GSEA Wins In Arbitration On Thruway

ALBANY—The Civil Service Employees Assn. has won an arbitration case involving employees of the New York State Thruway, working as part-time toll collectors, who were fired by the Thruway Authority.

In a decision handed down by William A. Toomey Jr., an impartial arbitrator, it was ruled that the Thruway Authority had violated its contract with CSEA when it assigned a part-time toll collector to the Bassanen Barracks on Oct. 5, 1970. CSEA brought the grievance on behalf of Sarah B. Warner, a part-time toll collector and CSEA member. Toll collectors, maintenance and clerical workers are represented by CSEA in the 2,185-member bargaining unit.

Mr. Warner contended that the call in a part-time toll collector to replace a scheduled toll collector absent for the day or as a result of an arbitrable violation of Article XVI, Section M and N of the CSEA-Thruway contract

The full-time toll collectors noted on duty should have been covered by the Authority to determine who would be assigned the work, she alleged.

Meanwhile, the Authority contended that it had issued a directive in 1970 which provided for the use of a schedule of availability listing sheet, which was to add the supervisor in determining who was available for overtime work opportunities, and that no employee had signed up for availability on the day in question.

In his decision, the arbitrator said that the issuance of the directive by the Authority, providing the schedule availability list, "cannot have the result of superseding and changing the work which has been arrived at as the result of collective bargaining.

Article XVI is very clear in that it applies to fulltime annual salaried toll collectors and in cases of overtime, and only if the employees who were considered. There are provisions made in the collective bargaining agreement for the substitution by part-time collectors in the event that over-time work opportunities are available."

A CSEA spokesman praised the decision, saying: "Policing a work contract is one of the most important functions a union can perform for its members. "Once a work contract is negotiated, CSEA does not forget about the employees. CSEA is always ready to fight for the rights and privileges it negotiates for its members. Only by such a close watch can we truly provide for our members the services which they expect from us."

Eligible Lists

See Page 10

GSEA Members OK Pact Language For Four Units

(Special To The Leader)

ALBANY—The four negotiating committees of the Civil Service Employees Assn., representing State employees in the Institutional, Administrative, Professional-Scientific-Technical, and Operational Services bargaining units last week gave final approval to language of contracts affecting those employees.

The agreements came after weeks of review and discussions with representatives of the Office of Employee Relations.

Following the agreement, CSEA president Theodore C. Wenzl and Melvin H. Osterman, director of the Office of Employee Relations, jointly signed a letter of acceptance and approval of the contract agreements.

Wenzl told Osterman in the letter that the four negotiating teams "have accepted the language of these contracts as fairly reflecting the agreements reached between the State and CSEA for the four units involved on April 2, 1972."

The acceptance, Wenzl said, was contingent upon the inclusion of the following language in the paragraph relating to the four percent wage increase:

"Notwithstanding anything to the contrary, it is understood and agreed that the salary schedule established by Section 130 of the Civil Service Law as amended to implement the four percent increase herein provided shall be, in all respects, guaranteed and continued, and, after April 1, 1972, the benefits therein provided, including salaries and annual increments, shall neither be improved nor impaired or diminished except pursuant to Article 14 of the Civil Service Law."

Arrangements are being made for the formal signing of the contracts.

In Grievance Case

Mental Hygiene Dept., Hospital Head Charged With Passing The Buck

BRONX—The chief administrator of the Bronx Children's Psychiatric Hospital here and the Department of Mental Hygiene have been accused by the Civil Service Employees Assn. of passing the buck in a grievance case involving the alleged illegal fir- ing of two non-class cleaners at the institution.

CSEA Field Representative George Bispahm, who is representing the two employees in the case, said they had been summarily fired without being given hearings, which are required under Mental Hygiene regulations.

"The hospital's personnel director, Miguel Carrillo, fired these people without first giving them hearings in which they could defend themselves and then be properly judged," Bispahm said. "And the director of the hospital, E. Richard Pen- berg, did nothing to override the personnel director's arbitrary decision. This is nothing short of a 'Ponzi Plateau' attitude—Pen- berg is trying to wash his hands..."
SUFFOLK UNIT CALLS UNION CHALLENGE REMOTE CONTROL PLAN TO GET OUT OF DEBT

(From Leader Correspondent)

HUNTINGTON — The Huntington Town unit of the Suffolk chapter, Civil Service Employees Assn., is being challenged by a maritime union local which is in debt approaching $200,000 and is operated by remote control from New York City.

