Henry A. Moe, the Bronx, to the State Council on the Arts for terms ending March 1, 1974.
Little things mean a lot.

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To Install Rubano
As President Of
State Fund Chap.

Vincent P. Rubano will be installed May 22 as president of the State Fund chapter of the Civil Service Employees Association.

In an election participated in by 71 percent of the chapter membership, Rubano was returned to his second term in the office. Other officers elected were James Govern, first vice-president; Walter Kelty, second vice-president; E. Reverbea Mann, corresponding secretary; Josephine Freeman, recording secretary; and Mary Warn, treasurer.

The installation next Monday will be in the State Fund cafeteria at 3:30 p.m. Metropolitan Conference president Randolph V. Jacobs, a former president of the chapter, will be the installing officer.

Joseph To OTB

Edward F. Joseph, of Niagara Falls, has been named to a $127 per day position as a member of the Off-Track Mutuels Behavior Commission for a term ending April 1, 1976.

Two Are Appointed
In School Disputes

ALBANY—Dr. Irving Markowitz, an attorney from Saratoga, has been appointed fact-finder by the Public Employment Relations Board in the dispute between the Auburn School District, Cayuga County, and the Auburn Unit of the Civil Service Employees Association.

Robert Parner, a professor at the University of Rochester, has been named mediator in the dispute between the Clyde-Savannah Central School, Wayne County, and CSEA.

Poughkeepsie Unit
Promotes Flag Day

POUGHKEEPSIE—Members of the Poughkeepsie City School District Non-Teaching Unit of the Civil Service Employees Association are beginning early this year to arouse a patriotic interest in Flag Day, June 14, 1972.

John Faneite, unit president, and members of his committee have been promoting Flag Day for the past four years. Faneite said that their main objective is to return the Stars and Stripes to the standard of America, representing one nation, under God, indivisible with liberty and justice for all.

The committee would like to give a 3-inch by 5-inch flag to anyone who sends a self-addressed stamped envelope to: John Faneite, Unit President, 46 Meyer Avenue, Poughkeepsie, N.Y.; Gary Marquette, Unit Vice-President, 24 Holt Road, Hyde Park, N.Y.; or Ray Rasmussen, Unit Recording Secretary, 22 Center Street, Beacon, N.Y.

The committee is made up of veterans of World War II, Korea, and Vietnam.

Eleanor Percy Re-elected
Jefferson Chapter President

(From Leader Correspondent)

WATERTOWN—Eleanor S. Percy has been re-elected to another two-year term as president of Jefferson County chapter of the Civil Service Employees Association. Ms. Percy has headed the organization for the past four years.

Coppola was re-elected as chair secretary. Miss Coppola has been chair secretary for the past four years.

Re-elected for two-year terms, without opposition, were the following officers: Peter G. Grice, first vice-president; Ross Breton, second vice-president; Richard J. Grice, third vice-president, and Shirley R. Richardson, treasurer.

Elected to the 14-member board of directors were: Mary E. Constance, Pamela W. Smith, Janice C. Cameron, Angelina N. Shakes, Thomas G. Pfister, William A. Murray, Eleanor M. Howland, Elaine DaRosa, Katherine M. Kieff, Richard P. Brown, Eugene G. Paddock, Philip P. Poll, Ruth A. Vanpipe and Eleanor Keys.

Shames Appointed

Abraham Shames, a Westbury contractor, has been appointed to the Board of Trustees of the State University College at Old Westbury.
CSEA Asks Emergency Evacuation Procedure In State-Leased Bldgs.

ALBANY — While receiving reports that progress was being made on developing emergency evacuation procedures for work in State facilities operated by the Office of General Services, representatives of the Civil Service Employees Assn. last week made it clear to State officials that similar procedures had to be implemented in buildings leased by the State.

