At County Workshop

Senator Anderson Jars Delegates With Ideas
On ‘Out-Of-Title’ Work

By MARVIN BAXLEY

CATSKILL—In a generally conciliatory speech, State Senator Warren M. Anderson, chairman of the Senate Finance Committee, told delegates to the Civil Service Employees Assn.’s County Workshop at the Friar Tuck Inn here, June 4-6, that the aim of government is “to put the money where the problems are.”

The Blenheimian Republican said that government, unlike private industry, must underwrite unemployment and “inadequate services such as mental retardation institutes, and governments cannot very well shift those obligations.”

Anderson, who is odds-on favorite to succeed Senate Majority Leader Ed Finley this fall, was greeted with a standing ovation as he entered in a grand procession with other dignitaries to head the session.

By the end of the evening, one phrase had reduced his reception to polite applause. The phrase was “out of title.”

It was used to provide an example of ways in which to improve productivity.

Up to that point (and afterwards as well), the senator had carefully praised public employees and talked of the need to work together in solving problems. But when the “out-of-title” phrase was dropped, the smiles of approval fell from faces as though a concept was good and it was never heard.

In context, the reference to “out-of-title” came after the senator had pointed up the need to improve the image of the public employee in the minds of the general public.

“I think we must counteract this attitude,” Senator Anderson said.

“One of the areas we have begun to work on at the state level is that of productivity improvement. This was an integral part of this year’s negotiations with the state CSEA bargaining units.”

According to a CSEA spokesman, the committee’s study took into account the financial needs of the organization over two different periods of time, the remainder of the current fiscal year, which ends on Sept. 30, 1972, and estimated needs through the remainder of the current fiscal year.

Although CSEA and the State are uncertain at this point of the ultimate feasibility of such a program, both feel it is worthwhile to carefully study the possibilities of improved productivity and efficiency,” he continued.

“Above all, we are concerned with areas such as CSEA’s Board of Directors. According to a CSEA spokesman, the committee’s study took into account the financial needs of the organization over two different periods of time, the remainder of the current fiscal year, which ends on Sept. 30, 1972, and estimated needs through the end of the current fiscal year.”

The concept is good and it can be justified.”

During the County delegates meeting earlier that day, Onego chapter president Frank Miller has warned that Senator Anderson might refer to “out-of-title” in his speech.

Anderson’s appearance was one of the major events at the three-day workshop. Joseph Lazarony, who is chairman of the CSEA’s County Executive Board, lauded Joseph P. Dolan, CSEA director of local government affairs, for his extensive background work in setting up the workshop in a manner that produced so productive a meeting.

Two Strong Resolutions

In other action at the business meeting, delegates left no doubt about their stand on two motions that were passed by unanimous vote.

One, presented by City of White Plains unit president... (Continued on Page 8)
HRI CONTRACT SIGNED — Members of the Civil Service Employees Assn. and management representatives of Health Assistance, Inc. (HRI), sign contract negotiated recently. Seated, left to right, are Frank Guglielmo, management; Barbara Fanser and Mary Robinson, CSEA bargaining team members. Standing, from left, are Tom Krajewsky, team member; Jim Brown, management, and CSEA Collective Negotiating Specialist Thomas J. Linden, who assisted the CSEA team in contract talks.

SUGGESTIONS NET $7M
For 9 City Employees

Nine City employees went home with a total of $7,000 last week, awarded to them by Mayor John V. Lindsay for their suggestions for increased productivity. It is estimated that the implemented innovations will save the City $180,000 a year.

The seven awards were of $1,000, including two joint awards, which are the highest the City offers in its Employee Suggestion Program. Seven of the nine award winners are with the City Transit Authority.

Herald O. Cordero, of the Bronx, received $1,000 for designing an electronic device to test operations and analyze off-service components on new subway cars.

Ruby Sackrowski and Gisela A. Genovese, of Brooklyn, shared a $1,000 award for designing a photographic printing device for reproducing bus destination and other signs at less cost.