The challenger, Local 342 of the United Marine Division, said the National Maritime Union, had last Winter run up a debt of $171,000 and the last of its employee-officers was suspended.

No election has been called, and the local is still being run by union organizers assigned from the New York office.

This, according to CSEA's regional field supervisor, Edwin J. Chery, adds up to the Huntington hoop. "We don't see what the union is doing except debt and dictatorship."

The town white-collar unit, headed by president Dorothy Green, will vote June 28 from 3:30 to 5:30 p.m. in the town board meeting room.

In a flyer distributed by the unit, it was noted that the NMU has no experience in representing white-collar workers, had been smeared in attempting to organize support among employees of neighboring Oyster Bay Town and charges more dues than does the CSEA rate. The union charges $72 a year, while CSEA dues are $32.50.

Failed On Contract

In addition, CSEA officials noted that the union had failed an assessment for employees of Valley Stream Village and has lost most of its onetime membership among employees of Sanitary District 6 in West Hempstead.

A four-year-old organizing effort on Long Island has produced nothing so much as the huge debt charged against the local.

"The meetings are real short," said an unhappy member. "It's almost like a new business. Any old business and that's it."

A former officer, who said he had dropped out, said the employees cannot demand an election or any vote in their contract negotiations. "They can't do anything right now because they owe the union so much money."

CSEA has represented the Huntington employees successfully for more than a decade.

Installation Of L.I. Officers Will Have The Light Touch

The Long Island Conference of the Civil Service Employees Assn. will install its recently elected officers on June 30 at 3:30 p.m. in the Bethesda Park Clubhouse.

George Koch, Conference president, announced, however, that it will be an evening of fan and frolic, not pomp and circumstance. "Any business" of the evening will be the installation.

A limited number of tickets are available from chapter presidents at $16 per couple and must be obtained no later than June 27. The price includes dinner, an open bar and music for dancing.
CSEA Issues

Central/Capital

COOPERSTOWN — Floyd Peashey accepted the gavel of office from outgoing Central Conference vice-president Charles Elker here in the Oasis Hotel, the same location Ernest Wimmer had won his second term as president of the Central District Conference almost exactly one year before.

The three-day meeting was the swearing-in of new officers for the Central Conference and the Conference’s County Workshop.

New Conference officers are: president and chairman of the Conference, Samuel Grossfeld, installed June 10 as president of the Civil Service Employees Assn.’s Western Division, who has new administration “will do its utmost” to win the support of Western New York State employees for the CSEA and its programs.

“Chapter presidents will be urged to send legislators to meetings and to write letters to them,” he said. “Otherwise, the legislators will quickly do and do nothing until next January.”

He warned that there may be more budget cuts before January and that those cuts could affect CSEA’s workshop.

Before turning over the office to Grossfeld, outgoing president John Adamiulz told the 80 delegates to the two-day meeting at the Stararton Hotel opposite the Rochester Monroe County Airport that the sooner the CSEA gets more involved in politics the better.

“Politics is very important to us,” he said. “We need to use the power of the ballot.”

Madison Clambake

WAMPsville — Madison County chapter, Civil Service Employees Assn., will hold a clambake July 9 at Clay Shrd on Route 31 at Sylvan Beach on Oneida Lake. Admission is $4 for members and $5 for guests. Tickets are available from various unit heads.

Emmett makes point

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134 Police Retirees

Retirement orders were issued last week for 134 uniformed members of the Police Department, becoming effective between April 12 and 30 of this year.

Those retiring are:


Lieutenants: Albert A. Brat, William P. Garvey, Frank P. Paprocki, Jr., Gerald J. Sheehan, Robert Cono.

 Sergeants: Joseph V. Vileck, Joseph Cooper, Edward J. Keane, W. Pommel, Robert J. Mandola, Peter J. Ford.


SANDERS ELECTED

Frank A. Sanders has been elected to a three-year term as director of the School of Business and Public Administration Alumni Association of the City College of New York.

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227 West 40th St, New York, N.Y. 10018 (212) 940-6000
City Councilman Robert Postel (D-Manhattan) last week fired a double-barreled attack on the Lindsay Administration and on current abuses of the merit system in remarks scheduled to be delivered at a June 21 meeting of the Civil Service Merit Council at 325 Broadway in Manhattan.