CSEA dramatized the need for emergency evacuation procedures last fall following a series of bomb threats and an explosion at the headquarters of the Department of Correctional Services in Albany. At that time, union president Theodore C. Wendel and other CSEA officials met with representatives of the OGS and the Office of Employee Relations and demanded that procedures to evacuate buildings be instituted immediately.

"The State has been slow to react to this very real problem," Wendel said, "but at least, now, they are moving in the right direction."

Services In Albany. At that time, union president Theodore C. Wendel and other CSEA officials met with representatives of the OGS and the Office of Employee Relations and demanded that procedures to evacuate buildings be instituted immediately.

"The State has been slow to react to this very real problem," Wendel said, "but at least, now, they are moving in the right direction."

Re-elect Clark President Of Erie Chapter

BUFFALO — George Clark, Sr., has been re-elected for his second two-year term as president of the 5,000-member Erie chapter of the CSEA.

The chapter represents white-collar workers employed by the County government. Also elected were:

First vice-president, Robert Dobstaff; second vice-president, Harold Dobstaff; third vice-president, Victor Nar; fourth vice-president, Griffith E. Pritchard; fifth vice-president, Alan Shanks; corresponding secretary, Mrs. George Brown; recording secretary, Alfred Berl; treasurer, Adelie Hanavan; sergeant-at-arms, Harry Brown, and County representative, Salvatore Mangski.

The officers will be installed at a banquet at 7 p.m. May 29 in the Club Cone, 719 South Park Ave., Buffalo.

Saratoga Unit Elected White

SARATOGA SPRINGS — Fred Whitney has been elected president of the Saratoga Springs Chapter of the Civil Service Employees Assn.

Also elected were Ted Gallop, vice-president, and G. Allen Wagner, secretary-treasurer.

Saratoga County chapter president Edward Wilson was installing officer, and Aaron Wagner, CSEA fieldman, was a guest at the meeting.

Patterson Unit Dinner-Dance

MINIKOMA — The Patterson Home unit of the Nassau chapter of the Civil Service Employees Assn., held its first annual dinner-dance May 6 at the Woodside Terrace. Baldwin, Pauline Surnaski, unit president, and Nassau chapter president and Mrs. Irving Flamann were among the officials attending.

In Five Disputes

Name Fact-Finders, Mediators

ALBANY — The State Public Employment Relations Board has named several fact-finders and mediators to resolve disputes between various governmental jurisdictions and the Civil Service Employees Assn. Fact-finders are:

- Professor James Manwaring, director of the Bureau of School at Syracuse University.
- Bernard J. Donoghue, who last year returned to private law practice in his native Auburn, has been named to the new post by the CSEA.
- Robert Rosoff, a labor lawyer from the New York office of the State Tax Examiners.
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- Robert Rosoff, a labor lawyer from the New York office of the State Tax Examiners.
- Theodore C. Wendel, president of the Civil Service Employees Assn., held its first annual dinner-dance May 6 at the Woodside Terrace. Baldwin, Pauline Surnaski, unit president, and Nassau chapter president and Mrs. Irving Flamann were among the officials attending.

Cayuga County Names Lawyer For CSEA Talks

(From Leader Correspondent) AUBURN — Cayuga County will be represented by an attorney who has specialized in labor relations in contract talks with Civil Service Employees Assn. units for the remainder of the year.

Bernard J. Donoghue, who last year returned to private law practice in his native Auburn, has been named to the new post by the CSEA.

Mr. & Ms. Wonds Hospitalized

ALBANY — Mildred Wonds, social worker at the Capital District Conference, was recuperating in Memorial Hospital here after a heart attack.

CORRECTIONAL INSTALLATION — Taking the oath of office being administered by Theodore C. Wendel, state-wide president of the Civil Service Employees Assn., are the newly elected officers of the Albany Correctional Services chapter of CSEA, at their installation dinner held recently at Dusan's Restaurant in Albany. From left to right are Irene Dougherty, delegate; Alexander Wahl, president; Kathy Smith, treasurer; Susan Crawford, secretary; Lee Fisher, vice-president; Robert Pitz-James and Nancy DeLegge, delegates, and Wendel.
The list of 359 eligibles was established March 23, resulting from open competition in the field of stenotyping. Salary is $7,200. Highest score this week is 90.0, attained by W. 23.