Angelo M. Fumo, of Brooklyn, proposed the use of Data Processing Cards to replace "junior" mileage sheets in recording trips made by subway trains.

Robert F. Mayers, of Corona, Queens, received his $1,000 award for proposing a simple repair procedure to salvage electrical parts, used on subway trains, which formerly were discarded as unrepairable.

William B. Kennedy, of Flushing, and Suzanne A. Repp, of Elmhurst, Queens, devised a burglar-proof device for turnstile money compartments.

Mrs. Syd Schieffle, of Brooklyn, proposed that banks waive all carrying charges for Parent Activity Fund Accounts and permanently contacted many banks which agreed to waive their monthly bank charges for maintaining these accounts.

William A. Kane, of Staten Island, proposed a new procedure to facilitate maintenance operations on the Manhattan Bridge.

To Advisory Panel
Lee A. Wysoki, of 119 Milton St., Brooklyn, has been reappointed to a $50 per day post on the State Labor Management Advisory Board for a term ending April 24, 1976, as an employee representative.

LAW INSTALLATION — Henry Galpin, assistant executive director of the Civil Service Employees Assn., congratulates newly elected officers of the Law Department chapter at a recent installation. Those elected include: Norbert J. Kahn, secretary; Linda Ditch and vice-president Peter Van Buren. Missing is treasurer-elect Jean Fisher. Also elected as members-at-large were Abraham I. Kranz, Irving Green, Gonna Repuer and Walter Aguero.

White Plains CSEA Installs;
Hears Negotiations Report

(From Leader Correspondent)

WHITE PLAINS—Stanley Horowitz has been installed as the new president of the Civil Service Employees Assn. of the City of White Plains. A tree trimmed with the Forestry Bureau for the past 15 years, he succeeds Robert J. Doherty.

Other officers elected and installed by the group include: Robert Hintersteiner, vice-president; Leonard Maximir, recording secretary; Ann Arnold, corresponding secretary; Richard Lo Prenti, treasurer; Joseph Reche and John Roek, chapter representatives, and Carl Sousa, sergeant-at-arms.

Elected board members are Barbara Romano, Carl Olsen, Daniel Rogers, Mary O'Neil, Little Conley, Joyce Bush, Robert Hintersteiner, chairman; Ernie Clow, John Roek, Charles Pekes, John Walker Jr., Leo Magnotti, Michael Groom, Neil Cumi, Gloria Lunnicky and Adele M. Wojnowski.

The CSEA unit represents employees in about 300 different job classifications in the City of White Plains.

Waiting
At a recent meeting, May 28, the group heard a report on the progress of the negotiations for a new contract between CSEA and the City.

The negotiations began Feb. 16 and 18, with meetings declared an impasse on April 11. A PERB mediator, Stephen E. McChesney, was called in, after the civil service employee parties, the CSEA and the City, bilaterally agreed to enter the next step of the negotiations which is fact finding. At the present time both sides are awaiting the appointment of a fact finder by PERB.

Nassau Aides Get
Retroactive Checks

MINERD—Retroactive checks for negotiated pay boosts that had been withheld earlier this year at the behest of the federal Pay Board were issued last week to Nassau County employees, it was announced by Irving Plautenbaum, president of the Nassau chapter, Civil Service Employees Assn.

The retroactive checks cover the 5% across-the-board boost withheld from the contract set- tlement Jan. 28 to pay dates early last month, when the new money began to flow. The payments had been held up during the period that the federal Pay Board was reviewing the Nassau contract.

Reelected Harriman

Former Governor Averell Harr- riman has been reappointed to the Palisades Interstate Park Commission for a term ending Feb. 5, 1977. There is no salary.
Oswego County Attorney Charles F. Sauers, center, is seen holding the clock that was presented to him by Oswego County chapter, Civil Service Employees Assn., as its "Man of the Year" award. From left, are Ms. Madelyn Howell, Ms. Francis G. Miller, Dr. Theodore C. Wenzl, Mr. and Ms. Sauers, Mayor John Conway and Fran Miller, chapter pres.