Postel charged that "the skyrocketing use of provisions in the merit system has created an army of Russians as the whim and disposal of political supervisors who use them as troops in political campaigns."

He said he would prove that a high City official directed virtually all of the two dozen employees in a certain housing program to leave work and participate in a political campaign. A challenge Mayor Lindsay," Postel declared, "to deny that this was done."

Postel said he plans to ask the five City District Attorneys to investigate possible violation of the law.

(Continued on Page 7)

Justice Cooke Seeks To End Uneven Penalties in Felony Convictions

Lawrence H. Cooke, an Associate Justice of the Appellate Division of the Supreme Court, Third Division, has proposed the establishment of a special court with statewide jurisdiction to review criminal sentences in felony cases.

Justice Cooke also proposes that guidelines on Sentencing be established on a regular and continuing basis for criminal court judges, probation and correction personnel. This might be important, he has said, because "sentencing in New York State is a matter of opinion. The judge who instructs the jury on the elements of the case may decide the punishment."

Justice Cooke also proposes that judges in the State for a probation serve their sentences.

"If judges cannot carry out their duties," he concluded, "the offender's committing the same felony can be sentenced to varying prison terms." The support for Justice Cooke's candidacy was William vanden Heuvel, chairman of the New York City Board of Correction, who said, "Justice Cooke's proposal makes sense and is long overdue. Most important, it reflects the concern of one of the most important judges in the state for a problem that is deeply rooted in prison discipline, namely, grievance against disparity in sentencing. I am deeply appreciative of Justice Cooke's initiative."

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Legislative Role In Labor Negotiations

A major flaw in the Taylor Law was revealed this year when the Civil Service Employees Association negotiated a work contract with the Rockefeller Administration for some 140,000 State workers. The CSEA represents—only to have the contract amended by the Legislature in the closing days of the 1972 session.

No one questions the right of the Legislature to have the final say on money matters. But one can question seriously the value of a collective bargaining process in which the Legislature does not participate, but in which it has no opportunity to play a prior participation or discussion with the parties involved.

The injustice of the Legislature's amendments to the CSEA contract is further compounded by the fact that Employee Association spokesmen willingly invited members of both houses of the Legislature to the bargaining table.

By acting in the manner in which they did, the members of the Legislature should realize that both union and State negotiators from now on will have serious problems in coming to grips, productive bargaining with the word of an unthinking legislative veto of all their efforts hanging over the bargaining table.

If the Legislature persists in its right to amend negotiated contracts—which it should—then labor unions have a right to insist on legislative participation in contract talks. To that purpose we suggest that the chairmen of the Senate Finance Committee and the Assembly Ways and Means Committee assign to their respective committees to full participation in future labor negotiations between the State and its employees.

This same problem, by the way, exists in all political subdivisions within which employees are involved in the Taylor Law. We strongly urge participation by local legislators in negotiations in the same manner proposed above.

Abuse Of Grievance Procedure

In cases where attorneys representing public employees seek declaratory judgments in the courts as to the meaning of contractual provisions in collective bargaining agreements, the question of whether the grievance procedure is being raised by the public employer as a stalling tactic. They claim that before the courts can deal with a matter of contractual interpretation, the employee organization must first file with the grievance procedure of the contract. An analysis of the applicable provisions of law reveals their position is clearly wrong—unless the contract itself spells out that the particular matter in question is to be handled as a grievance.

If the contract does not, however, contain a definition of grievance which is broad enough to include the particular complaint, one must look to the law for guidance.

PRIOR TO THE TAYLOR LAW, the General Municipal Law contained provisions for the presentation and resolution of grievances, so that any municipality having 100 or more employees was required to adopt a grievance procedure which was in accordance with the statute or else the provisions of the statute would control. (Sec. 681-685, Gen. Mun. Law.)

The statute guarantees the right of every public employee to present grievances free from interference, coercion, restraint, discrimination or reprisal. It also guarantees to the public employer the right to be represented at all stages of the grievance procedure.

