HONORED — J. William Campo, right, president of Tee Bush & Powell, Inc., was honored by a dinner given for him by the New York City chapter of the Civil Service Employees Assn. Campo, who holds a plaque "in recognition of valuable services rendered to CSEA, is joined by his wife, Dorothy, who was recipient of bouquet of red roses for the occasion, and by chapter president Solomon Bender.

Nassau Leads Counties In Super Sign-Up Drive

ALBANY—CSEA has released figures showing total returns of its County Division chapters in the current Super Sign-Up '72 Incentive Membership campaign as of May 16.

Sam Emmett, chairman of CSEA's statewide membership committee, said he was hopeful that returns for State Division chapters would be available next week and that updated returns for all chapters would be published weekly thereafter. He also stressed that the presentation tabulation represents only the County Division of CSEA and extends only through May 16.

Following are the latest figures from chapters in CSEA's County Division:

For the first time, the two conferences will join together for a combined workshop at the Otesaga Hotel here. This is the same location where Ernest Wagner won a hard-fought election for a second term as president of the Capital District Conference last year.

CSEA Will Experiment With 4-Day Work Week

ALBANY—An agreement reached in at least one work location during the next contract between the Civil Service Employees Assn. and the Management of Health Research, Inc. (HRH).

CSEA president Theodore C. Wendt said the extension will allow those workers charged with violations of the law to submit affidavits to protest the charges against them, as noted by CSEA attorneys and fieldmen.

Originally, State employees received letters charging them with participating in the illegal Easter week end strike, were given 20 days to file answering affidavits.

"CSEA is offering help with filing the protests, to every member who wishes to object to the charges against him," Wendt said. "Any member can contact his chapter president, field representative or CSEA headquarters to get help in preparing the affidavits and protesting the charges."

Wendt also said that when employees are granted a hearing, CSEA will then provide legal counsel to represent them. Furthermore, if the results of the hearing are against the employee, CSEA will then initiate court action to have the decision reversed. If the State would find an employee guilty of violating the Taylor Law without giving him a hearing, CSEA will take that matter to court.

Wendt also said that his union was preparing court action to have declared unconstitutional the Taylor Law provision which imposes a penalty of one year's probability on alleged violations of Section 219 of the law.

Inside The Leader

Welfare Fund Grows

— See Page 3

CSEA Staves OFF

Layoffs In Long Beach

— See Page 2

Blast Niagara County For Withholding Pay—See Page 3
Praise Bill To Improve Prisons

ALBANY—The Civil Service Employees Assn. has praised the actions of the State administration and Legislature in sponsoring and passing into law a bill which will provide more than $15 million for improvements in the state prison system.

Terming the action “long overdue,” the CSEA official, nevertheless, described the new bill as being a “positive step toward creating many needed jobs, and which will rehabilitate existing programs and implement new ones, overhaul deblitted physical plants and go a long way, generally, toward improving working conditions and easing tensions among the inmates.

“He’s fortunate that such a program was not adopted some years ago, but, in any case, we can now look hopefully to the future for improvement,” the spokesman said.

Thomas J. Linden, collective negotiating specialist for civilian employees in the state’s prisons, explained that part of the monies will provide “several hundred new and much-needed civilian positions, putting into effect a long-standing CSEA demand.”

Nassau County And CSEA Seek Grant To Study On Bargaining, Work Incentive

MINELDA—In what was described as a national first, the Nassau chapter of the Civil Service Employees Assn. and the County have applied for a $500,000 federal grant to study efficiency incentives and regional bargaining.

Nassau chapter president Irving Flaimenbaum and County Executive Ralph O. Caso capped five months of discussions on the plan with a meeting last week in Washington, D.C., with officials of the National Commission on Productivity.

Flaimenbaum commented: “We are working together to study improvements which could make public service more efficient, both in material and spiritual values. Because we can not predict the outcome of the negotiations, we hope that the grant will be approved.”

Caso said that the study would hopefully produce standards of performance that could be used in determining merit pay and other fringe benefits as well as promotions.

He added: “We want to replace the archaic disciplinary approach to labor relations with a participatory and cooperative team effort by both labor and management.”

The Nassau County CSEA contract was reached earlier this year after a 30 week period of negotiating, repeated breakdowns of the talks and bitterness never before experienced in the county talks.

The proposed study would last two years and would be financed by both federal and local officials, indicated that the effort could pave the way for a new trend in public labor relations throughout the nation.

CSEA and County officials predicted, however, that the grant would be approved. They said Labor Secretary James D. Hodgson had endorsed the plan.

The study and possible implementation would involve Nassau County and the three townships within its borders, where the CSEA represents an estimated 30,000 workers.

Richter Heads New Nassau CSEA Unit

MINELDA—The newly re-elected, Department of Public Works unit of the Nassau chapter, Civil Service Employees Assn., has elected George Richter to head a temporary slate of officers.

The department-wide unit, representing almost 2,000 members, is being restructured by department employees.

Richter, as president, heads a slate including Richard Collins, vice-president representing the engineering division; Jack Nicosia, secretary; and Richard Hayden, treasurer, representing airport maintenance.

Shirwindt, vice-president representing highway maintenance; Lillian Royer, secretary; and Michael Fiorentino, treasurer, representing highway maintenance.

Chapter president Irving Flaimenbaum said officers for the new slate would be elected after the unit complex and adopts a unit constitution.

CSEA, Box 772, Times Square Station
NEW YORK, N.Y. 10036
Tel: (212) 868-2959

Long Beach Unit Avoids Layoffs, Suggests To City On Cost Cutting

(Credit Correspondent)

LONG BEACH—The Civil Service Employees Assn. last week secured the cancellation of a threatened layoff of 44 employees of the City of Long Beach in an economy move and is working with City officials on proposals that would achieve savings while saving jobs.

The agreement was made known during a 3 1/2-hour meeting between City Manager James Nagourney and CSEA unit president Thomas Carroll, unit lawyer James Word and officials Steve Hayes and Thomas Stapleton. Nassau chapter president Irving Flaimenbaum was active in negotiations.

The City had earlier postponed the threatened layoffs, which were originally to have been made June 1.

Negotiations for a new contract, due Nov. 30, were initiated immediately.

Carroll announced a general membership membership meeting will be held June 8, in City Hall at 4 p.m., to discuss cost-cutting proposals to be presented to City management.