Oswego CSEA Awards 'Man of the Year'

OSWEGO — Oswego County chapter of the Civil Service Employees Assn., presented to its "Man of the Year" award, civil Service Employees represented by the Oswego County chapter, as its "Man of the Year" award. From left, are Ms. Madelyn Howell, Ms. Francis G. Miller, Dr. Theodore C. Wenzl, Mr. and Ms. Sauers, Mayor John Conway and Fran Miller, chapter pres.

CSEA Wins Back Job For Broome Nursing Aide, Plus Back Pay

State Supreme Court Justice Joseph Mollnari has ordered Broome County to reinstate a Cherry Bridge Nursing Home nurse's aide with back pay as a result of court action brought against the County by the Civil Service Employees Assn. in the Industrial shop.

The aide, Mrs. Elida Swackhammer of Greene, RD 2, was dismissed last summer when she reported for work, after a three-month absence due to a broken ankle.

According to the decision handed down by Justice Mollnari, the county had no right to terminate Mrs. Swackhammer's employment without a hearing because the supervisor did not participate in a hearing.

The aide, Mrs. Swackhammer, was a member of the Civil Service Employees Assn., and was represented by the Civil Service Employees Assn.

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.

July

13—Division of Employment—Metropolitan board of directors meeting, 6 p.m., Luigi's Restaurant, Murray St., Manhattan.
17—Southern Conference Luncheon, 12:30 p.m., business meeting, 2 p.m., Boothus Hudson River State Hospital, Poughkeepsie; dinner dance and installation of officers to follow meeting, Oddo House, Route 44, Clintondale.
17—Mental Hygiene departmental meeting, Fierock Inn, Route 24.
17—Statewide Board of Directors meeting, 10 a.m., Chancellor Hall.
18—Far West chapter dinner-dance, 7 p.m., Deccison, Route 24.
18—Metropolitan chapter Installation, 6 p.m., Luigi's Restaurant.
18—Statewide Board of Directors meeting, 10 a.m., Chancellor Hall.
19—Binghamton Retired Teachers dinner-dance, 7 p.m., Holiday Inn, Route 24.
19—Westchester County unit annual picnic, 5:30 p.m., Ridge Grove Picnic Grounds, Hartsdale.
19—Buffalo chapter dinner-dance, 7 p.m., Hearthstone Manor, 333 Dick Rd., Depew.
20—Bedford Hills Correctional Facility chapter dinner dance, New Holland Inn, Mt. Kisco.
23—Metropolitan chapter Installation, 6 p.m., Luigi's Restaurant.
24—Division of Employment—Metropolitan chapter Installation, 6 p.m., Luigi's Restaurant.
24—Division of Employment—Metropolitan chapter Installation, 6 p.m., Luigi's Restaurant.
29—Long Island Conference installation of officers and dinner-dance, 8:30 p.m., Bethpage State Park, Bethpage.
Nassau CSEA Gels Ready For Talks

Middlefield—The first meeting of the steering and program committee of the Nassau chapter of the Civil Service Employees Assn. was held last week. 46 members representing various county offices and divisions participated.

Chapter president Irving Plau menbaum said that the group would pressure bargaining demands for an expected start of contract talks before the middle of next month. The committee, which meets at the Salisbury Park clubhouse, will resume deliberations June 31.

Pleased With Superb Performance

Clinton CSEA Names Nominating Committee

Plattsburg—Jerry Bianchi has been named chairman of the nominating committee of the Clinton County chapter of the Civil Service Employees Assn. Other CSEA members on the committee are Pete North, secretary, and Margaret O’Connell, Jean Keiso, and Alice Westcott. Each individual committee member will take nominations from the membership. Ballots for the nominating committee will be distributed sometime in mid-June, a spokesman said.
**Sr. Typist, Clerk Tests**

Two big promotion exams will be held this Saturday, June 17, for senior clerk and senior typist.

A total of 5,880 candidates have been called to the senior typist test, to be given simultaneously at five locations beginning at 9 a.m.

Called to the senior clerk test at 10 locations are 11,692 candidates.

The test begins at 9 a.m.