Those who claim the grievance procedure must be exhausted, overlook two basic principles in the law. First, the statute provides that an employee shall have the right to present a grievance. It does not mandate that a problem be handled through the grievance procedure. Secondly, the law (Sec. 681) defines grievance as "any claimed violation, misinterpretation or inequitable application of the existing laws, rules, regulations, orders or work rules of a government or a department or agency thereof, which relate to or involve employee health or safety, physical facilities, materials or equipment furnished to employees or supervision of employees provided, however, that such term shall not include any matter involving an employee's rate of compensation. retirement benefits, disciplinary proceeding or any matter which is subject to arbitration or other form of settlement by any rule or regulation having the force and effect of law."

It is immediately apparent that the statutory definition of grievance does not apply to matters of contract interpretation, to matters which are "otherwise reviewable pursuant to law."

It appears from the statute that the grievance procedure of the General Municipal Law was intended to deal with day-to-day problems of employment and not matters of contract.

In a 1970 Supreme Court decision, the court held that a question pertaining to vacation allowances in a collective bargaining agreement was properly the subject of the General Municipal Law type of grievance procedure. That is, it would allow the court to determine what the contractual provisions meant.

Of course, the greatest problem with the grievance procedure in public employee-public employer collective bargaining is that it cannot deal with the presentation of a presentation to a partial person or body such as the legislative body or a person or committee appointed by such body. If the public employees do not have an equal voice in the selection of the arbitrator, the requirement that the decision bind the public employer and employees, then the procedure is virtually valueless except as an exercise in formality.

There is a crying need in public employee collective bargaining for a grievance procedure which deals specifically with grievances and impartial third parties with authority to issue binding decisions.

This presents the only viable alternative to taking every matter of contract interpretation to the Supreme Court, where the Judges surely have enough to do without getting involved in the settlement of grievances. Arbitrators, skilled in labor relations, can provide the answers more quickly with less expense to the parties involved.
LETTERS TO THE EDITOR

More Than Prizes

Editor, The Leader:

All of page 18 of your June 6, 1972 issue is devoted to the CSEA super sign-up Membership Drive. The writeup does not give the supposed sign-up Membership Drive offer than a jackpot of prizes! It tells only part of the whole story.

CSEA has so much more to offer than a jackpot of prizes! New members are being invited to join. Members know what united effort can do when it comes to obtaining improved salaries, working conditions and benefits.

We invite fellow employees who are not members to join. Whether or not they win the prize in the jackpot drawing, they will have CSEA working for them.

Milford Buehler
Albany, N.Y.

Praises Bloomfield

Editor, The Leader:

I received a phone call last Thursday, June 1, 1972, from a relative of mine in Civil Service telling me that I had several New members will be joining the CSEA organization and destruction of the merit system. You are an asset to the education corps of the public service.

Finally, I did track down a copy and as a professional educator and ex-journalist I wish to pay my warm regards to the style, content, and current interest of Dr. Bloomfield's column. In addition, noticing the printed list of recent Board of Education examinations, which I was unaware that you printed, I am ordering your "Leader" on a regular basis from a neighborhood dealer.

Your paper is most useful, functional, and interesting. Dr. Bloomfield is well known for his writing in the education field's column, "The Education Arena." You should know that I went to a half dozen large newspapers but was told that the "Leader" is delivered on Tuesday and it is usually out the next day because of the new "zip" in your newspaper.

SAMUEL G. GILBERT
Principal
Nathanial Hawthorne MS

Postel Blasts

(Continued from Page 5)
of criminal and civil laws by the City and City officials in paying employees for time spent in private political campaigns.

"The taxpayers cannot be expected to finance the demoralization and destruction of the merit system," Postel said. "It is the butler of effective civil service. Postel also attacked the one-in-three rule, the declination system, the use of consultants, and various forms of discrimination he alleged exist in City hiring practices.

The Councilman praised the Civil Service Merit System, which, he said has already "dramatized its effectiveness as a watchdog panel in the area of abuses of the civil service system."

[Table of Volkswagen dealerships]

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Some economy cars may promise you one or two more miles on a gallon of gas. But how many give you 12,000 more on a guarantee?

Our low price (under $2000) is missing in a lot of cars, too.
Shown being installed as officers of the Central Conference are, from left, recording administrator Floyd Peashey, Marvin Baxley, executive editor of The Leader, is shown dall, second vice-president Dorothy Moses, first vice-president Louis Sunderhaft and secretary Irene Carr, treasurer Helene Callahan, third vice-president Patricia Cran.

Mary Hart was one of four hostesses who passed the has-

The Central Conference Workshop meeting was a joint meeting, saying that all the Conference Welfare Fund, and the statewide CSEA Welfare Fund.