The possibility of renewed efforts to find surpluses was kept alive by City officials, however.

Carroll said the City reported a deficit in the area of $600,000, and that a unit was preparing cost-cutting ideas that would not hurt the employees.

Where The Money Is

By reducing surpluses, the City was not figuring on a possible $2,000,000 in federal revenue sharing aid, although a State budget deal did anticipate the new aid, but did not figure on a possible $250,000 in sales-tax sharing from Nassau County, neither is being realized from beach, sewer and water fees, municipal license or savings from reduced garbage service.

As an example of cost-cutting, Carroll said that the City could stimulate early retirement by granting low pay for unused sick leave. Together with scheduled retirements, this could produce a savings of half the claimed deficit, he argued.

“If we know they have a problem,” commented Flaimenbaum, “CSEA is helping to find solutions with cooperation with the City officials, and we hope that we can establish a mark in labor-management partnership.”

Sup. Installations

Of the 55 open competitive positions for assistant supervisor of mechanical installations, 20 have been declared not qualifi-

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Leaving July 1, 8, 16, 26 to London $781.00
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Leaving July 1, 8, 28 to Amsterdam $212.00
Leaving July 8 and returning July 22 $489.00

Call (212) 868-2959.

SOUTHOLD—In one of the first arbitration cases in an eastern Suffolk County school district, the Southold School District unit of the Suffolk chapter of the Civil Service Employees Assn. has won victory in two grievances.

The grievances involved retroactive pay for unused sick leave and active pay for last Aug. 15 to Sept. 30, which was rejected in the unit's previous contract, due Nov. 30, were initiated immediately.

Carroll announced a general membership meeting will be held June 8, in City Hall at 4 p.m., to discuss cost-cutting proposals to be presented to City officials, however.

Carroll said the City reported a deficit in the area of $600,000, and that a unit was preparing cost-cutting ideas that would not hurt the employees.

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By reducing surpluses, the City was not figuring on a possible $2,000,000 in federal revenue sharing aid, although a State budget deal did anticipate the new aid, but did not figure on a possible $250,000 in sales-tax sharing from Nassau County, neither is being realized from beach, sewer and water fees, municipal license or savings from reduced garbage service.

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Sup. Installations

Of the 55 open competitive positions for assistant supervisor of mechanical installations, 20 have been declared not qualified by the Department of Personnel. The remaining candidates have been given training and experience.
CSEA Fights For Geneseo FSA Election

GENESEO—Employees of the State University Faculty Student Association (FSA) here will have the opportunity to choose an official bargaining representative in an election to be held on June 14.

The Civil Service Employees Assn. will compete with Local 466 of the Hotel and Restaurant Employees and Bartenders International Union, AFL-CIO.

Balloting will be conducted in the Food Service Lounge of the College Service Building on the Geneseo campus, at a time to be determined.

Paul Burch, CSEA collective negotiations specialist assigned to FSA's across the state, said last week, "CSEA is very anxious to represent this group. We represent eight FSA's already, and every time another FSA seeks the rank, our position becomes stronger and more secure. We learn more and more all the time about the employees and their unique problems and the intricacies peculiar to the university campuses where they work. We have done a good job at other campuses, and I'm convinced we can do the same here at Geneseo."

W. Seneca Unit Endorses Two

WEST SENECA—The 400-member West Seneca school unit of the Civil Service Employees Assn. has gone on record in favor of Lorraine Danney and Agnes E. Ellis for school trustees.

• FOR STARTERS — A check for $5,000 is presented to the Civil Service Employees Assn. by New York City chapter president Solomon Bendell. The donation, voted by the chapter's executive board as an "initial contribution" to the statewide Welfare Fund, was presented the same evening to the statewide president as he attended a chapter workshop at the Concord Hotel.

BIG BOOST — Thomas McDonough, right, first vice-president and president of the Albany Motor Vehicles chapter of the Civil Service Employees Assn., presents a check for $5,000 in behalf of the members of his chapter to Hazel G. Abrams, fifth vice-president and administrator of the Welfare Fund.

Assure Troy Employees Of Back Pay

(Continued on Page 9)

Assure Troy Employees Of Back Pay

(Continued on Page 9)

Pilgrim State, Motor Vehicles Leave The Way

(Special to The Leader)

ALBANY—The Welfare Fund set up by the Civil Service Employees Assn. to assist members in financial need had reached a total of more than $35,000 at Leader press time.

The fund, according to its administrator, first vice-president Hazel G. Abrams, has been boosted by contributions from 107 individual members, 26 chapters and the Employees Assn. — the Metropolitan Diagnostic Institute, which gave $100. The fund will be used to help CSEA members suffering financial hardships resulting from the April 1 CSEA action.

Ms. Abrams reported that two chapters, Pilgrim State Hospital and Motor Vehicles in Albany, were having a race to get the most individual contributions.

The grand total of donations as of May 31 was $35,149.

Those chapters who donated money to the fund, as of May 31, are Genesee State Park—$100; Wadsworth Diastatic Hospital—$20; Syracuse State School—$150; Pilgrim State Hospital—$20; Finger Lakes State Park (Trumansburg)—$50; Suffolk State School—$20; Transportation Region 2—$20; CSEA Chapter 8 (Medina)—$150; CSEA Chapter 38 (Cortland)—$50; CSEA Chapter 42 (Newark)—$100, and Industry School—$397.50.

Public Service Motor Vehicle Inspectors chapter—$250; New York City chapter—$1,900; Commerce chapter—$25; Eastern State School chapter—$50; Nassau County chapter—$1,100.

The majority of contributions from individual members were for amounts more than $5.00. Seventeen members gave amounts under $5; 33 members gave $5; 36 members gave $10; 17 members gave from $15 to $25; 40 members gave $25; 15 members gave $50; 15 members gave $100.

A total of 107 individual contributions had been made by May 31.

Nassau Contributes Thousand To Fund

MINEOLA—A $1,000 donation to the statewide Welfare Fund has been voted by the Nassau chapter, Civil Service Employees Assn.

The chapter board of directors approved the recommendation made by chapter president Irving Plasmenbaum, who said, "The counties are ever-ready to help our brothers on the State service. We know that when we have problems they help us."

Contributions To Welfare Fund Top $20,000

WEST SENECA—The 400-member West Seneca school unit of the Civil Service Employees Assn. has gone on record in favor of Lorraine Danney and Agnes E. Ellis for school trustees.