A Jones, Frank Gonzalez, Joseph Selotti, right, has been re-elected president for another 250-year term. Highest score this week is 90.0. Applicants numbered 5,967; 3,342 appeared for the written exam, held March 29, consisting of 816 questions. Written exam set (for June 10, Tuesday & Thursday, 5:45 or 7:45 P.M.). Applicants numbered 5,967; 3,342 appeared for the written exam, held March 29, consisting of 816 questions.

Supv. Ineligible:
One candidate for promotion to supervisor (stores, materials and supplies), Exam No. 1549, was ineligible due to failure of the Department of Personnel. Filing for this promotion was accepted in February, with the written exam set for June 10.

Consumers:
Three of the 69 applicants for promotion to senior consumer affairs attorney, Exam No. 1459, have been declared ineligible by the Department of Personnel. Filing for this promotion was accepted in February, with the written exam set for June 10.

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High School Equivalency Diploma:
5 Week Course $60.00. Filing for this promotion was accepted in February, with the written exam set for June 10.

Supv. Ineligible:
One candidate for promotion to supervisor (stores, materials and supplies), Exam No. 1549, was ineligible due to failure of the Department of Personnel. Filing for this promotion was accepted in February, with the written exam set for June 10.
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 remarkable 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 sincerely 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 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 step-children) 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.

Even if you are undecided, we urge you to send coupon now for full details. You have nothing to lose but an 8c stamp.

For Complete Details, Fill Out And Mail Today

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P.O. BOX 789
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Please send me information about the CSEA Supplementary Life Insurance Program.

Name __________________________ Age __________

Home Address __________________________

City __________________________ State ________ Zip ________

Place of Employment __________________________

Employment Address __________________________
A veritable windfall awaits any present or former City employee who finds his name listed below: these are only a few of the thousands of persons who are owed money by the City of New York.

Whether from ignorance or inactivity, these employees never claimed paychecks for over a year--some for only a few. Because of low allowance—some of these checks were mailed to employees who were no longer living—some of these checks were sent to employees who had moved away.

The following employees of various City hospitals are owed money from the payroll of March 15, 1970:

1. A. Alumni, A. Anglin, A. Armstrong, B. R.
4. The following hospital employees are owed money from the payroll of March 15, 1970:

The following hospital employees are owed money from the payroll of April 15, 1970:


The following Department of Education employees, mostly supplementary, are owed money from the payroll due on March 15, 1970:


The following employees of the Mayor's Office are owed money from the payroll of March 15, 1970:


The following Department of Education employees, mostly supplementary, are owed money from the payroll due on March 15, 1970:

This is the kind of column I love to write. Much like life in the Fire Department, section seems to be in cycles. This week it seemed that when the action took place, my friends thought to call with the details. I don't keep track of the wars would think to do so. It's easy! Just call 28...
**First Drawing In Super Sign-Up Membership Drive To Be May 24**

(Special to The Leader)

ALBANY—It was announced today that the first drawing in the Civil Service Employees Assn. membership drive has been advanced to May 24. Howard Cropsey, co-chairman of the membership committee for the County Division, said that the date had been pushed forward to avoid any possible conflict with the Memorial Day weekend. He went on to add that all names of successful recruiters submitted by May 24 will be included in that drawing.

Cropsey noted there has been a gratifying response from the County Division membership, with many members signing up as a result of the campaign so far. He added that with two more drawings after May 24, there is still plenty of opportunity for all CSEA members to win one of the 240 prizes to be awarded for recruiting new members. Among the prizes are trips to Portugal, the Bahamas and Grand Canary Island, color and black-and-white television sets, cassette tape recorders and transistor radios. The grand prize, to be awarded at the final drawing on July 7, is a 1972 Chevrolet Monte Carlo.