The Welfare Fund was also introduced as its newly ap-

Among those attending joint business meeting of two conferences were, from left, Phil Cropsey, state president, CSEA statewide second vice-president A. Victor Costa, as principal speaker and host chapter for the Central Conference Workshop meeting.

Members of joint social committees are, from left, Central CSEA statewide third vice-president Thomas Ellings, county director president Joseph Lecow and, Berks County president Michael Sweat.

Central Conference president Ernest Watson, left, and Central Conference president Charles Ecker (opposite) join hands as the two conferences mercifully holt joint meeting.

Central Conference Workshop was a strategic meeting with the various chapters.

Bill Dekk reports on Central Conference Welfare Fund.

Members of host Oswego County chapter are, from left, Mary Tracey, first vice-president; Rita Hohl, delegate; Donald Charkazi; Frank Lenihan; Bruce Schoen, second vice-president; and his wife Phyllis.

Mental Hygiene Employees Assn. executive secretary Edna Pre-}

CAPITAL/CENTRAL MEETING

(Continued from Page 3)

The Welfare Fund was a major subject of discussion in the Central Conference, where it was announced that $28,917.67 had been contributed to the Conference's own Fund.

William Deck, chairman of the Conference ad hoc committee to study reimbursement to employees in job situations, explained that the purpose of the Conference's own fund in the Conference is to expedite the reimbursement to employees. He pointed out that the Conference will be asked to re-}

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Capital District activities chairman Dorothy MacTarish; Ray Castle of Syracuse, and Jake Banek of Oneida.

Head table guests included from left, state-wide fourth vice-president William W. McGowan; Phil Cropsey, two-day bride of Central Conference president Charles Ecker; state-wide treasurer Dorothy MacTarish; Ray Castle of Syracuse, and Jake Banek of Oneida.

Among those attending joint business meeting of two conferences were, from left, Phil Cropsey, state president, CSEA statewide second vice-president A. Victor Costa, as principal speaker and host chapter for the Central Conference Workshop meeting.

Members of joint social committees are, from left, Central CSEA statewide third vice-president Thomas Ellings, county director president Joseph Lecow and, Berks County president Michael Sweat.

Statewide first vice-president Thomas Ellings makes point during Conference Workshop meeting. Listening are, from left, CSEA vice-president Thomas Ellings, county director president Joseph Lecow and, Berks County president Michael Sweat.

Part of educational program was a skit explaining functions of conferences. Shown going over their lines are, from left, Dick Fink, Fai Cread, Thomas Ellings and Joseph Mulholland.

(Senior photo by June Fink)
Make sure any air conditioner you buy can pass this save-a-watt test.

The higher your air conditioner scores, the better—for the environment, for reliable power supply and for your electric bills. An air conditioner has a lot of wear to run. But some take more than others.

Divide the watts (amount of electricity consumed) of any air conditioner into its BTU (cooling power). That will give you an efficiency number usually between 5 and 12. The higher the number the better.

Chances are there'll be a sticker on tag at the store you visit, telling you the efficiency number. If not, any salesperson should be able to tell you the watts and the BTU figures. Or just look for them on the model at the store.

Air conditioners consume more than 40 percent of the electricity Con Edison customers use during peak summer hours. And about 250,000 people will buy air conditioners in our territory this year. If all of our customers bought an air conditioner that can pass the save-a-watt test:

You'll help protect the environment, even though when it comes to air conditioning, power plants are far from the worst offenders.

You'll lessen the risk of serious power shortages.

And you'll save money on your electric bills.
THOUGHTFUL PARKER GIFTS

A Parker Fountain Pen makes ugly look beautiful.

When you pick up a Parker Fountain Pen, something beautiful happens. You somehow rediscover the Long Lost Art of Handwriting. Maybe it's because you can feel the ink flow onto the paper. Smoothly, Effortlessly. Or because you can actually control the way a word looks.

But anyway, a Parker Fountain Pen brings out a touch of the artist in you.

Parker makes a $150 14K solid gold Fountain Pen for rich artists. Or the Parker 45 for only $5. Which is a beautiful price to pay for a work of art.

SPECIAL! FROM PARKER

BIG RED

WAS $3.80
NOW $2.95
SAVE $0.85

A red-hot offer on America's nostalgic favorite:

$5.00 Big Red ball pens and soft tip pens now only $2.95!