Remind Employees Taking Leave To Arrange For Continued CSEA Membership, Insurance

ALBANY—State employees who will be taking leaves in order to work in Federally-funded projects should contact their Civil Service Employees Assn. chapter presidents to arrange for continued CSEA membership, CSEA insurance, and to get information about pension and seniority rights during their leaves, CSEA announced today.

CSEA president Theodore C. Wenzl said that many employees, especially those in the Correctional Services and Mental Hygiene departments, would be taking leaves from their State jobs for varying periods of time in order to participate in the Federal programs.

"In order to make sure that their CSEA membership and its privileges, their insurance, and their rights concerning pensions and seniority are fully protected while they are away, I urge employees to contact their CSEA chapter presidents immediately," Wenzl said.

The CSEA chief said that in order to get retirement credit for such periods, employees must secure prior approval from the State.

Doyle Blasts Niagara County For Withholding 5 Days' Pay From Aides

(From Leader Correspondent)

LOCKPORT—The Niagara County chapter of the Civil Service Employees Assn. has sent a letter to all Niagara County legislators vehemently opposing what the chapter said was the Legislature's "unilateral decision" to withhold five days' pay from County workers.

The letter, signed by William M. Doyle, chapter president, said in the letter that withholding the pay violates the contract between the CSEA and the County.

He said Robert Jorgensen, CSEA field representative, met with CSEA attorney Earl W. Brydges, Jr. to discuss the chapter's next move in the situation.

Chapter To Act

The chapter plans to seek either a court injunction against the decision or proceed under the Taylor Law through the Public Employment Relations Board.

The Legislature's committee, despite two meetings with Doyle and Stewart, refused their requests to consult with County Treasurer Lloyd H. Paterson on the payroll problems, Doyle said.

The motion to withhold the pay, contended Doyle, was not scheduled on the Legislature's agenda, but was pushed through as a late hour, with only three legislators opposing the resolution.

In the letter, Doyle told the legislators that the resolution was camouflaged to overcome difficulties in payroll preparation that did not exist.

Doyle also rebuked the legislators' contention that the County's method of payment was contrary to State rules. "New York State does not hold back pay but pays in the same manner as our present payroll," Doyle wrote.

The procedure of the County highway and water districts (Continued on Page 9)
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P.S. Don't forget, new employees can apply for basic CSEA Accident and Sickness Insurance non-medically during the first 120 days of employment, providing their age is under 39 years and six months.

Lieutenant Exams June 17 For HA, TA

Written exams for promotion to lieutenant in the Housing Authority and Transit Authority Police Departments will be held June 17 at 9:30 a.m. at the Board of Education, 100 Grand St., Manhattan.

Do not forget the dates or miss the examinations. Applicants 19 or 20 years of age, and meeting the requirements, should apply immediately.

CIVIL SERVICE LEADER, Tuesday, June 6, 1972
City Expands Thurs. Technical Job Series

The City has unveiled an expanded open-continuous series for technical jobs with the addition of several engineering titles. These technical jobs are filled in person only on Thursdays between 9 and 10 a.m.

The additions to the series are assistant civil engineer and assistant electrical engineer, both offering $12,100. Junior titles start at $10,600, while full engineer positions have a $14,000 salary.

In general, junior-level engineer posts require a bachelor’s in an appropriate specialty or a state professional engineer’s license. Assistant engineers must meet this requirement and additionally have two years of relevant experience.

The latest rule is no written test will be given to most entrants for engineer titles. Persons who lack either an engineering degree or a professional license will be given a written exam on the date file. At the time noted, candidates should appear at Room M-9, 40 Worth St., Manhattan, to file their experience statements. Architect applicants have similar filing procedures, except no written test will be given. Qualifications are similar to the engineer title, bachelor’s degree or state registration for junior-level posts. A B.A. plus two years of pertinent work history is needed to be an assistant architect.

Advance copies of exam notices are available at 49 Thomas St., Manhattan. However, filing procedures listed on page 16 do not pertain to positions within the open-continuous category. The current open-continuous City titles include:

- Air pollution control engineer, Exam No. 1107;
- Architect, Exam No. 1108;
- Assistant architect, Exam No. 1110;
- Assistant civil engineer, Exam No. 1111;
- Assistant electrical engineer, Exam No. 1112;
- Assistant landscape architect, Exam No. 1114;
- Civil engineer, Exam No. 1117;
- Civil engineer-building construction, Exam No. 1142;
- Civil engineer, highway traffic, Exam No. 1118;
- Civil engineer-sanitary, Exam No. 1119;
- Civil engineer—structural, Exam No. 1223;
- Electrical engineer, Exam No. 1115;
- Fire department, Exam No. 1123; and
- Plan examiner, buildings, Exam No. 1131.

Most of the above titles are open in the promotional category as well as the open-competitive group. Check with the Personnel Dept. for details.

Comptroller Stevens

A public hearing is slated for June 20 at 10:30 a.m. by the City Comptroller on a resolution to delete the atmospheric to the Comptroller and to classify assistant secretary to the Comptroller, in the Office of the Comptroller, in the Exempt Class, Rule X. The hearing will be held in Room 401, 20 Church St., Manhattan.

Stationary Fireman

Before practical testing is still pending, the rating of candidates’ test papers for stationary fireman exam No. 1087 is yet to begin. The written exam was taken on March 18 by 521 candidates. Practical testing is slated tentatively for June.

- Civil engineer—water supply, Exam No. 1120;
- Jr. air pollution control engineer, Exam No. 1121;
- Jr. civil engineer, Exam No. 1125;
- Jr. landscape architect, Exam No. 1127;
- Jr. mechanical engineer, Exam No. 1146;
- Landscape architect, Exam No. 1159;
- Mechanical engineer, Exam No. 1169;
- Plan examiner, buildings, Exam No. 1132.

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Steamfitting

The City Department of Personnel has declared unqualified 40 of the 157 applicants for steamfitter's helper, open competitive exam No. 1088. Filing was accepted in April.