The key answers to both tests appear in the July 4 issue of The Leader.

**PERB Member Admits School Dist. Impasse Procedures in Need Of Clarification**

ALBANY—Joseph H. Crowley, a member of the Public Employment Relations Board, has gone on record in a recent PERB decision as admitting that "There does appear to be a need for a legislative re-evaluation of the statutory impasse procedures in the case of school district governments, particularly to consider whether the legislative body of such governments is possessed of the intended neutrality to act as a final arbiter in the resolution of impasses."

On the other hand, a PERB spokesman in a recent opinion written by him wrote in the case of the Bethlehem Teachers Association, in which PERB dismissed the Association's charge of failure to negotiate in good faith against Central School District 6 of the Towns of Bethlehem and New Scotland.

In the opinion, PERB analyzed the statutory procedures set forth in Section 290 of the Taylor Law. The opinion focused on the final step in such procedures, the legislative hearing. He concluded that the role of the legislative body in such hearing is one of an arbiter and, therefore, the legislative body should not undertake this role as an advocate for either side or in any predetermination.

**Objective Is In Dual Roll**

He pointed out that the mingling of executive and legislative functions in school district government is not consistent with the legislative body of that government, the school board, may be so intricately involved in the negotiating process as to make it most difficult, if not impossible, at times, for such body to fulfill such a role with the objectivity of an arbiter.

In pointing out the need for legislative re-evaluation of the impasse procedures, he suggested that the Legislature consider other alternatives to provide finally in the resolution of impasses in collective negotiations involving school district governments.

He recommended that arbitration should receive further consideration as a possible alternative. In making this suggestion, Crowley stated, "I am not unmindful of the litany of objections as to the propriety of this method as the vehicle for the resolution of impasses in negotiations. I believe, however, such a quasi-arbitral process can be so structured as to overcome valid objections to the process and to provide procedures that would be both fair and observed to the public interest and the interests of public employees."

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Questions and Answers

What types of beneficiaries are receiving reduced benefits under the social security act?

Workers and their spouses who choose to start receiving retirement benefits before the ages of 62 and 65, widows who choose to receive benefits between ages 60 and 62; and disabled widows and widowers aged 50 or older who began receiving benefits before they reached 62.

Q. What will happen if I should become entitled to Workmen's Compensation and Social Security Disability Benefits?

If you become entitled to both Workmen's Compensation and Social Security Disability Benefits, the total monthly payments to you and your family may not exceed 75 percent of your average monthly earnings before you became disabled. The Social Security Disability Benefits must be reduced if combined benefits from Social Security and Workmen's Compensation would otherwise be over this limit.

Gaba in New Firm

MINOLEA - Nassau regional attorney and Leader's law columnist Richard M. Gaba has moved his office and is now in a partnership known as White, Walsh and Gaba at 260 Willa Ave., Minolea.

The new firm will combine the experience of partners Donald White and Edward Walsh in general practice with Gaba's expertise in civil service law, labor relations and civil practice.

Gaba has been the CREB regional attorney for 10 years.

(Continued from Page 12)

Don't Repeat This!

(Continued from Page 1)

Miami. Last minute "bloop McGovern" efforts may develop, perhaps led by Democratic Governors who fear that the McGovern Presidential candidacy will result in Brady Democratic losses in that region.

McGovern's immediate need is to achieve unity in the Democratic Party in order to become the nomination but also to permit him to launch a viable campaign and run with M. Nixon. These conditions make it a matter of immediate moment for McGovern to think hard about his selection of a Vice Presidential candidate.

Political realities among intimates close to McGovern's inner circle are thinking principally of Congressman Wilbur D. Mill of Arkansas, chairman of the powerful House Ways and Means Committee, as McGovern's running mate. The selection of Chairman Mills would fulfill some of the Southern antipathy to McGovern and would help knock male President Nixon off the political wagwheel, McGovern's running mate. The selection of Chairman Mills is regarded as a conservative, although as the outstanding tax expander of the current Congress, he does not appear in favor of tax reform. Thus on the tax reform issue, McGovern and Mills can find an easy accommodation on tax reform in a manner that may close some loopholes, without threatening the Administration of a tax rate increase.