"It was reported at the last meeting of the state membership committee," Cropsey said, "that some chapters are running short of campaign materials. This is good news as it indicates a lot of hard work on the part of current membership, and we are most thankful for it."

He went on to add that any chapters low on campaign supplies should contact Edward Diamond, Director of Education and Membership, CSEA Headquarters, 33 Elk Street, Albany, New York 12297. "The more new members we sign up, the stronger our voice at all levels of government. As every civil servant benefits from CSEA's activities, we should do everything in our power to make sure that every civil servant is a member of CSEA."

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**City Chapter Will Fete O'Regan At Workshop**

Peter O'Regan, first vice-president of the New York City chapter of the Civil Service Employees Assn., will be guest of honor at a dinner held during the annual workshop sponsored by the chapter May 29-31 at the Concord Hotel, Kiamesha Lake.

The dinner on Monday, May 29, honoring O'Regan's retirement, will be followed on Tuesday evening by a dinner in recognition of J. William Campe, president of Ter. Bath & Powell, Inc.

The workshop program will consist of panel discussions on insurance, retirement and the results for CSEA from the current session of the State Legislature. Those wishing to attend may use the coupon below to make reservations for the event.

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**RESERVATION BLANK**

MR. J. WILLIAM CAMPO
TESTIMONIAL DINNER
NEW YORK CITY CHAPTER
CIVIL SERVICE EMPLOYEES ASSN.
MONDAY TO WEDNESDAY
MAY 29 — MAY 31, 1972

ACCOMMODATIONS

<table>
<thead>
<tr>
<th>PACKAGE RATE</th>
<th>$58.00</th>
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<tr>
<td>Room with Private Bath, Main Bldg.</td>
<td>$35.00</td>
</tr>
<tr>
<td>Single Occupancy</td>
<td>$10.00 additional</td>
</tr>
</tbody>
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SPECIAL FEATURES

- Cocktail Parties
- Testimonial Banquet
- Five Meals
- Free Golf on 2 Courses
- Two Nights Lodging
- All Star Shows

Please mail $10.00 per person deposit check payable to:

CONCORD HOTEL
Ithome Lake
New York, 12751

Rooms will be ready for occupancy after 4:00 P.M., Monday.

Name

Address

City, State, Zip

Others: Name

Address

City, State, Zip

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**To Discuss New Public Works Unit In Nassau Chapter**

MINORLA — A meeting has been called for next Tuesday, May 23, to discuss the formation of a new department-wide unit to represent CSEA members employed by the Nassau County Division. The unit will be called the Nassau County Division Public Workers Committee.

Chapter president Irving Flaumenbaum said it was hoped that a new unit would better serve the 1,500-member departmental work force.

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**JSEA Installation**

The Jewish State Employees Assn. of New York will install its officers for the current term on Monday, May 29, at 3:30 p.m. at 80 Centre St., Manhattan in Room 1.

Installing officers will be Morris Kimmion, charter member of the Assn., and former CSEA president.

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**Pay Paci Okayed**

(Continued from Page 1)

The Department of Labor is the governing body of the dress code, and the code is given to CSEA in late April. CSEA maintains that it would not accept anything less than the language of the code were considered the substantive nature of the code.

On Friday, May 7, Mr. Blair reported, "The final version" of the dress code was given to CSEA, containing many changes which CSEA considered of a substantive nature. Following a meeting with NACC officials in March, CSEA requested that the code be given to CSEA, containing all parties.

CSEA protested to NACC officials several weeks later, since all the agreements in the language of the code were being contemplated by NACC, but that these changes were not substantive.

More Stalling

Another "final" version of the code was given to CSEA in late March. Mr. Blair said, but it still did not reflect the provisions agreed upon by CSEA and NACC in November.

CSEA was forced to file the improper practice charge. Mr. Blair said, "When the NACC in late April advised us that their latest dress code would go into effect on May 1, 1972, regardless of CSEA's objections."