City Service Leader, Thursday, June 6, 1972
Civil Service Leader
America's Largest Weekly for Public Employees
Member Audit Bureau of Circulation
Published every Tuesday by
LEADER PUBLICATIONS, INC.
Publishing Office: 649 Atlantic Street, Stamford, Conn. 06904
Business & Editorial Office: 11 Warren Street, New York, N.Y. 10007
Brux Office: 406 Washington Street, Bronx, N.Y. 10455
Jerry Pickelstein, Publisher
M. M. Mehl, Business Manager
Marketing Office: 108 S. Wabash Ave., Chicago, Ill. 60604
Martin Boley, Executive Manager
Joseph B. Delmonico, Advertising Manager

TUESDAY, JUNE 6, 1972

Taxpayer Revolts Aimed In The Wrong Direction

AYOFFS. forced "holidawses and/or furloughs," charges of inefficiency and lack of productivity: These are but a few of the charges aimed at current employees from New York City to Buffalo, and the goal is the same in our opinion—when everything's going to hell, just put the blame on public employees.

For years, this newspaper has denounced State and local governments for putting programs of steel and concrete before people's needs. During these years, highways have criss-crossed the State, the inn, the mall, the business center—everywhere, the goal is the same: profit. People, those who really need the highways, have been left out of the equation. Only now, in the wake of these projects, have we started to notice the effects on people. Money for "glorious" reflections of a truly "Empire" State have come from either taxes or bond issues. There is only so much money to be wrung from these sources, as public officials have walled off so loudly.

Since the attitude still remains in most governmental quarters that the motto is to continue to be "Build We Must," cutbacks have had to be made in some areas—and they have been. Services to the public have been cut to the bone in such vital needs as health, mental hygiene, maintenance of roads and buildings, inspection services of all kinds and what have you.

To cover up the fact that fiscal follies, not public employees, have pushed the tax and bond bills beyond belief, government has once again opted for making civil servants the financial goat. It's easy to do. The average taxpayer does not see the work a ward attendant in a Mental Hygiene Department institution for an unfortunate person who cannot take care of himself, the Mall, the Towers, and the alcove highways are visible—and have no visible price tags. Legislators vote themselves pensions that outstrip those of private industry officials—secretly, that is. But a stern reminder is pointed at the "plushy" pensions of rank-and-file workers, 85 percent of whom make less than $5,000 a year in a time when a $9,000 salary is considered barely adequate by U.S. standards for a family of four.

One of these days a moment of reckoning will come. When citizens finally are overwhelmed by dirty subways, filthy streets, inadequate hospital care, etc., it will dawn on too many people—civil servants—to take care of these things. And it's been demonstrably proven. Human wants still need human hands and when this has finally realized there may be the kind of taxpayer revolt that is properly oriented—toward people, not programs.

Elias To Youth

Mr. Gaba is a member of the firm of White, Walsh and Gaba, P.C., and chairman of the Nassau County Labor Law Committee.

The Right To Strike

The Erie County Water Authority dummied two days for one employee who received the largest number of the Authority's employees on Sept. 15, 1970. The Union representing the employees brought an action in the Supreme Court, Erie County, seeking a declaration that its members had not thereupon been deprived of a right to strike. The Authority therefore had no right to take any action against the Union or its members. The Court ruled in that manner, even though it concurred that there was a strike and to determine whether or not there was a strike to determine whether or not the Union was subject to forfeiture of the dues checkoff privilege. The Union joined the New York State Labor Relations Board as a party to the theory that since the Authority's employees are not "public employees" they are under the jurisdiction of the SLRB.

THE ERIE COUNTY Water Authority was created under the Public Authorities Law as "a body corporate and politic constituting a public benefit corporation...subject to the provisions of the Civil Service Law..." The Authority was formed for the purpose of taking over an existing water company and the Public Authorities Law provided that the Authority be deemed an employer within the meaning of the Public Authorities Law. The State Legislature amended the Public Authorities Law to delete the reference to the Authority being deemed an employer within the meaning of the State Labor Relations Board. The Legislature also took subsequent steps to both the strike and the commencement of this action. The Union also claimed that under the authority of Erie County Water Authority v. Kramer, 167 N.Y.S. 2d 557 (aff'd by the Court of Appeals 164 N.Y.S. 2d 335 [1957]), the employees had a right to engage in collective bargaining and were not therefore public employees.

The Taylor Law defines public employee as a public authority, commission or public benefit corporation. It defines public employee as any person holding a position by appointment or employment in the service of a public employer.

In 1960, the Union entered into a collective bargaining agreement with the Authority in which it was recognized by the Union that the Authority's employees were public employees subject to the Civil Service Law and did not possess the right to strike. That agreement was renewed in 1969 with the same provisions.

THE COURT SAID that there was very little basis in the Kramer case to support the Union's position. Since that case merely sustained the right of the Authority's employees to engage in collective bargaining, In that case, the court was careful to point out, however, that the right to engage in bargaining did not release the employees from the Civil Service Law which denied them the right to strike. There is no inconsistency between requiring the Authority to engage in collective negotiations with its employees even though they fall under the jurisdiction of the Civil Service Law.

The lower court held that the employees were not entitled to strike because they were public employees within the definition of the Taylor Law. On appeal to the Appellate Division, Fourth Dept., that decision was affirmed. The court said, "In view of the state of the law in this area, as fully recognized by the Union in its agreements with the Authority, the Court is sustained by the rights of public employees with those of private employees, and the clear exposition made in the Kramer case, we find no substance to the Union's contention that its members had the right to strike or that at least the law was contradictory and confusing so that neither its nor its employees, should be punished for striking."
### LETTERS TO

#### THE EDITOR

**Better Management**

**Editor, The Leader:**

I just finished reading Paul Thayer's column in the May 30, 1972, issue of The Leader. I'm not a fireman; I'm not anti-boost or anti-establishment, but I was very happy to see someone speak out about injustices done to gruys and workers and groundsmen and an insurance at the option of the vereasak, while a clock radio as and Lyman Pageau, delegates, Thayer's column in the May 23, Editor, The Leader: or anti-establishment, but I was not just more money is essential for the problems of the man "on the street."

You made a great point of the fact that better management and not just more money is essential in doing a good job.