Congressman Mills is also the leading Congressional spokesman for workers' welfare reform. He is the author of the McGovern-Mills reform bill that has been overwhelmingly approved by the House, which seeks to clean up the welfare mess through tighter administration and by assigning a greater share of the burden of welfare costs now borne by the federal government and local governments. Senator McGovern could not seriously dispute Congressman Mills' program as a first step in the comprehensive welfare reform.

Congressman Mills is also the chief Congressional exponent of the McGovern-Mills program that is designed to help States and local governments to meet the rising cost of government by substantially increasing taxes on income and inheritance taxes on income and inheritance taxes on inheritances.

The selection of Wilbur Mills would follow the strategic pattern outlined in 1964 by John F. Kennedy, when his selection of Senator Lyndon B. Johnson proved to be of critical importance to the Democratic victory that year. In 1960, the Texas Senator had turned out to help Senator Johnson to run on the National ticket while he simultaneously ran for his Senate seat. This year, the Arkansas Senator opposed a similar law that permits Congressman Mills to run on the National ticket while simultaneously running for his Senate seat.

(Continued on Page 15)

Must Establish Qualifications

Five Nassau County police women commenced a proceeding pursuant to Article 78, CPLR in the Nassau County Supreme Court, County of Nassau, Civil Service Commission from excluding them from taking a civil service promotional examination for the position of police sergeant. The women police officers were denied a police sergeant examination. However, they were informed that they did not qualify for the exam but were eligible to take the examination for policeman sergeant. One of the requirements for the police sergeant's exam was prior service as a patrolman.

The women claimed that in being refused admission to the police sergeant examination they were the subject of sex discrimination. The Civil Service Commission defended the proceeding on the grounds that the job classifications were separate and apart with respect to experience and ability to perform the duties entailed.

There are times when sex is a bona fide occupational qualification. At all other times it is unlawful to refuse to employ an individual strictly because of that person's sex. The requirement of providing equal employment opportunity and the civil rights of prospective employees applies to a police department as well as to other branches of government.

The main issue before the court was whether prior service as a police patrolman is a bona fide qualification for police sergeant. Women police officers also possessed the appropriate qualifications for police sergeant. The Civil Service Commission argued that police sergeants perform certain unique duties, such as observe conditions at police posts, inspect departmental vehicles for serviceability, cleanliness, and direct criminal investigations. The Commission, however, introduced no evidence to show that a policewoman could not perform those functions as well as a patrolman. The exclusion of women from the police sergeant's examination cannot be justified solely on the basis of those duties.

The specific job descriptions which were part of the papers submitted to the court indicate that patrolmen are assigned to substantial duties not performed by policewomen; for example, handling armed robbery, barricades, underground stickups, armed robberies, homicides, directing traffic, making arrests, and preserving the public peace. The court said that policewomen did not have experience in performing these duties, which has more experience than a "bona fide" occupation qualification. The court found that the qualifying policy and the only basis for excluding the women was not sufficiently job-related. The court held that in being refused admission to the police sergeant examination on account of their sex, the women were the victims of sex discrimination.

The court found that the Civil Service Commission must establish qualifications for the position of police sergeant. The Commission must establish qualifications which are not job-related with respect to the specific duties of police sergeant. The court held that the determination of qualifications must be made in a manner that may close some loopholes, without threatening the Administration of a tax rate increase.
Will there ever be an end to the labor unrest in New York City?

The Fire Officers have a long and honorable record of dedication and responsibility. Yet for the third time in the last 18 months, we find ourselves in a position where we are forced to take our case to the public in order to achieve a contract.

The dispute this time is over the city’s refusal to put into contract language the single most important economic item: our traditional differential with the men under our command, the firefighters.

City Labor Relations Director Herbert Haber correctly states that the U.F.O.A. is not seeking any more money than the city is willing to pay. We are not trying to raid the public treasury. But Mr. Haber, after repeated assurances to us that the 100-year-old salary differential was no problem and would be part of our contract, suddenly reneged and said he would not put that clause into writing in our agreement.