"We learned that the Commission had changed an agreement for a dress code last fall," he continued, "and now the Commission has changed the code. The CSEA has renewed and changed some of the provisions in that code, unilaterally. CSEA maintains that this was a blatant set of bad faith in NACC's part. CSEA will not stand for this. We will fight this to the end."

A pre-hearing conference on CSEA's charge will be held Tuesday, May 24 at PERB's Albany office, and the formal hearing is June 9.

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**Before The Ball**

A recent dinner-dance of Hempstead Town Unit of Nassau chapter, Civil Service Employees Assn., the committee goes with Supervisor and Mrs. Francis T. Purcell, and end and third from right in rear. The CSEA hands are seated, from left, Winifred Franks, Anthony Glanetti and Gigi Gray. Standing, from left, are: Bald Cassinelli, Ralph Natale, John Martellini, Mrs. Purcell, Supervisor Purcell and unit president Edward McCauley. Among highlights of event was the presentation to Martinis of an award for more than 20 years service as an officer of CSEA.
Training In Heavy Demand At City’s Housing

"Why a training department within an agency?" asked Mary Schulman, who heads the training division of the Housing and Development Administration. "We need service every agency, and this just is not possible."

"The Department of Personnel simply does not have a large enough training department. They must service every agency, and this just is not possible."

"We cannot expect Personnel to fully service a technical agency."

"The demand for training—at least as far as HDA goes—is phenomenal."

To back up her last contention, Ms. Schulman cited the nine very different training programs offered by the division and began tallying the statistics.

She came up with an approximation of 1,200 enrollees all together—outside of what is included in the Department and the uniformed service.

Among the nine, all technical and professional programs, two of the most ambitious involve parallel career ladders: the New York University Real Estate Program and the Community Liaison Training Program, conducted at Columbia Teachers College.

Both programs draw primarily on ghetto residents, and structure job titles so that nobody remains at the low levels indefinitely.

"People are going from a high school equivalency to almost a college degree. They complete high school for a high school equivalency and attending the program at the NYU Institute—all at the same time."

The movement upward permits an equivalent work force at the aide position and one year as an aide to automatically become a real estate assistant. Two years as an assistant brings eligibility for the top post: real estate manager. Written tests are involved for the two promotional titles.

The counterpart career ladder is for community housing-but trainees, who can progress to assistant community liaison worker, are never required to go to full liaison worker at the end of three.

Ms. Schulman here involves interviewing tenants, landlords, business people and community group representatives and distributing informational material. Both career ladder programs are funded through Title VIII grants and are entered through the State's Office of Local Government.

Field Training

Most work focuses on HDA urban renewal and code enforcement offices in Brooklyn, Manhattan and the Bronx. Typical assignments find the enrollee in Brownsville, the South Bronx, or Williamsburg, or some other multi-ethnic community.

Also underway are community development programs for the Manhattan community in Central Harlem and for the Jamaica community. Those programs end of train staff in the urban renewal process; management; secretarial skills; City government orientation; State and Federal training programs.

The Milbank-Frawley classes have 200 enrolled while the Jamaica Community Development Program, held at York College in Queens, has 235 participants.

The remaining five programs in the professional area include: low pressure boiler inspectors, emergency housing repair skill; sewage system repair, executive and middle management training, Buildings Department.

Coursework, of course, plays a vital role in shaping the direction of the student. In the real estate program, for example, emphasis is on real estate law, real estate finance, appraisal and business, business math and accounting.

Ms. Schulman also singles out City Government as a course now getting special stress. "With the help the Mayor is doing a job and not knowing its relationship to anything else are pretty useless: that's working in a vacuum."

"People don't get a sense of achievement if they don't know that part of their job contributes to the whole," she maintained, noting that HDA's multiple approach allows civil servants to learn both the technical end of the job and the role of HDA within the framework of municipal government.

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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 signed 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. 100 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.