Ed Whalen
New Paltz

### 1 1/2% Pay Boost For Syosset School Unit

**MINOLEA — Irving Flamm- enbaum, president of the Nassau chapter of the Civil Service Employees Assn., announced this week that the Syosset School District unit had reached a contract agreement providing for a 1 1/2 percent pay boost, an additional $200 boost for cleaners and groundsmen and an $11,000 unit benefit fund. Unit president Ben Gemalin and CSEA field representative George Peak led the negotiating team that reached the agreement to be effective July 1. The two-year contract contains a reopening clause on wages and fringe benefits. The new benefit fund may be applied to increase life or health insurance at the option of the unit.**

### Lindenhurst Schools Unit Picks Officers

**The new executive board for the Lindenhurst Public School unit of the Civil Service Employees Assn., elected May 20, will be headed by Pat O'Connell, president.**

Other board members are: Vinny DiBruno, first vice-president; Virginia Schneider, second vice-president; Charlie Tremo, treasurer; Frank Peterson, recording secretary, and Pete O'Connell, sergeant-at-arms. Chosen as delegates were Charlie Sullivan and Walter Amos.

Scholarship Fund winners were also announced. First prize, a portable TV, went to Tony Walsh, while a clock radio as second prize was won by Molly Haden. Dotty Watt, a high school secretary, was recipient of a bottle of detergent as the third prize winner.

**Ms. Lennon Elected Plattsburgh Leader**

**PLATTSBURGH—Betty Len- non has been elected president of the Civil Service Employees Assn., chapter at the State University at Plattsburgh. CSEA has announced. She succeeds Barbara Smolik.**

Dayle Frost, Buildings & Grounds Department, is the new chapter vice-president. Other of- ficers are Pati Witraku, secretary; Doris Anderson, treasurer; Jack McCullough, Dave Mayville and Lyman Pageau, delegates, and Frank Orms, sergeant-at-arms.

### HOW MUCH ARE YOU WILLING TO LOSE ON A $2,000 CAR?

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<tr>
<th>Year</th>
<th>Make</th>
<th>Model</th>
<th>MSRP</th>
<th>Current Value</th>
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<tr>
<td>1969</td>
<td>Nova 4-Sedo 2 Dr.</td>
<td>$814</td>
<td>$812</td>
<td>$736</td>
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The real price of a car is the difference between what you pay for it new, and what you sell it for old. So in 3 short years, you could have lost almost ¾ of your original investment! Or saved almost ⅔ of it.

A panel of insurance specialists faces New York City chapter members to explain various facets of plans that serve the members of the Civil Service Employees Assn. From left, they are T. McCracken, Civil Service Department, Health Insurance Section; L. Pizer, GHI, GHDI; M. Salerno, HIP; J. McDonnell, MONY; R. Thomson, Ter Bush & Powell; R. Lacey, Ter Bush & Powell; panel moderator and City chapter treasurer Seymour Shapiro; J. Ferlauto, Retirement System; M. Saslow, Medi-Screen; J. Cuddy, Blue Cross/Blue Shield, and S. Mueller, Metropolitan Life.

City Chapter Honors Campo At Workshop

LAKE KIAMESHA—J. William Campo, president of Ter Bush & Powell, Inc., was honored May 30 with a testimonial dinner given by the New York City chapter of the Civil Service Employees Assn.

The testimonial, an annual event at the chapter's workshop, was in Campo's honor this year "in recognition of valuable services rendered to CSEA." Last year's recipients were the presidents of the six conferences into which the Civil Service Employees Assn. is divided.

In addition to a plaque from the chapter, Campo also received an AM-FM radio presented by Christian Paul, vice-president of Travellers Insurance Co., for whom Ter Bush & Powell acts as its agency.

Camp's wife, Dorothy, received a bouquet of roses. The former Mrs. America contestant was escorted to the dais to join her husband by statewide CSEA president Theodore C. Wend.

The previous evening, the chapter's first vice-president had been honored on the occasion of his retirement. Peter O'Regan, who was cited for his 32 years as a member of the chapter, during which he had served as third, second and first vice-president, was presented with a number of gifts.

The presentation began with a box of Postum, a plaque and a check for $300 to O'Regan, and a bouquet of roses for his wife, Jean.

In its business meeting, the chapter executive board, discussed a number of controversial subjects. Among these were the statewide contract, union affiliation, a dues increase and the chapter membership roll.

Southern Conference president Nicholas Puzziferri and his wife, Marge, were among guests who attended workshop. The Concord Hotel, site of the meeting, is within area covered by Southern Conference.

Among top-ranking CSEA officials who were seated at head table during testimonial dinner were, from left, statewide secretary Dorothy MacTavish; statewide second vice-president A. Victor Costa and Metropolitan Conference president Randolph V. Jacobs.

City chapter third vice-president Frank Sanders seeks information during workshop meeting on insurance.

Among top-ranking CSEA officials who were seated at head table during testimonial dinner were, from left, statewide secretary Dorothy MacTavish; statewide second vice-president A. Victor Costa and Metropolitan Conference president Randolph V. Jacobs.

J. William Campo shakes gift package presented to him at testimonial dinner in his honor, as NYC chapter president Solomon Bendet stands by to lend a hand. Gift was from Traveller's Insurance Co., for which Ter Bush & Powell acts as its agency. Campo is Ter Bush & Powell president.

Leader editor Paul Kyer, left, engages in table talk with CSEA treasurer Jack Gallagher. Kyer himself had been honored by NYC chapter testimonial a couple of years ago.

Peter O'Regan, first vice-president of the New York City chapter, receives check for $300 from second vice-president Martha Oceas. The check, in honor of his retirement, was in addition to a plaque and a box of Postum. The Postum, so it was explained, was an "in" joke.

Jean O'Regan, wife of the retiree, was presented with a bouquet of red roses at the banquet honoring her husband during the NYC chapter workshop at the Concord. She was cited by toastmaster Seymour Shapiro for her understanding and patience as the "woman behind her man."
Buffalo CSEA Holds Panel On News Media

BUFFALO — The media and the Civil Service Employees Assn. was the topic explored at a recent meeting of the CSEA Buffalo chapter.

More than 125 chapter members and their guests heard the subject discussed by Joseph Rouller, CSEA director of public relations, Marvin Basley, executive editor of The Civil Service Leader, and Lee Coppola, a reporter for the Buffalo Evening News and Leader correspondent in Western New York.

Rouller, speaking on relations between the CSFA and the News and Leader, and the CSEA, stated that the paper was doing excellent work for the state worker.

He also stated that the $12,000 of interest accrued by withholding a week's pay "evolved through the years" and was a "result of management doing as they please and not conforming to rules and regulations for Niagara County employees," Doyle added.

Doyle also pointed out that the County computer system, another reason cited by the legislators, "is working excellently under the present system" and holding back a week's pay in June would cause hardship to some employees. "You will hold the week's pay until the retirement of each employee, 10-15-25 years," he asked.