Mr. Haber gave as his reason a fear that he and the city would become entrapped in another parity payment spiral if he wrote differential language into the contracts of the uniformed services. He said the city was willing to pay the salaries, every penny of it, but would not put it in writing.

Did you ever hear such nonsense?

The city is seeking agreement by this union to change work rules to achieve greater productivity. We are willing to cooperate and stand ready to finalize the contract language on productivity changes (even though we think some of the proposals are dubious).

Does anyone suppose the city will permit us to simply say okay to productivity changes without putting it in writing?

What is a contract anyway, if it isn’t language that binds two sides to an agreement?

But much more important to you, the people, is this whole question of whether the city should or should not write the exact terms of an agreement into a contract.

The U.F.O.A. is warning the people now that this incredibly inept city administration is following a course that could lead to another $250 million parity blunder.

We are putting the City Council, the State Legislature and Governor Rockefeller on notice that the Lindsay administration’s refusal to write ironclad language into the contracts of the uniformed services is the one big error that could lead to another parity catastrophe.

The $250 million merry-go-round that the city rode the last time, happened because one of the unions did not have ironclad language in its contract. When the city agreed to give that group an increase, it triggered increases all around.

The way to prevent that in the future is to write careful, precise contract language that will hold everyone to the agreements made. The U.F.O.A. simply does not understand why the city refuses to do so, especially since it finds the pay scales agreeable.

Politicians in this city administration were responsible for the $250 million parity error. Bureaucrats have been fired for less. Now they are responsible for even more labor unrest, and they are following a strategical course that could lead to still more costly disputes and expense to the public.

Ironclad contract language should be written for all the uniformed services, with none of the loopholes this city administration seems determined to leave.

The U.F.O.A. is outlining a course toward stability in the uniformed services pay tangle. The city is following a course toward trouble and greater expense.

Capt. Raymond W. Gimmler, President

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COUNTY DELEGATES HOLD 3-DAY MEETING

CSEA director of education and membership relations, president of the Executive Committee's legislative council, has the floor during debate at the business session.

ダイエットマングラシントリオーダー

Former County Executive Committee president E. Samuel Brecher announced the formation of a special social services department committee that met during the day.

Coordinator Patrick Mounts, CSEA collective bargaining specialist, introduced the floor leaders during debate on the antipoverty bill. From left, are Josephine Benda, executive director of the Executive Committee's legislative council; Josephine Haack, director of field operations; and Francis Hallsted, director of communications.

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Fact-Finders, Mediators
Named By PERB To Settle Numerous CSEA Disputes

(Special to The Leader)
ALBANY—Several fact-finders and mediators have been named by the Public Employment Relations Board in disputes involving the Civil Service Employees A. 

Eric W. Lawson, Jr., of PERB's Albany office, will be mediator in the dispute between Johnson County School District, Fulton County, and the Johnstown Unit of CSEA's Fulton County chapter. 

Dr. Martin Ellis, Ballston Lake, will be the fact-finder in the dispute between Little Falls Central School, Herkimer County, and the Little Falls CSEA. 

Professor Nicholas S. Palone, Fredonia University, Broome, will be fact-finder in the dispute between the City of White Plains, Westchester County, and the CSEA. 

Dr. Clara H. Friedman, of New City, is the mediator named by PERB in a contract dispute between the Village of Croton-on-Hudson and the Croton unit of CSEA. 

James W. Chapman, Albany, will be the fact-finder in the dispute between North Carolina School District, Erie County, and the North Carolina CSEA. 

Samuel Cugalj, of Buffalo, will be fact-finder in the dispute between Cortland Madison Board of Cooperative Educational Services and the Cortland Madison Board of Cooperative Educational Services CSEA. 

Paul Curry, of PERB's Buffalo office, was named mediator in the dispute between North Colonie School District, Erie County, and the North Colonie CSEA. 