Men's Big Red pens with gold clip;
Women's with attractive black ribbon necklace.
Buy now and save!

$5 can still buy a great gift

PARKER 45

A fine writing instrument at pre-inflation price. Uses long-writing Parker cartridge refills or converts to bottle fill (an optional accessory). Writes smoothly, and at $5, it's the Parker bargain.

NEW LUXURY SOFT TIP PEN BY PARKER

A dramatic refinement of America's favorite new writing instrument, the soft tip pen. Incomparably smooth writing, unmatched line boldness and clarity.

Crafted in 14K gold-filled, $30, solid sterling silver, $20 or dramatic titanium, $15. Magnificently gift packaged.

COME IN AND BROWSE AROUND

WE CARRY A FULL LINE OF PARKER PRODUCTS

FIFTH AVE. PEN SHOP

298 5th Ave., New York City

LO 4-3674
Have You Read The New Column?

★ MORE FEATURES
★ NEW, BIGGER HOROSCOPE
★ TOP COMICS
★ A NEW-STYLE TV SECTION

It Goes on Sale Thursday and All Week, 25 cents
I was very unhappy the other night to hear a tower ladder being special called to a Bronx location to assist police in capturing some individuals who had managed to break into a warehouse.

Frankly I think this is bad policy and the troops feel the same way. With the monumental effort that is made to improve and maintain the fireman image in the public mind, we don’t need things like this. We have so many fine people who are always ready to help.

The International has been promoting the slogan which has been used for years and often, namely: “Firefighters fight fires ... not people.” When speeches are shown at fire breaks, capturing crooks, etc., it knocks the hell out of the slogan. We have put to work using high pressure hoses against people.

If they have a problem, that’s what we are trained to do. Our Emergency Service Division for.

The following are Ladder Companies scheduled for new apparatus: Ladder 8, 67, 71, 81, 109, 113, 137 and 189.

It is surprising to me that the firemen’s dedication is not something which can be turned on or off as one would a spotlight. One doesn’t acquire dedication; it is born in you, which is why FDNY is great.

“Blueshirts” and “Whitehats” provide the Department’s life blood, which is that special ingredient called dedication.

The Cape

The Cape

same way. With the monumentally special called other night to hear a tower to a Bronx location to assist in our Fabulous Sample Menu. Entertain-
Grossfield Urges More Contacts With Legislators

(Continued from Page 3)

The new president and the former president also warned that the CSEA faces a challenge, either before or after the signing of the new state contract, from the Service Employees International Union.

"Our contract has not been signed because some of the wording is incomplete," Adamski said. "Anyone wanting to challenge us may do so now. The state CSEA administration is anxious to get the contract signed, either before or after the signing."

Reporting for the constitution and bylaws committee, Genevieve Clark said the possibility of mail ballots was discussed, explaining that such ballots would give chapter presidents "greater opportunity" to discuss elections with chapter members.

The committee recommended that printing of the constitution and bylaws be delayed until such mandated state changes take place as the 1975 reorganization of the election of statewide vice-presidents, who will be selected from among conference presidents.

County Workshop chairman Frank Talomie said the workshop unanimously recommended that county delegates be instructed to oppose any increase in dues "at this time."

Education committee chairman Edward Dudek said his committee members wished "a wider scope" for the Cornell University Extension Program.

Outlines Steps

Monroe County field representative Thomas Pomidoro, a CSEA collective bargaining specialist, told those attending the County Workshop that there are several steps needed to prepare for and to conduct negotiations. He listed the following:

- Organize and elect a negotiating team.
- Draft the proposals for collective bargaining (try to involve all county CSEA members);
- Study and learn the financial condition of the county to determine whether it's a buyer's market for employees or not determined by the number of jobs available;
- Know the salary structure of county employees in surrounding counties;
- Keep the county off balance by taking the initiative and holding on to it;
- Agree to a good set of ground rules, including an agenda that members and taxpayers do not have access to negotiating plans;
- Make sure that any information given to news media is in the form of a joint CSEA-county release ("the news media will kill you if they can divide you");
- Pomidoro also reminded the audience that such benefits as Blue Cross, Blue Shield and pensions are not affected by Phase II, the wage freeze.

New County Workshop leaders elected were George Clark and James Mangano, co-chairmen; Dorothy Hy, vice-chairman, and Josephine Jackson, secretary.