Doyle added that the $12,000 of interest accrued by withholding a week's pay—$200,000 of interest accrued by withholding a week's pay—"was not long out of high school—became a state employee. He joined the workers at the Syracuse State School as an attendant.

This spring, the president of the Civil Service Employees Assn.'s Central Conference, brought his 30-year career as a public employee to a close.

This year also will produce two other milestones for Charlie. He completes his second year as president of the Central Conference—probably his last as an officer in the CSEA, an organization he has been active in for more than 30 years.

And, on June 9, he will be married (here's a real scoop for you, he says) to Ms. Cleo Cobb, an employee of Harpur College and a member of Binghamton chapter. The couple will make their home in the Binghamton area after the wedding.

Charlie also remembers another point about 1933.

"We worked 12 hours a day, six days a week then," he says.

"Since I have been active in CSEA," he continues, "I have obtained the eight-hour day and 40-hour week. We have obtained improved vacation and holiday credits. And we have obtained sick leave, accident and health, hospitalization and life insurance."

SUNY/ALBANY INSTALLS — Old news of the Civil Service Employees Assn. chapter at the State University of New York at Albany celebrate their installation. Left to right are Jean Smith, recording secretary; John Burke, second vice-president; Dorothy Gunter, treasurer; Frank Gilder, president; Thomas McDonough, CSEA first vice-president; Dee Woodruff, corresponding secretary; Harry Heiling, III, delegate; Dr. Theodore C. Went, president of CSEA; John Min, delegate, and Bill Harting, first vice-president.

Sunshine Back Pay

(Continued from Page 3) employees in each for up to a maximum of 100 hours, with the remaining time to be made up in compensatory time off.

The CSEA had taken the case to court when former City Manager  Ralph DeSantis had forced City employees to work 37 1/2 hours instead of the 32 hours they had worked before he became manager. There was no corresponding increase in pay. CSEA, protesting, maintained that its negotiated contract forbade any change in working hours without mutual consent.

The CSEA protest culminated in a Court of Appeals ruling last February which ordered the City to work out a formula for making up for the unpaid time.

CSEA field representative Thomas Whitney assisted the Troy City unit in fighting the increased working hours.

CSEA attorney James D. Certo, first vice-president, represented the Troy City employees throughout the court proceedings.

Whitney, an outspoken critic of DeSantis, whose anti-employee decision led to a serious morale problem, had high praise for acting manager Buckley and the Troy City Council for "putting the interests of relations back on an even keel."

BUt U.S. BONDS!

Troy Back Pay

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Retired from work, but not from life,
Ecker plans June 9 wedding with Ms. Cleo Cobb

Charles Ecker: From Basketball Star To Central Conference President

Charles Ecker in 1959, Ecker was elected president a second time. He continued as the head of the CSEA unit for seven years this time.

His activities in CSEA's Central Conferences have paralleled those in the chapter. When he completes his present term, he will bring to a close eight years as third, second, first vice-president, respectively, and finally president.

Charlie also has been active in CSEA on the state level. He has served on the education, membership, mental hygiene, restructuring and fiscal committees, and as a member of the State Executive Committee and Board of Directors.

And he has been the Mental Hygiene representative for both the Western and Central Conferences (simultaneously) on CSEA's Board of Directors.

Charlie was born in Warners, not far from where the Syracuse State School has its colony. He has resided in that same area since then. He is a graduate of Warners High School where he played baseball and basketball and was selected for the all-star county basketball team during his last year there. He also has attended Syracuse University.

He was married to Dorothy Reasgeule in 1934. Mrs. Ecker died about a year ago. Their two daughters both reside in the Syracuse area. Ms. Ann Wolff is an employee of the Onondaga County computer department. Ms. Janet Muscarella is secretary to the vice-president of the A. H. Pond Co.
Health Workers Sought In Diversity Of Fields

An assortment of specialty jobs in medical, therapeutic and related fields is available to qualified applicants on the basis of training and experience alone. No written or practical exam will be given. The City Personnel Department's health job series is open continuously and contains six very different titles present: dental hygiene; occupational therapy; physical therapy; public health nurse; x-ray technician; and veterinarian.

For all positions in this category, applications are accepted in person only on weekday mornings before 11 a.m. Applications should stop by at 1121, 40 Worth St., Manhattan, to obtain and fill out the required Experience A Form.

These are the general requirements for the health series titles:

- **Dental Hygienist** (Exam No. 1121) — You need a current registration certificate of the State's dental hygienist license. Salary now $7,800.
- **Occupational Therapists** (Exam No. 1134) — You need to be a graduate of an approved school of occupational therapy, or registered by the American Occupational Therapy Assn. Salary now $9,850.
- **Physical Therapists** (Exam No. 1121) — You need a State license to practice physical therapy or a one-year certificate of eligibility to practice; also acceptable will be two years experience of paid experience in physical therapy. Salary now $8,860.
- **Public Health Nurse** (Exam No. 1134) — You need a State license as a registered nurse together with a temporary or permanent registration in addition, requirement specifies the choice of either a bachelor's degree in nursing, or a nursing diploma, or an associate's degree supplemented by 30 college credits in a nursing program, or an educational equivalent. Salary now $9,600.
- **X-Ray Technician** (Exam No. 1120) — You need a license as a general x-ray technician issued by the State. Salary now $6,260.
- **Veterinarians** (Exam No. 1134) — You need a State license to practice veterinarian medicine. Salary now $11,350.

Advance details on job duties and the routes of promotion appear in the relevant exam notices. Those may be secured by contacting the Department of Personnel. Page 15 of The Leader outlines filing instructions.

Barbara Butler, Judge In Rent Feuds

By BARRY LEE COYNE

Barbara Butler, of Eastchester, has received a recess appointment to a $31,325 post as a member of the State Mediation Board. In announcing the appointment for a term ending Sept. 30, Governor Rockefeller indicated his intention to nominate Nolan for a full six-year term.

New Rochelle States Custodial Supv. Exam

The New Rochelle Civil Service Commission is holding an open competitive examination for the title of assistant to the plant maintenance supervisor, a $12,495 post held by the Department of Development, Municipal Properties and Grounds. Application must be made by June 15, by step, one by one, and If you happen to go to another dept., you start all over again.

If you want to know what's happening to you to your chances of promotion to your job to your next raise and similar matters!