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CAMBRIDGE HEIGHTS $85,000

Property For Sale — Queens

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JOBS

FLORIDA JOBS: Federal, State, County, City, Florida Civil Service Bulletin. Subscription $3 year, 8 issues.

P.O. Box 646 L. Miami, Fl. 33161.
Louis Gibbs Lauded Upon Retirement

Members of the New York City staff of the Office of Vocational Rehabilitation, State Education Department, paid tribute recently to Louis Gibbs, a supervisor of rehabilitation counseling, after 27 years in several positions in New York State Civil Service.

At the Kansas City Restaurant, Phillip Grayson, associate counselor, was the toastmaster as the farewell luncheon honoring Gibbs as "one who is loved and missed by the agency."

Mr. Salzman, director of the agency, was principal speaker. He emphasized that the honor was highly critical of present social security regulations which place a limit on the amount of earnings a retired person can make before his social security benefits are reduced or eliminated. He also said that there should be some great promotion to tie social security benefits to the cost of living, so that retired persons on fixed incomes wouldn't see the value of their social security benefits continually eroded away.

Bedford Hills Fetes Retirees With Dinner

BEDFORD HILLS - The Bedford Hills Correctional Facility chapter, Civil Service Employees Association, is giving a retirement and pinning dinner-dance June 23 at the New Holiday Inn in Mt. Kisco. Those being honored for their services are:

Al Eyreson, 46 years; Florence Potter, 38; Fred Barnett, 27; Richard Mathews, 26; Helen Hugan, 25; Ellen Johnson, 22; Eleanor Hale, 25; Frances Holly, 25; Matt Terry, 24; Hava Morehouse, 23; Elizabeth Carr, 22; Agnes Smith, 20, and Helen Bowers, 20.

Leslie Tabor will receive his 35-year pin.

Following Martinello's remarks, Lawrence Maxwell and Katherine Hand handed out pins and certificates to the 25 workers and to the retirees.

Field supervisor Martello then praised the leadership of Ulta State Hospital chapter president John Dymon for his efforts as organizing their fellow-workers.

Honor Troidle - Edgar Troidle, president of the Agriculture and Markets chapter of the Civil Service Employees Association, received a retirement gift from the clerk of the Westchester County Board of Legislators after 25 years of service with the County.

Mr. Troidle joined the Westchester County Board of Legislators in 1949 and worked with the former Board of Supervisors until October 1945. He returned to the County in 1950 and for a period of three months was employed with the Westchester Department of Health, where he transferred to the Westchester County Personnel Office where he continued until January 1957. From January 1957 until the present he worked for the Board of Supervisors and the new County Board of Legislators.

During her years of service with the County's Legislature, he served the county, and retired as chairman of the Board of Supervisors, and the new County Board of Legislators.

The awards to Burrows, who received a civil service award for meritorious service and "A" certificate for the 25-year workers, was honored recently on the occasion of their retirement.

Eugene Burrows and Frances Manelli were honored on June 3 at a retirement dinner at the Drayton Inn in Palermo, where each received a civil service award for five years of service. They were presented with a certificate from the Civil Service Employees Association.

MEXICO—Two members of the Mexico Academy and Central School District unit of the Oswego County civil service employees Association, were honored recently on the occasion of their retirement.

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NEWARK—35 YEARS — Martha Holobiski has retired after 34 1/2 years of State service. She worked as a timekeeper at the Newark State Print Shop.

Ms. Holobiski was employed in the Division of Employment, Labor Department, for 29 years and then transferred to the State Education Department, before she was employed as a principal agent. Active in community affairs, Ms. Holobiski lives in Watervliet.
Law & You

(Continued from Page 6)

"Those who are there already have provided a devastating new weapon to the police crime-fighting arsenal, one that has helped women to set their men for centuries. It worked well for diminutive Patroolwoman Ina Spellberg after she collared a muscular shoplifter in Miami last December and discovered that there were no other cops—or even a telephone—around. Unable to summon help, she burst into tears. "If I don't bring you in, I'll lose my job," she sobbed to her prisoner, who chivalously accompanied her until a squad car could be found."


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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 (PSA 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.