Present Citations

Chattanooga committee chairman James Maxman presented citations to the following: John Adamski, Frank Talomie, Al Gallant, Vincenti Amed, James Russ, Donald Brayer, Frederick Hendel, Robert Hunt, William Gates, James Stewart, Nettie Sooan, Veronica Schneider and Helen Mattrie.

Erie County president George Clark presents check for half-year's dues to Conference treasurer Genevieve Luce and president John Adamski on occasion of Erie chapter's joining the Conference.

OUTLOOK LEADER, Tuesday, June 20, 1972

CIVIL SERVICE LEADER, Tuesday, June 20, 1972

George Clark, left, and James Mangano, right, were elected co-chairmen of the Western Conference County Workshop. Serving with them will be Dorothy Hy, vice-chairman, standing, and Josephine Jackson, treasurer, seated.

OUTLOOK LEADER, Tuesday, June 20, 1972

The women were all re-elected to office in the Western Conference, while the men were installed for their first terms. From left, seated, are Judy Burgess, secretary; Genevieve Clark, second vice-president, and Genevieve Luce, treasurer. Standing, from left, are Neil Gruppo, third vice-president; Edward Dudek, first vice-president and Samuel Grossfield, president.

As president of the host Rochester State Hospital chapter, Dorothy Hall welcomed the guests after Adamski pointed out that she'll be returning to Hawaii for a visit in a few weeks.

Officers of the new retirees chapter were installed. The dinner speaker was Rochester Mayor Stephen May. Other dinner guests included Dr. Russell Barton, director of Rochester State Hospital; Arthur Kelly, representing U.S. Rep. Frank Barton, Rochester Republican; State Senator James E. Powers; CSEA statewide president Theodore Wood; past Conference presidents William Rosander and Melba Binn; past statewide treasurer Jack Henneny, and field representatives Tom Pomidoro, Gary Johnson, James Powers and Robert Young.

Robert Guild was master of ceremonies.
New York's Sheraton Motor Inn
cares for your comfort.
And your budget.
$1350 single
$1950 double
including kids free*, parking free
Special Civil Service Rates
On the banks of the Hudson, overlooking the cruise ships, and just five minutes from midtown. Close to Lincoln Tunnel. On the West Side of the 2nd Street exit. Enjoy a comfortable room with river view, moderate-priced coffee shop, fine dining at the Compass Points Restaurant. And a rooftop swimming pool in summer. The staff, at very reasonable special savings for government employees.

*Children under 18 free in parents room.

Special Civil Service Rates
Invest in your own home for less. Most State Employees and RETIREES are eligible for NO DOWN PAYMENT, 33 YEAR MORTGAGE, low as one-per-cent interest, according to your pay grade. Our new planned communities. 23 miles south of Albany features 3 br and 4 br houses complete on beautiful and spacious landscaped lots starting at $19,500. Near several major shopping centers, convenient bus service, local, Albany, and N.Y.C. exclusive uncrowded schools, town water, central sewers, paved roads, and LOW, LOW, TAXES.

New York City-Persons seeking jobs No. 45-210, held Nov. 20, 1971. Should file at the Department of Personnel, 49 Thomas St., New York 10012, on or before February 6. Names, is substituted for the original list containing 69 names officially established October 30, 1970.

Senior Clerks

WHERE TO APPLY FOR PUBLIC JOBS

New York City—Persons seeking jobs No. 45-210, held Nov. 20, 1971. Should file at the Department of Personnel, 49 Thomas St., New York 10012, on or before February 6. Names, is substituted for the original list containing 69 names officially established October 30, 1970.

Senior Clerks

Sixteen promotions to senior clerks are planned by the Personnel Administration from among 40 certifications made June 7 by the Board of Examiners for the Department of Personnel. Those certificated to these 5,000 positions are eligible between numbers 102,7 and 165, as listed established April 27, 1970.
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.

$15,000 SUPER-PRIZE JACKPOT!

GRAND PRIZE
1972 Chevrolet Monte Carlo

Three exciting trips for two abroad
(One each drawing)

10 GE Portable Color TV Sets
16 GE 15" Black and White TV Sets
45 GE Cassette Tape Recorders
70 GE "Blue Max" Radios
95 GE Pocket Transistor Radios

Travel arrangements by CSEA and Knickerbocker Travel Service