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Here is the newspaper that tells you about what is happening in civil service, what is happening to the job you have and the job you want.

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NAME
ADDRESS
Zip Code
Eligible Lists

(Continued from Page 11)

La A Jones, Charles S Maeli, Julia P Phelan, Barbara J Washington, Victor S Spina, Berenice Henry, Veronica K Rose, Shirley A Rogers, Eunora Smith, Jackeline Cantren, Sonita Towner, Ona G Abrams, Mary Cotton, Margaret M Cahill, Angela Pardi.

TBI Albert D Barry, Hazel E Walker, Deace D Greene, Colla A Carrier, Eleanor M Phillips, Mary A Jones, Alice River, Lea-
more F Mosley, Anthony M Talar-
or, Jan C Hames Jr, Lorraine J Merriam, Howard B Jackowitz, Joel B Goldberg, Adrian I Gordon, Marla Foul, Berdie V Washington, Ethel Mone, Mar-
a Parch, Iris N Mulligan, James L Miera.

TA Hispanic Society To Hold Dance Gala

The Hispanic Society of the New York Transit Authority will hold its seventh annual Dance Gala at Manhattan Center, West 34th St., at Eighth Ave., on Saturday evening, June 10.

This year's event, according to the Society's president and founder, David Felix, will combine dancing and entertainment with organizational pur-
pose.

The Society will confer honorary membership on Congress-
man John J. Rooney of Broo-
lyn; Ralph S. Ross, regional director, Migration Division, of the New York Office of the Labor Department of the Commonwealth of Puerto Rico, and Christopher Marchhauser, super-
intendent of employee services, NYC Transit Authority.

To Promote 11 Men To Correction Capt.

Eleven vacancies have been reported by the Department of Correction for captain (men), which will be filled from among the eligibles certified May 24 by the Dept. of Personnel. To be considered for promotion to the $12,774 post are eligibles be-
ettween number 33 and 49 on the

185-name list established March 23, 1972.

Test Housing Firemen

The City has called 97 can-
didates for housing fireman, open competitive exam No. 1082, for 

practical testing at Gov. Smith Housing Project, In the year of 

the Borough of the American Pedera-

The awards, signed by execu-
tive director Gerald A. Ams-
berg of the American Federa-
tion of Police, state:

“...In recognition of apprehen-
sion and arrest of a criminal

who was a danger to the public welfare. This officer’s 

display of courage, dedication

moved from the community a 

potential threat to the safety 

and well being of every citizen.”

Delay Consumer Insp. 
Exam Till October

The popular title of consumer 

affairs inspector, for which an 

exam was originally scheduled 

on June 10, will instead have 

an October test. The decision 

was made at a recent City Civil 

Service Commission meeting.
Some months are in Harlem I stood by, waiting for the 26 Truck to roll in, first due. They arrived second due, at about 20 miles an hour. I saw the front tool and the spare tire. I took me over to their tool and, pointing at the rear tire on the trucker said: "We called this flat in at seven this morning. Here it is four in the afternoon and no replacement yet!"

It was a disappointment. I learned the next day that they didn't get the thing fixed until about 11 p.m. I made a note to comment on it but never got to. I wasn't interested in the press of other material.

On May 12 Sturkie lit 73 limped into a box at Amsterdam Ave. and 177th St. and the troops came over with the amazing inquiries with understanding and placed until May 19 at 12 noon. Into a box at Amsterdam Ave. find now that the tire wasn't replaced due, at about 20 miles an hour.

The problem is manpower and equipment. It seems that only too much tire is on the road and front flats take top priority. The more natural arrangement is to understand about their assignment and the record of production isn't exactly what they call significant. This all seems to have come about when the practice of having two careers in quarters looking into it.

Not only did the firefighter's life at stake, waiting for 30 Truck to arrive, but the people were involved. I'm sure that all hands, if aware of how great the problem really are, would agree that while there is always room for improvement in any walk of life, we manage to get along pretty well.

If the firefighter's safety is involved, however, I draw the line. If this is brought to the attention of the Commissioner and Chief of the department, they too will take necessary action. The problem is serious and should be solved without delay.

At a fire at 851 Felt St, on May 20, 48 Truck found a two story frame going wild. Among the problems were eight people, trapped in a second floor room in the rear. Also six dogs were involved. The troops swarmed all over the place, rescued the people and the dogs with a hell of a lot of sweat, and everything turned out Jake.

In a Unit citation, the tiger was left Frank DeSouza, Pr. Andy Goetz, Pr. Eugene Hessler, Pr. Lawrence McGeeon, Pr. Sam DeSouza, Pr. Rod Dowdell, and Pr. Martin Probst. Pr. Hessler, who got the six dogs, is in the Paddy Reddy Unit of the HFD's 5th ACA.

Congratulations, tiger... good show... routine for 48 Truck. I have a motto for 'em based on performance: "You em 'em... we'll take 'em in."

CITY SERVICE LEADER

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KIRKLAND REAL ESTATE Own 183 acres in this beautiful setting - Rockport, N.Y. $27,400

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NEW YORK STATE

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QUEENS VILLG. $27,990

LAURELTON $27,990

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SCH Plan.

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WYCKOFF FARM

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Capital District Conference Hears Rice Review Status Of Pact Court Proceedings

WEST ALBANY—Final plans for its upcoming joint meeting with the Central Conference at the Otesaga Hotel in Cooperstown June 9, 10 and 11 were discussed at last week's meeting of the Capital District Conference.

Conference president Ernest Wagner presided, and noted in his report that the recent job negotiations at Capital District Conference turn the corner in becoming a working labor contract.

CSEA counsel Jack Rice reviewed the recent contract negotiations and the status of the on-going administrative and court proceedings stemming from the job action. He noted a number of ambiguities in the Taylor Law and in the administrative rules of the Public Employment Relations Board, both of which are involved in the immediate case.

Rice fielded delicate questions regarding specific actions in a lengthy question-and-answer period.

The Conference adopted a number of amendments to its Constitution and Bylaws, based on a report from chairman Max Benko.

CSEA first vice-president Tom McDonough discussed the political action drive about to get under way, along with proposals for financing.

Other speakers included Conference second vice-president Jean Gray, who reported on the new journal handbook; activities chairman Dorothy Honeywell; education committee co-chairman Maria Barone, and finance committee chairman Harold Ryan.

At the meeting in the Dallan Benevolent Society Hall, Conference president Wagner introduced newly elected chapter presidents who were present:

- Frank Gilder of SUNY at Albany, Alex Walsh of Corrections Services, Norbert Kahn of Law, Pat Miller of Corrections Services, Norbert Kahn of Addiction Control and Michael Sien of Executive.

Representing the Albany office of the Commerce Department at the Capital District Conference were, from left, Emil Szych, Gloria Fleming and Bob Caplan.

Shown at head table at last week's meeting of Capital District Conference are, from left, Conference first vice-president Jack Dougherty, CSEA director of education Ed Diamond, Conference treasurer Edgar F. Trouddle, Conference second vice-president Jean C. Gray, Conference president Ernest Wagner, recording secretary Marian Farrelly, acting social chairman Santa Orino, and CSEA field representatives Jim Cooney and Ric Trobridge.

A full turnout of Labs and Research chapter members was led by chapter president Ernie Strobel, at left, and included Doris Rabino, Alice Bailey, Jose Samson, Bob Scherer and Ed LeGere.

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Western Conf

(Continued from Page 1)

Assn., has been elected president of the CSEA's Western Conference and will take the oath of office here on June 10 at the Sheraton Hotel, opposite the Rochester airport on Brooks Rd.

Also to be installed are Edward Dudek, first vice-president; Genevieve Clark, second vice-president; Neill Gruppen, third vice-president, Judith Burke, secretary, and Genevieve Luce, treasurer.

The Conference season will begin on June 9 with a workshop on the Taylor Law, starting at 7:30 p.m. on June 10, Tom Pomfret, CSEA collective bargaining specialist, will head the county workshop and the regular Conference banquet meeting will be at 7:30 p.m. that day.

Southern Conf

(Continued from Page 1)

preceded by a luncheon in the House at 12:39 p.m.

Officers will be installed the same evening in the Conference's annual dinner-dance at the Oddo House on Route 44 in Clintonville.

CSEA calendar

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

June

6—Nassau chapter, steering and program committee meeting, 7:30 p.m., Salisbury Club, Mineola.
9-11—Capital District and Central Conferences joint workshop, Otesaga Hotel, Cooperstown.
9-11—Western Conference meeting, Sheraton Inn, Rochester Airport.

13—Division of Employment—Metropolitan installation of officers, 6 p.m., Luigi's Restaurant, Murray St., Manhattan.
17—Southern Conference Luncheon, 12:30 p.m., business meeting, 2 p.m., boathouse Hudson River State Hospital, Poughkeepsie; dinner-dance and installation of officers to follow meeting, Oddo House, Route 44, Clintonville.
17—Mental Hygiene departmental meeting.
19—Statewide Board of Directors meeting, 10 a.m., Chancellor Hall, CSEA Headquarters, Albany.
24—Special statewide Delegates meeting, 1 p.m., Chancellor Hall, CSEA Headquarters, Albany.
26—Binghamton Area Retirees meeting, 2 p.m., American Legion Post No. 80, 76 Main St., Binghamton.
30—Long Island Conference installation of officers and dinner-dance, 8:30 p.m., Bethpage State Park Clubhouse.
WHEN TO APPLY FOR PUBLIC JOBS

NEW YORK CITY—Persons seeking jobs with the City should file at the Department of Civil Service, 40 Thomas St., New York 10013, open weekdays between 8 a.m. and 5 p.m. Special hours for Thursdays are 3:30 a.m. to 5:30 p.m.

Those requesting applications by mail must include a stamped, self-addressed envelope, to be received by the Department at least five days before the deadline.

By subway, applicants can reach the filing office via the IND Chambers (B) and BMT City Hall Lines (C), or via the BMT Nassau Bridge. For advance information on titles, call 566-8700.

Several City agencies do their own hiring and firing, New York City. Among them are:

- Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 566-0602;
- Board of Higher Education, 535 E. 80th St., New York 10021, phone: 560-2141;
- Health Department, 1039 Worth St., New York 10007. Phone: 560-1026, NYC Transit, Brooklyn 11201, phone: 562-6060.

CIVIL SERVICE OFFICES OF THE CITY OF NEW YORK

State and Government Office Buildings

STATE—Regional offices of the Department of Civil Service are located at:

- 1356 Ave of the Americas, New York 10019; New York State Office Campus, Albany, 12226: Suite 100, 1 W. Grinnell St., Buffalo 14202. Applicants may obtain announcements either in person or by mail.
- Various State Employment Agencies, 301 Erie Blvd. West, Albany, 12226, Suite 100, W. Grinnell St., Buffalo 14202. Applicants may obtain announcements either in person or by mail.
- Judicial Conference Jobs are open to the public and are being handled by the Office of the Kings County District Attorney.
- Federal jobs are open to the public and are handled by the Office of the Kings County District Attorney.
- Special rates for Civil Service Employees

ALBANY, N. Y.

DRIVE-IN GARAUGE

MISSISSIPPI—Want to make a profit this summer? Start a drive-in garage. You'll need a continuous supply of gasoline, oil, and automotive parts. The market is there. Contact your local business association for more information.

Special rates for Civil Service Employees

For reservations 1-800-346-1843

SEVERAL CITY AGENCIES DO THEIR OWN RECRUITING AND FIRING, NEW YORK CITY.

- Board of Education (teachers only), 65 Court St., Brooklyn 11201, phone: 566-0602;
- Board of Higher Education, 535 E. 80th St., New York 10021, phone: 560-2141;
- Health Department, 1039 Worth St., New York 10007. Phone: 560-1026, NYC Transit, Brooklyn 11201, phone: 562-6060.

CIVIL SERVICE OFFICES OF THE CITY OF NEW YORK

State and Government Office Buildings

- 1356 Ave of the Americas, New York 10019; New York State Office Campus, Albany, 12226: Suite 100, 1 W. Grinnell St., Buffalo 14202. Applicants may obtain announcements either in person or by mail.
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HERE WE GROW AGAIN

CSEA SUPER SIGN-UP '72 SEASON

MEMBERSHIP DRIVE

April 3 - July 14

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 July 14, 1972, the person recruiting receives a special award check worth $2.00 in cash.

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

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

(5) There will be three drawings. One each month. 57 prizes will be given away during the first drawing. 74 prizes will be given away during the second drawing. 109 prizes will be given away at the final drawing, approximately July 28. 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.